

ESG Performance

Company Name: SINGER THAILAND PUBLIC COMPANY LIMITED Symbol: SINGER

Market: SET Industry Group: Services Sector: Commerce

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.singerthai.co.th/th/updates/social-activities
Uploaded document of environmental policy and practice:	การขับเคลื่อนธุรกิจเพื่อความยั่งยืน.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Waste Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	0.00	0.00
Total electricity consumption within the organization	Kilowatt-Hours	-	0.00	0.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	-	0.00	0.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	0.00	0.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	0.00	0.00

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	-	0.00	0.00

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	0.00	0.00

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	-	1,277,552.25	2,261,029.00
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	134.27	589.27

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	-	0.00	0.00
Diesel	Litres	-	0.00	0.00
Gasoline	Litres	-	0.00	0.00
Fuel oil	Litres	-	0.00	0.00

Crude oil	Barrels	-	0.00	0.00
Natural gas	Standard cubic feet	-	0.00	0.00
LPG	Kilograms	-	0.00	0.00
Steam	Metric tonnes	-	0.00	0.00
Coal	Metric tonnes	-	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	-	0.00	0.00
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	0.00	0.00

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	0.00	0.00

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	0.00	0.00
Total water withdrawal	Cubic meters	-	0.00	0.00
Total water withdrawal by third-party water	Cubic meters	-	0.00	0.00
Total water withdrawal by surface water	Cubic meters	-	0.00	0.00
Total water withdrawal by groundwater	Cubic meters	-	0.00	0.00
Total water withdrawal by seawater	Cubic meters	-	0.00	0.00
Total water withdrawal by produced water	Cubic meters	-	0.00	0.00
Difference between total water withdrawal and target ^(*)	Cubic meters	-	0.00	0.00
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	0.00	0.00
Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	0.00	0.00
Total water discharge to surface water	Cubic meters	-	0.00	0.00
Total water discharge to groundwater	Cubic meters	-	0.00	0.00
Total water discharge to seawater	Cubic meters	-	0.00	0.00

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	0.00	0.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	0.00	0.00

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	0.00	0.00
Total water withdrawal expense from third-party water	Baht	-	0.00	0.00

Total water withdrawal expense from other sources	Baht	-	0.00	0.00
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	0.00	0.00

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	0.00	0.00
Non-hazardous waste	Kilograms	-	0.00	0.00
Hazardous waste	Kilograms	-	0.00	0.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	0.00	0.00
Reused/Recycled hazardous waste	Kilograms	-	0.00	0.00
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Percentage of the difference between total GHG emissions and target ^(*)	%	-	-	-

Additional explanation:

^(*) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	-	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	0.00	0.00

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year
	2022
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-
Name of verifying company (English)	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	0.00	0.00
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	0.00	0.00
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	0.00	0.00
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 30/03/2023

ESG Performance

Company Name: SINGER THAILAND PUBLIC COMPANY LIMITED Symbol: SINGER

Market: SET Industry Group: Services Sector: Commerce

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <https://www.singerthai.co.th/th/updates/social-activities>
Uploaded document of Corporate human rights policy and practice: การจับเคลื่อนธุรกิจเพื่อความยั่งยืน.pdf

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	9,515	3,837
Total number of male employees	Persons	3,129	3,402	1,167
Percentage of male employees	%	-	35.75	30.41
Total number of female employees	Persons	5,760	6,113	2,670

Percentage of female employees	%	-	64.25	69.59
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	2,919	2,385	1,283
Percentage of employees under 30 years old	%	-	25.07	33.44
Total number of employees 30–50 years old	Persons	4,968	5,798	2,071
Percentage of employees 30–50 years old	%	-	60.94	53.97
Total number of employees over 50 years old	Persons	1,002	1,332	483
Percentage of employees over 50 years old	%	-	14.00	12.59

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	778	637	309
Percentage of male employees under 30 years old	%	24.86	18.72	26.48
Total number of male employees 30–50 years old	Persons	1,803	2,076	613
Percentage of male employees 30–50 years old	%	57.62	61.02	52.53
Total number of male employees over 50 years old	Persons	548	689	245
Percentage of male employees over 50 years old	%	17.51	20.25	20.99

