

ESG Performance

Company Name: MURAMOTO ELECTRON (THAILAND) PUBLIC COMPANY LIMITED Symbol: METCO

Market: SET Industry Group: Technology Sector: Electronic Components

Environment

1 Environmental Management

1.1 Environmental Policy and Practice: Yes

URL of environmental policy and practice: <https://www.metco.co.th/corporate-governance/role-of-stakeholders/>

Uploaded document of environmental policy and practice: -

1.2 Environmental Practices: x Electricity Management x Fuel Management x Renewable/Clean Energy Management x Water Management x Waste Management x Greenhouse Gas and Climate Change Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	47	-
Actual number of disclosure boundaries	6	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	39,982,140.00	43,948,080.00	44,932,919.60
Total electricity consumption within the organization	Kilowatt-Hours	44,392,000.00	46,550,000.00	44,830,941.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	44,392,000.00	46,550,000.00	0.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	44,830,941.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	4,409,860.00	2,601,920.00	-101,978.60

Percentage of the difference between total electricity consumption within the organization and target ^(*)	%	11.03	5.92	-0.23
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	19,126.24	20,274.39	19,174.91

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		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	344.17

2.4 Electricity Expense

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	154,353,099.00	173,895,665.00	204,399,551.00
Percentage of total electricity expense to total expenses	%	0.94	0.98	1.16
Percentage of total electricity expense to total revenues	%	0.90	0.93	1.13
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	66,502.84	75,738.53	87,424.96

Additional explanation: Exclude electricity expense outside of the Company.

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	0.00
Diesel	Litres	126,649.37	118,478.59	199,550.92
Gasoline	Litres	73,106.94	68,831.24	27,479.66
Fuel oil	Litres	-	-	0.00

Crude oil	Barrels	-	-	0.00
Natural gas	Standard cubic feet	-	-	0.00
LPG	Kilograms	43,929.00	42,348.00	43,545.00
Steam	Metric tonnes	-	-	0.00
Coal	Metric tonnes	-	-	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	6,976,212.11	7,435,186.21	7,466,653.45
Percentage of total fuel expense to total expenses	%	0.04	0.04	0.04
Percentage of total fuel expense to total revenues	%	0.04	0.04	0.04

Additional explanation: Exclude fuel expense outside of the Company.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	44,830.94

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues	Megawatt-Hours / Thousand Baht of total revenues	-	-	0.00
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	0.34

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	47	-
Actual number of disclosure boundaries	4	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	268,492.00	285,687.00	284,254.74
Total water withdrawal	Cubic meters	288,573.00	287,126.00	279,644.00
Total water withdrawal by third-party water	Cubic meters	288,573.00	287,126.00	279,644.00
Total water withdrawal by surface water	Cubic meters	-	-	0.00
Total water withdrawal by groundwater	Cubic meters	-	-	0.00
Total water withdrawal by seawater	Cubic meters	-	-	0.00
Total water withdrawal by produced water	Cubic meters	-	-	0.00
Difference between total water withdrawal and target ^(*)	Cubic meters	20,081.00	1,439.00	-4,610.74
Percentage of the difference between total water withdrawal and target ^(*)	%	7.48	0.50	-1.62
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	124.33	125.05	119.61
Intensity ratio of total water withdrawal to total revenues	Cubic meters / Thousand Baht of total revenues	0.02	0.02	0.02

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.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	0.00
Total water discharge to surface water	Cubic meters	-	-	0.00
Total water discharge to groundwater	Cubic meters	-	-	0.00
Total water discharge to seawater	Cubic meters	-	-	0.00

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	288,573.00	287,126.00	279,644.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues	Cubic meters / Thousand Baht of total revenues	0.02	0.02	0.02
Intensity of total water consumption	Cubic meters / m ²	-	-	2.14

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	4,611,111.48	4,588,017.37	4,468,605.00
Total water withdrawal expense from third-party water	Baht	4,611,111.48	4,588,017.37	4,468,605.00

Total water withdrawal expense from other sources	Baht	-	-	0.00
Percentage of total water withdrawal expense to total expenses	%	0.03	0.03	0.03
Percentage of total water withdrawal expense to total revenues	%	0.03	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,986.69	1,998.27	1,911.29

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	47	-
Actual number of disclosure boundaries	4	-

4.2 Waste Generation

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	7,526,990.75	6,388,203.93	5,438,604.74
Non-hazardous waste	Kilograms	7,046,881.75	5,741,938.93	4,937,775.74
Hazardous waste	Kilograms	480,109.00	646,265.00	500,829.00
Intensity ratio of total waste generated to total revenues	Kilograms / Thousand Baht of total revenues	0.44	0.34	0.30
Intensity ratio of total non-hazardous waste to total revenues	Kilograms / Thousand Baht of total revenues	0.41	0.31	0.27
Intensity ratio of total hazardous waste to total revenues	Kilograms / Thousand Baht of total revenues	0.03	0.03	0.03

