



ESG Performance Report for Listed Companies in 2024

SINGER THAILAND PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : SINGER THAILAND PUBLIC COMPANY LIMITED Symbol : SINGER

Market : SET Industry Group : Services Sector : Commerce

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Waste Management

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : No
over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : No

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	0.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	2,261,029.00	2,751,241.00	N/A
Percentage of total electricity expense to total expenses (%) ^(**)	0.06	0.04	N/A
Percentage of total electricity expense to total revenues (%) ^(**)	0.04	0.09	N/A
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	589.27	1,871.59	N/A

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	N/A
Diesel (Litres)	0.00	0.00	N/A
Gasoline (Litres)	0.00	0.00	N/A
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard Cubic Feet)	0.00	0.00	N/A
LPG (Kilograms)	0.00	0.00	N/A
Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	0.00	N/A
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.00	N/A
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.00	N/A

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	N/A

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan	:	No
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Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	No
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Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	No
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Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	0.00	0.00
Total water withdrawal expense from third-party water (Baht)	0.00	0.00	N/A
Total water withdrawal expense from other sources (Baht)	0.00	0.00	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	No
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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No
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Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	No
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Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	N/A
Total non-hazardous waste (kilograms)	0.00	0.00	N/A
Total hazardous waste (kilograms)	0.00	0.00	N/A
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A

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 expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	N/A
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	N/A
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	N/A

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	0.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	N/A

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A

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ESG Performance

Company Name : SINGER THAILAND PUBLIC COMPANY LIMITED Symbol : SINGER

Market : SET Industry Group : Services Sector : Commerce

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or : No
goals over the past year

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year development

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : No
and labor management goals?

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	N/A	N/A	1,768
Percentage of employees to total employment (%)	N/A	N/A	100.00
Total employees (persons)	3,837	1,470	1,768
Male employees (persons)	1,167	558	738
Percentage of male employees (%)	30.41	37.96	41.74
Female employees (persons)	2,670	912	1,030
Percentage of female employees (%)	69.59	62.04	58.26

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	1,283	249	315
Percentage of employees under 30 years old (%)	33.44	16.94	17.82

	2022	2023	2024
Total number of employees 30-50 years old (Persons)	2,071	901	1,097
Percentage of employees 30-50 years old (%)	53.97	61.29	62.05
Total number of employees over 50 years old (Persons)	483	320	356
Percentage of employees over 50 years old (%)	12.59	21.77	20.14

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	309	80	115
Percentage of male employees under 30 years old (%)	26.48	14.34	15.58
Total number of male employees 30-50 years old (Persons)	613	320	434
Percentage of male employees 30-50 years old (%)	52.53	57.35	58.81
Total number of male employees over 50 years old (Persons)	245	158	189
Percentage of male employees over 50 years old (%)	20.99	28.32	25.61

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	974	169	200
Percentage of female employees under 30 years old (%)	36.48	18.53	19.42
Total number of female employees 30-50 years old (Persons)	1,458	581	663
Percentage of female employees 30-50 years old (%)	54.61	63.71	64.37
Total number of female employees over 50 years old (Persons)	238	162	167
Percentage of female employees over 50 years old (%)	8.91	17.76	16.21

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	3,804	1,451	1,730
Percentage of employees in operational level (%)	99.14	98.71	97.85

	2022	2023	2024
Total number of employees in management level (Persons)	28	15	30
Percentage of employees in management level (%)	0.73	1.02	1.70
Total number of employees in executive level (Persons)	5	4	8
Percentage of employees in executive level (%)	0.13	0.27	0.45

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	1,153	551	718
Percentage of male employees in operational level (%)	98.80	98.75	97.29
Total number of male employees in management level (Persons)	12	4	15
Percentage of male employees in management level (%)	1.03	0.72	2.03
Total number of male employees in executive level (Persons)	2	3	5
Percentage of male employees in executive level (%)	0.17	0.54	0.68

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	2,651	900	1,012
Percentage of female employees in operational level (%)	99.29	98.68	98.25
Total number of female employees in management level (Persons)	16	11	15
Percentage of female employees in management level (%)	0.60	1.21	1.46
Total number of female employees in executive level (Persons)	3	1	3
Percentage of female employees in executive level (%)	0.11	0.11	0.29