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	2,141	1,748	974
Percentage of female employees under 30 years old	%	37.17	28.59	36.48
Total number of female employees 30–50 years old	Persons	3,165	3,722	1,458
Percentage of female employees 30–50 years old	%	54.95	60.89	54.61
Total number of female employees over 50 years old	Persons	454	643	238
Percentage of female employees over 50 years old	%	7.88	10.52	8.91

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	8,863	9,489	3,804
Percentage of employees in operational level	%	-	99.73	99.14
Total number of employees in management level	Persons	22	22	28
Percentage of employees in management level	%	-	0.23	0.73
Total number of employees in executive level	Persons	4	4	5
Percentage of employees in executive level	%	-	0.04	0.13

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	3,116	3,389	1,153
Percentage of male employees in operational level	%	99.58	99.62	98.80
Total number of male employees in management level	Persons	12	12	12
Percentage of male employees in management level	%	0.38	0.35	1.03
Total number of male employees in executive level	Persons	1	1	2
Percentage of male employees in executive level	%	0.03	0.03	0.17

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	5,747	6,100	2,651
Percentage of female employees in operational level	%	99.77	99.79	99.29
Total number of female employees in management level	Persons	10	10	16

Percentage of female employees in management level	%	0.17	0.16	0.60
Total number of female employees in executive level	Persons	3	3	3
Percentage of female employees in executive level	%	0.05	0.05	0.11

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	11	13
Total number of employees with disabilities	Persons	-	11	13
Percentage of employees with disabilities	%	-	0.12	0.34
Total number of workers who are not employees with disabilities	Persons	-	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	417,878,098.99	426,783,825.09	399,407,284.00
Total male employee remuneration	Baht	190,873,986.99	191,490,858.09	178,154,139.00
Percentage of remuneration in male employees	%	45.68	44.87	44.60
Total female employee remuneration	Baht	227,004,112.00	235,292,967.00	221,253,145.00
Percentage of remuneration in female employees	%	54.32	55.13	55.40
Average remuneration of employees	Baht / Person	-	44,853.79	104,093.64
Average remuneration of male employees	Baht / Person	61,001.59	56,287.73	152,659.93
Average remuneration of female employees	Baht / Person	39,410.44	38,490.59	82,866.35
Ratio of average remuneration of female employees to male employees		0.65	0.68	0.54

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	236	216	212
Percentage of total number of employees joining employee provident fund to total number of employees	%	2.65	2.27	5.53
Total amount of provident fund contributed by the Company	Baht	6,161,018.00	6,534,153.00	7,177,146.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	1.47	1.53	1.80

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	1.39	0.41	1.30

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	473,360.78	147,135.00	1,836,075.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	1,960.00	1,952.00	1,960.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	2.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	0	0
Percentage of employees that lost time injuries for 1 day or more	%	-	0.00	0.00
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	-	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.00	0.00	0.00
	Persons / 200,000 manhours ^(**)	0.00	0.00	0.00

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	3,833	8,926
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	40.28	232.63
Total number of male employee turnover leaving the Company voluntarily	Persons	1,051	1,432	3,350
Percentage of male employee turnover leaving the Company voluntarily	%	-	37.36	37.53
Total number of female employee turnover leaving the Company voluntarily	Persons	1,701	2,401	5,576
Percentage of female employee turnover leaving the Company voluntarily	%	-	62.64	62.47
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

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Market: SET Industry Group: Services Sector: Commerce

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.singerthai.co.th/th/corporate-governance/corporate-governance-policy
Uploaded document of corporate governance policy and practices:	3. STL-นโยบายการกำกับดูแลกิจการที่ดี resize.pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.singerthai.co.th/th/corporate-governance/charters-and-documents
Uploaded document of Code of Conduct:	8. STL-ประมวลจริยธรรมทางธุรกิจ resize.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	7	2
		9	
	% of total directors	77.78	22.22
		100	
Executive directors	Persons	1	0
		1	
	% of total directors	11.11	0
		11.11	
Non-executive directors	Persons	6	2
		8	
	% of total directors	66.67	22.22
		88.89	
- Independent directors	Persons	3	1
		4	
	% of total directors	33.33	11.11
		44.44	
- Non-executive directors who have no position in independent directors	Persons	3	1
		4	
	% of total directors	33.33	11.11
		44.44	