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	6,975,501.75	5,704,634.93	5,390,284.74
Reused/Recycled non-hazardous waste	Kilograms	6,975,501.75	5,704,634.93	4,910,810.74
Reused/Recycled hazardous waste	Kilograms	-	-	479,474.00
Percentage of total reused/recycled waste to total waste generated	%	92.67	89.30	99.11
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	98.99	99.35	99.45
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	95.74

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	2023
Boundary type	Company	Company
Total number of disclosure boundaries	47	-
Actual number of disclosure boundaries	5	-

5.2 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	20,802.30	21,011.95
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	21,828.23	22,458.18	187,546.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	1,381.27	1,017.25	768.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	20,446.96	21,440.93	0.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	186,778.00
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	1,655.88	166,534.05
Percentage of the difference between total GHG emissions and target ^(*)	%	-	7.96	792.57

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.

5.3 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	0.00	0.00	0.01
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	9.40	9.78	80.22
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	1.44

5.4 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.5 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

5.6 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

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ESG Performance

Company Name: MURAMOTO ELECTRON (THAILAND) PUBLIC COMPANY LIMITED Symbol: METCO

Market: SET Industry Group: Technology Sector: Electronic Components

Social

1 Human Rights

1.1 Human Rights Policy and Practices: Yes

URL of Corporate human rights policy and practice: -

Uploaded document of Corporate human rights policy and practice: นโยบายสิทธิมนุษยชน ปี 2566.pdf

1.2 Human Rights Practices: x Employee Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination x Child Labor x Consumer Rights

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	47	-
Actual number of disclosure boundaries	28	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	2,321	2,296	2,338
Total number of male employees	Persons	509	509	553
Percentage of male employees	%	21.93	22.17	23.65
Total number of female employees	Persons	1,812	1,787	1,785

Percentage of female employees	%	78.07	77.83	76.35
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	403	405	427
Percentage of employees under 30 years old	%	17.36	17.64	18.26
Total number of employees 30-50 years old	Persons	1,654	1,588	1,633
Percentage of employees 30-50 years old	%	71.26	69.16	69.85
Total number of employees over 50 years old	Persons	264	303	278
Percentage of employees over 50 years old	%	11.37	13.20	11.89

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	147	150	159
Percentage of male employees under 30 years old	%	28.88	29.47	28.75
Total number of male employees 30-50 years old	Persons	311	306	334
Percentage of male employees 30-50 years old	%	61.10	60.12	60.40
Total number of male employees over 50 years old	Persons	51	53	60
Percentage of male employees over 50 years old	%	10.02	10.41	10.85

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees under 30 years old	Persons	256	255	268
Percentage of female employees under 30 years old	%	14.13	14.27	15.01
Total number of female employees 30-50 years old	Persons	1,343	1,282	1,299
Percentage of female employees 30-50 years old	%	74.12	71.74	72.77
Total number of female employees over 50 years old	Persons	213	250	218
Percentage of female employees over 50 years old	%	11.75	13.99	12.21

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	1,040	1,018	1,016
Percentage of employees in operational level	%	44.81	44.34	43.46
Total number of employees in management level	Persons	1,147	1,152	1,161
Percentage of employees in management level	%	49.42	50.17	49.66
Total number of employees in executive level	Persons	134	126	161
Percentage of employees in executive level	%	5.77	5.49	6.89

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	49	52	51
Percentage of male employees in operational level	%	9.63	10.22	9.22
Total number of male employees in management level	Persons	396	399	413
Percentage of male employees in management level	%	77.80	78.39	74.68
Total number of male employees in executive level	Persons	64	58	89
Percentage of male employees in executive level	%	12.57	11.39	16.09

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	991	966	965
Percentage of female employees in operational level	%	54.69	54.06	54.06

Total number of female employees in management level	Persons	751	753	748
Percentage of female employees in management level	%	41.45	42.14	41.90
Total number of female employees in executive level	Persons	70	68	72
Percentage of female employees in executive level	%	3.86	3.81	4.03

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	-	-	23
Total number of employees with disabilities	Persons	-	-	4
Percentage of employees with disabilities	%	-	-	0.17
Total number of workers who are not employees with disabilities	Persons	-	-	19