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	13	13	7
Percentage of disabled workers to total employment (%)	N/A	N/A	0.40
Total number of employees with disabilities (Persons)	13	13	7
Total male employees with disabilities (persons)	N/A	N/A	2
Total female employees with disabilities (persons)	N/A	N/A	5
Percentage of disabled employees to total employees (%)	0.34	0.88	0.40
Total number of workers who are not employees with disabilities (persons)	0	0	N/A

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	399,407,284.00	181,894,864.00	316,090,000.00
Total male employee remuneration (baht)	178,154,139.00	69,045,806.00	148,330,000.00
Percentage of remuneration in male employees (%)	44.60	37.96	46.93
Total female employee remuneration (baht)	221,253,145.00	112,849,058.00	167,760,000.00
Percentage of remuneration in female employees (%)	55.40	62.04	53.07
Average remuneration of employees (Baht / Person)	104,093.64	123,738.00	178,783.94
Average remuneration of male employees (Baht / Person)	152,659.93	123,738.00	200,989.16
Average remuneration of female employees (Baht / Person)	82,866.35	123,738.00	162,873.79
Ratio of average remuneration of female employees to male employees	0.54	1.00	0.81

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	212	209	193

	2022	2023	2024
Proportion of employees who are PVD members (%)	5.53	14.22	10.92
Total amount of provident fund contributed by the company (baht)	7,177,146.00	4,887,361.00	3,719,949.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.80	2.69	1.18

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	1.30	12.12	39.00
Total amount spent on employee training and development (Baht)	1,836,075.00	437,036.00	130,582.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000516	0.000061	0.000058
Percentage of training and development expenses to total revenue (%) ^(*)	0.000353	0.000144	0.000051

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	1,960.00
Total number of hours worked by employees (Hours)	1,960.00	1,960.00	1,960.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
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	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0

	2022	2023	2024
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	8,926	2,142	2,319
Total number of male employee turnover leaving the company voluntarily (persons)	3,350	800	497
Total number of female employee turnover leaving the company voluntarily (persons)	5,576	1,342	1,822
Proportion of voluntary resignations (%)	N/A	N/A	131.17
Percentage of male employee turnover leaving the Company voluntarily (%)	87.31	54.42	28.11
Percentage of female employee turnover leaving the Company voluntarily (%)	145.32	91.29	103.05

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

Company's customer management plan : No

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 022347171

Fax : -

Email : -

Company's website : www.singerthai.co.th

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Religion and culture, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : No

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : No

Non-financial benefits

Does the company measure the non-financial benefits from social development? : No

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ESG Performance

Company Name : SINGER THAILAND PUBLIC COMPANY LIMITED Symbol : SINGER

Market : SET Industry Group : Services Sector : Commerce

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Determination of Director Remuneration

Independence of the Board of Directors from the Management

Director Development

Board Performance Evaluation

Corporate Governance of Subsidiaries and Associated Companies

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

Shareholder

Employee

Customer

Business competitor

Business partner

Creditor

Government agencies

Community and society

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Human rights

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Money laundering prevention

Gift giving or receiving, entertainment, or business hospitality

Compliance with laws, regulations, and rules

Information and assets usage and protection

Anti-unfair competitiveness

Information and IT system security

Human rights

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	9	
	7	2
Executive directors	1	
	1	0
Non-executive directors	8	
	6	2
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	4	
	3	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	77.78	22.22
Executive directors	11.11	
	11.11	0.00
Non-executive directors	88.89	
	66.67	22.22
Independent directors	44.44	
	33.33	11.11
Non-executive directors who have no position in independent directors	44.44	
	33.33	11.11

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	62	
	61	64

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. ADISAK SUKUMVITAYA Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 1,746,894 Shares (0.210725 %)	Chairman of the Board of Directors (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	13 Aug 2015	Economics
2. Mrs. NONGLAK LAKSANAPOKIN Gender: Female Age : 64 years Highest level of education : Doctoral degree Study field of the highest level of education : Philosophy Program in Peace Studies Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	28 Apr 2016	Corporate Management, Law, Strategic Management, Risk Management, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. PIYA PONG-ACHA Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	12 May 2016	Strategic Management, Data Management, Corporate Management, Data Analysis
4. Mr. PREECHA PRAKOBKIT Gender: Male Age : 76 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	8 Aug 2016	Strategic Management, Human Resource Management, Marketing, Finance