Average director age	Years	59	62
		60	
The Chairman of the Board is an independent director	Yes / No	No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อดิศักดิ์ สุขุมวิทยา	First appointment date of director:	12 May 2016
	Name (English):	Mr. ADISAK SUKUMVITAYA	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1956	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics		
	Shares:	1,646,894		
2)	Paid-up stock:	822,341,978		
	%Shares:	0.200269		
2)	Name (Thai):	ดร. นงลักษณ์ ลักษณโภคิน	First appointment date of director:	28 Apr 2016
	Name (English):	Mrs. NONGLAK LAKSANAPOKIN, Ph.D.	Type of director:	Existing director

	Gender:	Female	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Philosophy Program in Peace Studies	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Law x Strategic Management x Risk Management x Internal Control		
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ปิยะ พงษ์อักษร	First appointment date of director:	12 May 2016
	Name (English):	Mr. PIYA PONG-ACHA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Data Management x Corporate Management x Data Analysis		
	Shares:	30,000		
	Paid-up stock:	822,341,978		
	%Shares:	0.003648		
4)	Name (Thai):	นาย ปรีชา ประกอบกิจ	First appointment date of director:	8 Aug 2016

	Name (English):	Mr. PREECHA PRAKOBKIT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1948	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Human Resource Management x Marketing x Finance		
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		
5)	Name (Thai):	นาย กิตติพงษ์ กนกวิไลรัตน์	First appointment date of director:	1 May 2016
	Name (English):	Mr. KITTIPONG KANOKVILAIRAT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1974	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Strategic Management x Data Management x Change Management x Risk Management x Corporate Management x Budgeting x Audit x Marketing x Data Analysis x Accounting x Insurance x Leadership x Statistics x Economics		
	Shares:	0		

	Paid-up stock:	822,341,978		
	%Shares:	0.000000		
6)	Name (Thai):	นาย ชานย อัคริถาวร	First appointment date of director:	15 May 2020
	Name (English):	Mr. CHAN ITTHITHAVORN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Budgeting x Audit x Data Analysis x Finance x Internal Control x Accounting		
	Shares:	10,000		
	Paid-up stock:	822,341,978		
	%Shares:	0.001216		
7)	Name (Thai):	นางสาว สมศรี ชลาภักดี	First appointment date of director:	1 May 2021
	Name (English):	Ms. SOMSRI SHALAPUKDEE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Data Analysis x Finance x Internal Control x Accounting		

	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		
8)	Name (Thai):	พล.ร.อ. นวพล ดำรงพงศ์	First appointment date of director:	17 Dec 2021
	Name (English):	ADM. NAVAPOL DAMRONGPONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Strategic Management x Corporate Management x Leadership		
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		
9)	Name (Thai):	พลเรือเอก ประชาชาติ ศิริสวัสดิ์	First appointment date of director:	10 Mar 2023
	Name (English):	Admiral Prachachart Sirisawat	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1961	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Information & Communication Technology x Law x Marketing x Procurement x IT Management x Data Management x Data Analysis x Engineering x Strategic Management x Leadership x Budgeting		
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย วรยศ ทองตัน	First appointment date of director:	15 May 2020
	Name (English):	Mr. Vorayos Thongton	Director termination date:	10 Mar 2023
	Gender:	Male	Director position:	Director
	Year of birth:	1981	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Admiral Prachachart Sirisawat
	Skill and expertise:	x Economics x Finance x Marketing x Fund Management x Data Management x Data Analysis x Corporate Management x Engineering x Strategic Management	Appointment date of replacement director:	10 Mar 2023
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ชานย อิทธิธาวร	Appointment date of audit committee member:	15 May 2020
	Name (English):	Mr. CHAN ITTHITHAVORN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	10,000		
	%Shares:	0.001216		
2)	Name (Thai):	นาย ปรีชา ประกอบกิจ	Appointment date of audit committee member:	8 Aug 2016
	Name (English):	Mr. PREECHA PRAKOBKIT	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		