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	834,791,830.00	829,792,295.00	937,407,164.00
Total male employee remuneration	Baht	225,574,442.00	218,860,363.00	287,766,201.00
Percentage of remuneration in male employees	%	27.02	26.38	30.70
Total female employee remuneration	Baht	609,217,388.00	610,931,932.00	649,640,963.00
Percentage of remuneration in female employees	%	72.98	73.62	69.30
Average remuneration of employees	Baht / Person	359,669.03	361,407.79	400,944.04
Average remuneration of male employees	Baht / Person	443,171.79	429,981.07	520,372.88
Average remuneration of female employees	Baht / Person	336,212.69	341,875.73	363,944.52
Ratio of average remuneration of female employees to male employees		0.76	0.80	0.70

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	1,822	1,770	1,741
Percentage of total number of employees joining employee provident fund to total number of employees	%	78.50	77.09	74.47
Total amount of provident fund contributed by the Company	Baht	11,047,840.00	10,738,433.00	10,936,850.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	1.32	1.29	1.17

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	4.80	6.00	6.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	274,812.00	1,642,988.00	1,780,868.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	14,050,515.16	13,769,611.00	5,947,588.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	8.00	9.00	4.00
Total number of employees that lost time injuries for 1 day or more	Persons	2	6	4
Percentage of employees that lost time injuries for 1 day or more	%	0.09	0.26	0.17
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	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.14	0.44	0.67
	Persons / 200,000 manhours ^(**)	0.03	0.09	0.13

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		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	128	188	209
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	5.51	8.19	8.94
Total number of male employee turnover leaving the Company voluntarily	Persons	51	62	50
Percentage of male employee turnover leaving the Company voluntarily	%	39.84	32.98	23.92
Total number of female employee turnover leaving the Company voluntarily	Persons	77	126	159
Percentage of female employee turnover leaving the Company voluntarily	%	60.16	67.02	76.08
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: MURAMOTO ELECTRON (THAILAND) PUBLIC COMPANY LIMITED Symbol: METCO

Market: SET Industry Group: Technology Sector: Electronic Components

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy:	Yes
URL of corporate governance policy:	https://www.metco.co.th/corporate-governance/good-corporate-governance-policy/
Uploaded document of corporate governance policy:	-
1.2 Policy and Practices related to the Board of Directors:	<ul style="list-style-type: none">x Determination of Director Remunerationx Nomination of Directorsx Independence of the Board of Directors from the Managementx Director Developmentx Board Performance Evaluationx Corporate Governance of Subsidiaries and Associated Companies
1.3 Code of Conduct:	Yes
URL of Code of Conduct:	https://www.metco.co.th/corporate-governance/board-responsibilities/
Uploaded document of Code of Conduct:	-
1.4 Policy and Practices related to Code of Conduct:	<ul style="list-style-type: none">x Prevention of Conflicts of Interestx Anti-corruptionx Whistleblowing and Protection of Whistleblowersx Prevention of Misuse of Inside Information

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		2023	
		Male	Female	Male	Female
Directors	Persons	6	1	6	1
		7		7	
	% of total directors	85.71	14.29	85.71	14.29
		100		100	
Executive directors	Persons	4	0	4	0
		4		4	
	% of total directors	57.14	0	57.14	0
		57.14		57.14	
Non-executive directors	Persons	2	1	2	1
		3		3	
	% of total directors	28.57	14.29	28.57	14.29
		42.86		42.86	
- Independent directors	Persons	2	1	2	1
		3		3	
	% of total directors	28.57	14.29	28.57	14.29
		42.86		42.86	

- Non-executive directors who have no position in independent directors	Persons	0	0	0	0
		0		0	
	% of total directors	0	0	0	0
		0		0	
Average director age	Years	64	39	65	40
		61		62	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes		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 โยอิจิ มุราโมโตะ	First appointment date of director:	24 Feb 2010
	Name (English):	Mr. YOICHI MURAMOTO	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1957	Executive director position:	Yes
	Nationality:	x Japan	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DGP course:	No
	Residence in Thailand:	Yes		

Skill and expertise:	<p>x Leadership x Corporate Management x Strategic Management x Data Management x Electronic Components x Sustainability x Corporate Social Responsibility x Governance/ Compliance x Law x Paper & Printing Materials x Property Fund & REITs x Fund Management x Change Management x Human Resource Management x Risk Management x IT Management x Brand Management x Project Management x Budgeting x Marketing x Audit x Digital Marketing x Tourism & Leisure x Data Analysis x Design x Finance x Negotiation x Health Care Services x Transportation & Logistics x Personal Products & Pharmaceuticals x Home & Office Products x Procurement x Internal Control x Banking x Agribusiness x Packaging x Construction Services x Professional Services x Accounting x Insurance x Mining x Economics x Information & Communication Technology x Finance & Securities x Food & Beverage x Media & Publishing x Steel x Architecture x Engineering x Industrial Materials & Machinery x Construction Materials x Automotive x Commerce x Property Development x Energy & Utilities x Petrochemicals & Chemicals x Statistics x Fashion</p>		
Shares:	0		
Paid-up stock:	20,898,100		