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. CHAN ITTHITHAVORN Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 10,000 Shares (0.001206 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	15 May 2020	Strategic Management, Audit, Data Analysis, Finance, Accounting
6. Ms. SOMSRI SHALAPUKDEE Gender: Female Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	1 May 2021	Audit, Data Analysis, Finance, Internal Control, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
7. ADM. NAVAPOL DAMRONGPONG Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	17 Dec 2021	Law, Strategic Management, Corporate Management, Leadership
8. ADM. PRACHACHART SIRISAWAT RTN. Gender: Male Age : 63 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	10 Mar 2023	Information & Communication Technology, Law, Data Analysis, Engineering, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. NARATHIP WIRUNECHATAPANT Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	9 May 2023	Data Analysis, Digital Marketing, Brand Management, Architecture, Strategic Management

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. ADISAK SUKUMVITAYA	Chairman of the Board of Directors		✓		✓	
2. Mrs. NONGLAK LAKSANAPOKIN	Director		✓		✓	✓
3. Mr. PIYA PONG-ACHA	Director		✓		✓	
4. Mr. PREECHA PRAKOBKIT	Director		✓	✓		
5. Mr. CHAN ITTHITHAVORN	Director		✓	✓		
6. Ms. SOMSRI SHALAPUKDEE	Director		✓	✓		
7. ADM. NAVAPOL DAMRONGPONG	Director		✓		✓	
8. ADM. PRACHACHART SIRISAWAT RTN.	Director		✓	✓		
9. Mr. NARATHIP WIRUNECHATAPANT	Director	✓				✓
Total (persons)		1	8	4	4	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	11.11
2. Information & Communication Technology	1	11.11
3. Law	3	33.33
4. Marketing	1	11.11
5. Accounting	2	22.22
6. Finance	3	33.33
7. Human Resource Management	1	11.11
8. Data Management	1	11.11
9. Data Analysis	5	55.56
10. Digital Marketing	1	11.11
11. Brand Management	1	11.11
12. Corporate Management	3	33.33
13. Engineering	1	11.11
14. Architecture	1	11.11
15. Leadership	1	11.11
16. Strategic Management	7	77.78
17. Risk Management	1	11.11
18. Audit	2	22.22
19. Internal Control	2	22.22

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Doesn't Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Remuneration Subcommittee
- Nomination Remuneration Subcommittee
- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination Remuneration and corporate governance

Role

- Nomination Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Investment and Risk Management Committee

Role

- RiskManagement Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. CHAN ITTHITHAVORN^(*) Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	15 May 2020	Strategic Management, Audit, Data Analysis, Finance, Accounting
2. Mr. PREECHA PRAKOBKIT^(*) Gender: Male Age : 76 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	8 Aug 2016	Strategic Management, Human Resource Management, Marketing, Finance
3. Ms. SOMSRI SHALAPUKDEE^(*) Gender: Female Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	1 May 2021	Audit, Data Analysis, Finance, Internal Control, Accounting

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. PIYA PONG-ACHA Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Chairman of the executive committee	23 Dec 2015
2. Mrs. NONGLAK LAKSANAPOKIN Gender: Female Age : 64 years Highest level of education : Doctoral degree Study field of the highest level of education : Philosophy Program in Peace Studies Thai nationality : Yes Residence in Thailand : Yes	Vice-chairman of the executive committee	12 May 2016
3. Mr. Rakkiti Tanglamlert Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Nov 2022
4. Mr. NARATHIP WIRUNECHATAPANT Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 May 2023