	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นางสาว สโมสรี ชลาภักดี	Appointment date of audit committee member:	1 May 2021
	Name (English):	Ms. SOMSRI SHALAPUKDEE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1959	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย ปิยะ พงษ์อักษร	Appointment date of executive committee member:	23 Dec 2015
	Name (English)	Mr. PIYA PONG-ACHA	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1970		
	Nationality:	x Thailand		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
2)	Name (Thai)	ดร. นงลักษณ์ ลักขณ-โกคิน	Appointment date of executive committee member:	12 May 2016
	Name (English)	Mrs. NONGLAK LAKSANAPOKIN, Ph.D.	Executive committee position:	Vice-chairman of the executive committee
	Gender:	Female		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Philosophy Program in Peace Studies		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย กิตติพงษ์ กนกวิไลรัตน์	Appointment date of executive committee member:	12 May 2016
	Name (English)	Mr. KITTIPONG KANOKVILAIRAT	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1974		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นางสาว จันทกรจิรา ก้องทองสมุทร	Appointment date of executive committee member:	22 Dec 2017
	Name (English)	Ms. Chanthornjira Kongtongsmut	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1967		
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Industrial Business and Human Resource Development		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย รักกิติ ตั้งล้ำเลิศ	Appointment date of executive committee member:	9 Nov 2022
	Name (English)	Mr. Rakkiti Tanglamkert	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นางสาว รพีพรรณ พันทยากรณ์	Appointment date of executive committee member:	10 Nov 2016
	Name (English)	Ms. Rapeepan Kantayaporn	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1961		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
7)	Name (Thai)	นางสาว พิทยา เจริญรัตนศักดิ์	Appointment date of executive committee member:	30 Sep 2021
	Name (English)	Ms. Pittaya Jearkittimasak	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1970		
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นางสาว บุษบา กุลศิริธรรม	Appointment date of executive committee member:	8 Nov 2019
	Name (English)	Ms. Busaba Kulsiritham	Termination date of executive committee member:	9 Nov 2022
	Gender:	Female	Executive committee position:	Member of the executive committee
	Year of birth:	1976	Name of replacement executive committee member (English):	Mr. Rakkiti Tanglamert
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	9 Nov 2022
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นางสาว อัญทิกร พิษะฐกร	Appointment date of executive committee member:	1 Jan 2021
	Name (English)	Ms. Auntkorn Phichetkorn	Termination date of executive committee member:	9 Nov 2022
	Gender:	Female	Executive committee position:	Member of the executive committee
	Year of birth:	1967	Name of replacement executive committee member (English):	No replacement director
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	-
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Home Economics		
	Residence in Thailand:	Yes		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Nomination Remuneration and corporate governance

No.	Name (Thai)	Name (English)	Position
1	นาย ปรีชา ประกอบกิจ	Mr. PREECHA PRAKOBKIT	Chairman
2	นาย อติศักดิ์ สุขุมวิทยา	Mr. ADISAK SUKUMVITAYA	Member
3	นาย ชานู อภิธินาวร	Mr. CHAN ITTHITHAVORN	Member

2) Name of sub-committees (English) Investment and Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นางสาว สมศรี ชลาภักดิ์	Ms. SOMSRI SHALAPUKDEE	Chairman
2	นาย กิตติพงศ์ กนกวิไลรัตน์	Mr. KITTIPONG KANOKVILAIRAT	Member
3	นาย ปิยะ พงษ์อัชฌา	Mr. PIYA PONG-ACHA	Member
4	พล.ร.อ. นวพล ดำรงพงศ์	ADM. NAVAPOL DAMRONGPONG	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Investment and Risk Management Committee
Nomination	Nomination Remuneration and corporate governance
Remuneration	Nomination Remuneration and corporate governance
Corporate governance	Nomination Remuneration and corporate governance
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย กิตติพงษ์ กนกวิไลรัตน์	The highest-ranking executive position:	Yes
	Name (English):	Mr. KITTIPONG KANOKVILAIRAT	Executive position (Thai):	กรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1974	Appointment date of executive:	1 Jan 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Law x Strategic Management x Data Management x Change Management x Risk Management x Corporate Management x Budgeting x Audit x Marketing x Data Analysis x Accounting x Insurance x Leadership x Statistics x Economics		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย รักกิติ ตั้งล้ำเลิศ	The highest-ranking executive position:	No
	Name (English):	Mr. Rakkiti Tanglamlert	Executive position (Thai):	ผู้อำนวยการสายบัญชีและการเงิน
	Gender:	Male	Executive position (English):	Chief Financial Officer
	Year of birth:	1969	Appointment date of executive:	1 Jun 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		

	Skill and expertise:	x Economics x Finance & Securities x Accounting x Finance x Fund Management x Procurement x Data Management x Data Analysis x Strategic Management x Risk Management x Audit x Budgeting		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
3)	Name (Thai):	นางสาว จันทกรจิรา กองทองสมุทร	The highest-ranking executive position:	No
	Name (English):	Ms. Chanthornjira Kongtongsmut	Executive position (Thai):	ผู้อำนวยการสายงานปฏิบัติการ
	Gender:	Female	Executive position (English):	Chief Operation Officer
	Year of birth:	1967	Appointment date of executive:	15 May 2016
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Industrial Business and Human Resource Development		
	Skill and expertise:	x Insurance x Media & Publishing x Law x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Management x Data Analysis x Corporate Management x Internal Control x Audit x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นางสาว รพีพรรณ ขันตยากรณ์	The highest-ranking executive position:	No
	Name (English):	Ms. Rapeepan Kantayaporn	Executive position (Thai):	ผู้อำนวยการสายงานเทคโนโลยีและสารสนเทศ
	Gender:	Female	Executive position (English):	Chief Information Officer
	Year of birth:	1961	Appointment date of executive:	17 Jun 2016

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Information & Communication Technology x Procurement x IT Management x Data Management x Data Analysis x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นางสาว พัทยา เจียรกิตติศักดิ์	The highest-ranking executive position:	No
	Name (English):	Ms. Pittaya Jearkittimasak	Executive position (Thai):	ผู้อำนวยการสายงานการขายและการตลาด
	Gender:	Female	Executive position (English):	Chief Marketing Officer
	Year of birth:	1970	Appointment date of executive:	5 May 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Economics x Fashion x Marketing x Data Management x Statistics x Digital Marketing x Brand Management x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Naruedee Santisukhathai	naruedees@singerthai.co.th	-
Company secretary	Ms. Chanthornjira Kongtongsmut	chank@singerthai.co.th	-
Head of the internal audit or the outsourced internal auditor	Ms. Gunnaree Thammachotdumrong	GunnareeT@singerthai.co.th	-

Head of the compliance unit	Ms. Nalinya Suttipong	NalinyaS@singerthai.co.th	-
Head of the investor relation	Ms. Chanthornjira Kongtongsmut	chank@singerthai.co.th	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. Pantip Gulsantithamrong Email: pantip@kpmg.co.th Telephone: - 2. Mr. Chokechai Ngamwutikul Email: chokechai@kpmg.co.th Telephone: - 3. Ms. Thitima Pongchaiyong Email: thitimap@kpmg.co.th Telephone: -	6,380,000.00	-

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	พลเรือเอก ประชาชาติ ศิริสวัสดิ์	First appointment date of director:	10 Mar 2023
	Name (English):	Admiral Prachachart Sirisawat	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Law x Marketing x Procurement x IT Management x Data Management x Data Analysis x Engineering x Strategic Management x Leadership x Budgeting		
	Shares:	0		
	Paid-up stock:	822,341,978		
	%Shares:	0.000000		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 9 times