Other Subcommittees

Subcommittee name	Name list	Position
Nomination Remuneration and corporate governance	Mr. PREECHA PRAKOBKIT	The chairman of the subcommittee (Independent director)
	Mr. ADISAK SUKUMVITAYA	Member of the subcommittee
	Mr. CHAN ITTHITHAVORN	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Investment and Risk Management Committee	Ms. SOMSRI SHALAPUKDEE	The chairman of the subcommittee (Independent director)
	Mr. PIYA PONG-ACHA	Member of the subcommittee
	ADM. NAVAPOL DAMRONGPONG	Member of the subcommittee
	Mr. NARATHIP WIRUNECHATAPANT	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. NARATHIP WIRUNECHATAPANT Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHIEF EXECUTIVE OFFICER (The highest-ranking executive)	9 May 2023	Data Analysis, Digital Marketing, Brand Management, Architecture, Strategic Management
2. Mr. Rakkiti Tanglamlert ^{(*)(**)} Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	Chief Financial Officer (The highest-ranking executive)	1 Jun 2022	Economics, Finance & Securities, Accounting, Finance, Budgeting
3. Ms. Pimpisa Khonmeesat Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Operation Officer (The highest-ranking executive)	1 Sep 2023	Accounting, Human Resource Management, Corporate Management, Leadership, Strategic Management
4. Mr. Panupong Chantaklang Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Information Officer (The highest-ranking executive)	1 Sep 2023	Information & Communication Technology, Digital Marketing, Engineering, Leadership, Strategic Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Remuneration policy for executive directors and executives

Does the board of directors or the remuneration committee : No
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	29,487,786.06	15,283,099.00	20,472,900.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	-
Employee Joint Investment Program (EJIP)	No	No	-

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Naruedee Santisukhathai	naruedees@singerthai.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Pimpisa Khonmeesat	Pimpisak@singerthai.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Rakkiti Tanglamlert	rakkiti@singerthai.co.th	-

Head of investor relations

Does the Company have an appointed head of investor : Doesn't Have
relations

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone 0 2677 2000	6,930,000.00	-	-

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Rights of minority shareholders on director appointment

Method of director appointment : Method whereby each director requires approval votes
more than half of the votes of attending shareholders
and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. ADISAK SUKUMVITAYA (Chairman of the Board of Directors)	Non-participating	-
2. Mrs. NONGLAK LAKSANAPOKIN (Director)	Non-participating	-
3. Mr. PIYA PONG-ACHA (Director)	Non-participating	-
4. Mr. PREECHA PRAKOBKIT (Director)	Non-participating	-
5. Mr. CHAN ITTHITHAVORN (Director)	Non-participating	-
6. Ms. SOMSRI SHALAPUKDEE (Director)	Non-participating	-
7. ADM. NAVAPOL DAMRONGPONG (Director)	Non-participating	-
8. ADM. PRACHACHART SIRISAWAT RTN. (Director)	Non-participating	-
9. Mr. NARATHIP WIRUNECHATAPANT (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Director Certification Program (DCP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Evaluation of the duty performance of the board of directors over the past year