Date of AGM meeting: 22 Apr 2022

EGM meeting: Yes

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. ADISAK SUKUMVITAYA (Chairman of the board)	-	9/9	100.00	Participating	Participating
2. Mrs. NONGLAK LAKSANAPOKIN, Ph. D. (Director)	-	9/9	100.00	Participating	Participating
3. Mr. PIYA PONG-ACHA (Director)	-	9/9	100.00	Participating	Participating
4. Mr. PREECHA PRAKOBKIT (Director)	-	9/9	100.00	Participating	Participating
5. Mr. KITTIPONG KANOKVILAIRAT (Director)	-	9/9	100.00	Participating	Participating
6. Mr. CHAN ITTHITHAVORN (Director)	-	9/9	100.00	Participating	Participating
7. Ms. SOMSRI SHALAPUKDEE (Director)	-	9/9	100.00	Participating	Participating
8. ADM. NAVAPOL DAMRONGPONG (Director)	-	9/9	100.00	Participating	Participating
9. Admiral Prachachart Sirisawat (Director)	-	0/0	0	-	-
10. Mr. Vorayos Thongton (Director)	10 Mar 2023	6/9	66.67	Non-participating	Participating

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. CHAN ITTHITHAVORN (Chairman of the audit committee)	-	5/5	100.00
2. Mr. PREECHA PRAKOBKIT (Member of the audit committee)	-	5/5	100.00
3. Ms. SOMSRI SHALAPUKDEE (Member of the audit committee)	-	5/5	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	https://www.singerthai.co.th/th/corporate-governance/corporate-governance-policy
Uploaded document of director remuneration policy and criteria:	3. STL-นโยบายการกำกับดูแลกิจการที่ดี resize.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. ADISAK SUKUMVITAYA (Chairman of the board)	-	0.00	662,300.00	No
2. Mrs. NONGLAK LAKSANAPOKIN, Ph.D. (Director)	-	0.00	388,900.00	No
3. Mr. PIYA PONG-ACHA (Director)	-	0.00	429,100.00	No
4. Mr. PREECHA PRAKOBKIT (Director)	-	0.00	643,600.00	No
5. Mr. KITTIPONG KANOKVILAIRAT (Director)	-	0.00	0.00	No
6. Mr. CHAN ITTHITHAVORN (Director)	-	0.00	672,400.00	No
7. Ms. SOMSRI SHALAPUKDEE (Director)	-	0.00	643,600.00	No
8. ADM. NAVAPOL DAMRONGPONG (Director)	-	0.00	429,100.00	No

9. Admiral Prachachart Sirisawat (Director)	-	0.00	0.00	No
10. Mr. Vorayos Thongton (Director)	10 Mar 2023	0.00	388,900.00	No
Total (Baht)	-	0.00	4,257,900.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	0.00
Other monetary remuneration	Baht	4,257,900.00
Total director remuneration	Baht	4,257,900.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	11,604,346.00	23,863,990.00	29,487,786.06

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No
Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. ADISAK SUKUMVITAYA (Chairman of the board)	Non-participating	-
2. Mrs. NONGLAK LAKSANAPOKIN, Ph.D. (Director)	Non-participating	-

3. Mr. PIYA PONG-ACHA (Director)	Non-participating	-
4. Mr. PREECHA PRAKOBKIT (Director)	Non-participating	-
5. Mr. KITTIPONG KANOKVILAIRAT (Director)	Non-participating	-
6. Mr. CHAN ITTHITHAVORN (Director)	Non-participating	-
7. Ms. SOMSRI SHALAPUKDEE (Director)	Non-participating	-
8. ADM. NAVAPOL DAMRONGPONG (Director)	Non-participating	-
9. Admiral Prachachart Sirisawat (Director)	Non-participating	-
10. Mr. Vorayos Thongton (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <https://www.singerthai.co.th/th/updates/social-activities>

Uploaded document of corporate sustainability policy: การขับเคลื่อนธุรกิจเพื่อความยั่งยืน.pdf

4.2 Sustainability Report

Corporate Sustainability Report: Yes

URL of corporate sustainability report: <https://www.singerthai.co.th/th/updates/social-activities>

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with x Sustainability Accounting Standards Board (SASB)
standards or guidelines:

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Approved and published on 30/03/2023