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 12
(times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. ADISAK SUKUMVITAYA (Chairman of the Board of Directors)	12	/	12	1	/	1	N/A	/	N/A
2. Mrs. NONGLAK LAKSANAPOKIN (Director)	12	/	12	1	/	1	N/A	/	N/A
3. Mr. PIYA PONG-ACHA (Director)	12	/	12	1	/	1	N/A	/	N/A
4. Mr. PREECHA PRAKOBKIT (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
5. Mr. CHAN ITTHITHAVORN (Director, Independent director)	11	/	12	1	/	1	N/A	/	N/A
6. Ms. SOMSRI SHALAPUKDEE (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
7. ADM. NAVAPOL DAMRONGPONG (Director)	12	/	12	1	/	1	N/A	/	N/A
8. ADM. PRACHACHART SIRISAWAT RTN. (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
9. Mr. NARATHIP WIRUNECHATAPANT (Director)	12	/	12	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. ADISAK SUKUMVITAYA (Chairman of the Board of Directors)			662,300.00		N/A
Board of Directors	622,100.00	N/A	622,100.00	-	
Nomination Remuneration and corporate governance	40,200.00	N/A	40,200.00	-	
2. Mrs. NONGLAK LAKSANAPOKIN (Director)			388,900.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Executive Committee	0.00	N/A	0.00	-	
3. Mr. PIYA PONG-ACHA (Director)			429,100.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Executive Committee	0.00	N/A	0.00	-	
Investment and Risk Management Committee	40,200.00	N/A	40,200.00	-	
4. Mr. PREECHA PRAKOBKIT (Director)			643,600.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Audit Committee	188,100.00	N/A	188,100.00	-	
Nomination Remuneration and corporate governance	66,600.00	N/A	66,600.00	-	
5. Mr. CHAN ITTHITHAVORN (Director)			672,400.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Audit Committee	243,300.00	N/A	243,300.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination Remuneration and corporate governance	40,200.00	N/A	40,200.00	-	
6. Ms. SOMSRI SHALAPUKDEE (Director)			643,600.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Audit Committee	188,100.00	N/A	188,100.00	-	
Investment and Risk Management Committee	66,600.00	N/A	66,600.00	-	
7. ADM. NAVAPOL DAMRONGPONG (Director)			429,100.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
Investment and Risk Management Committee	40,200.00	N/A	40,200.00	-	
8. ADM. PRACHACHART SIRISAWAT RTN. (Director)			388,900.00		N/A
Board of Directors	388,900.00	N/A	388,900.00	-	
9. Mr. NARATHIP WIRUNECHATAPANT (Director)			0.00		N/A
Board of Directors	0.00	N/A	0.00	-	
Executive Committee	N/A	N/A	N/A	-	
Investment and Risk Management Committee	N/A	N/A	N/A	-	
10. Mr. Rakkiti Tanglamlert (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	N/A	0.00	-	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	3,344,400.00	0.00	3,344,400.00
2. Audit Committee	619,500.00	0.00	619,500.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination Remuneration and corporate governance	147,000.00	0.00	147,000.00
5. Investment and Risk Management Committee	147,000.00	0.00	147,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	4,257,900.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	4,257,900.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00
directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and associated : Yes
companies

Mechanism for overseeing management and taking : The appointment of representatives as directors, executives, or
responsibility for operations in subsidiaries and associated controlling persons in proportion to shareholding
companies approved by the board of directors

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. CHAN ITTHITHAVORN (Chairman of the audit committee)	6	/	6
2 Mr. PREECHA PRAKOBKIT (Member of the audit committee)	6	/	6
3 Ms. SOMSRI SHALAPUKDEE (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 13

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PIYA PONG-ACHA (Chairman of the executive committee)	13	/	13
2 Mrs. NONGLAK LAKSANAPOKIN (Vice-chairman of the executive committee)	13	/	13
3 Mr. Rakkiti Tanglamlert (Member of the executive committee)	13	/	13
4 Mr. NARATHIP WIRUNECHATAPANT (Member of the executive committee)	13	/	13

The results of duty performance of Executive Committee

Meeting attendance Nomination Remuneration and corporate governance

Meeting Nomination Remuneration and : 2
corporate governance (times)

List of Directors	Meeting attendance Nomination Remuneration and corporate governance		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PREECHA PRAKOBKIT (The chairman of the subcommittee)	2	/	2
2 Mr. ADISAK SUKUMVITAYA (Member of the subcommittee)	2	/	2

List of Directors	Meeting attendance Nomination Remuneration and corporate governance		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mr. CHAN ITTHITHAVORN (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination Remuneration and corporate governance

Meeting attendance Investment and Risk Management Committee

Meeting Investment and Risk Management : 5
Committee (times)

List of Directors	Meeting attendance Investment and Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. SOMSRI SHALAPUKDEE (The chairman of the subcommittee)	5	/	5
2 Mr. PIYA PONG-ACHA (Member of the subcommittee)	5	/	5
3 ADM. NAVAPOL DAMRONGPONG (Member of the subcommittee)	5	/	5
4 Mr. NARATHIP WIRUNECHATAPANT (Member of the subcommittee)	5	/	5

The results of duty performance of Investment and Risk Management Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability management goals

Does the company set sustainability management goals : No

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : No

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Creditor • Competitors • Suppliers • Shareholders • Employees • Customers • Society • Government agencies and Regulators	-	-	-

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1

Related risk topics : Strategic Risk
• Economic risk
ESG risks : No

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : No
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No
new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No
compliance with the supplier code of conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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