	%Shares:	0.000000		
2)	Name (Thai):	นาย วันชัย อ่ำพื้งอาดัม	First appointment date of director:	13 Sep 2002
	Name (English):	Mr. WANCHAI UMPUNG-ART	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	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:	Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
3)	Name (Thai):	นาย นพ โรจนวานิช	First appointment date of director:	25 Nov 2005
	Name (English):	Mr. NOP ROJANAVANICH	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1955	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:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Engineering		
	Shares:	7,000		
	Paid-up stock:	20,898,100		

	%Shares:	0.033496		
4)	Name (Thai):	นาย อิชิโร นิชิมูระ	First appointment date of director:	14 May 2014
	Name (English):	Mr. ICHIRO NISHIMURA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1961	Executive director position:	Yes
	Nationality:	x Japan	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Economics x Banking x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Analysis x Statistics x Negotiation x Audit x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
5)	Name (Thai):	นาย ทะซึยะ อะวาซุ	First appointment date of director:	24 Nov 2017
	Name (English):	Mr. TATSUYA AWAZU	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Japan	Independent director position:	-
	Highest level of education:	Below a bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Electronic Components x Industrial Materials & Machinery		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
6)	Name (Thai):	นาง วงศ์ทิพา บุนนาค	First appointment date of director:	23 Nov 2018
	Name (English):	Mrs. WONGTIPA BUNNAG	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1983	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:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Audit		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
7)	Name (Thai):	นาย ชินอชิโร่ ยามาโมโต้	First appointment date of director:	24 Nov 2019
	Name (English):	Mr. SHINICHIRO YAMAMOTO	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Japan	Independent director position:	-
	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:	No		

	Skill and expertise:	x Industrial Materials & Machinery x Business Administration		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%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
No data		

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 วันชัย อ่ำพื้งอาดม	Appointment date of audit committee member:	13 Sep 2002
	Name (English):	Mr. WANCHAI UMPUNG-ART	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	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:	Management	DGP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ทพ โรจนวณิช	Appointment date of audit committee member:	25 Nov 2005

	Name (English):	Mr. NOP ROJANAVANICH	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	7,000		
	%Shares:	0.033496		
3)	Name (Thai):	นาง วงศ์ทิพา บุนนาค	Appointment date of audit committee member:	23 Nov 2018
	Name (English):	Mrs. WONGTIPA BUNNAG	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1983	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	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 โยอิจิ มุราโมโตะ	Appointment date of executive committee member:	24 Feb 2010
	Name (English)	Mr. YOICHI MURAMOTO	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1957		
	Nationality:	x Japan		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย ชินอิจิโร่ ยามาโมโตะ	Appointment date of executive committee member:	24 Nov 2019
	Name (English)	Mr. SHINICHIRO YAMAMOTO	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1962		
	Nationality:	x Japan		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	No		
3)	Name (Thai)	นาย อิจิโร่ นิชิบุระ	Appointment date of executive committee member:	14 May 2014

	Name (English)	Mr. ICHIRO NISHIMURA	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1961		
	Nationality:	x Japan		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย ทะชัย อะวาซุ	Appointment date of executive committee member:	24 Nov 2017
	Name (English)	Mr. TATSUYA AWAZU	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1962		
	Nationality:	x Japan		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย ชิเงรุ ทาคามัตสึ	Appointment date of executive committee member:	12 Feb 2021
	Name (English)	Mr. Shigeru Takamatsu	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1958		
	Nationality:	x Japan		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Machinery		
	Residence in Thailand:	No		

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
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Audit Committee

No.	Name (Thai)	Name (English)	Position
1	นาย วันชัย อ่ำพื้งอาดัม	Mr. WANCHAI UMPUNG-ART	Chairman
2	นาย นพ โรจนวานิช	Mr. NOP ROJANAVANICH	Member
3	นาง วงศ์ทิพา บุนนาค	Mrs. WONGTIPA BUNNAG	Member

2) Name of sub-committees (English) Good Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาย โยอิจิ มูราโมโตะ	Mr. YOICHI MURAMOTO	Chairman
2	นาย ชินอิจิโร่ ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Member
3	นาย อิจิโร่ นิชิมูระ	Mr. ICHIRO NISHIMURA	Member
4	นาย ทะซึยะ อะวาซึ	Mr. TATSUYA AWAZU	Member
5	นาย วันชัย อ่ำพื้งอาดัม	Mr. WANCHAI UMPUNG-ART	Member
6	นาย นพ โรจนวานิช	Mr. NOP ROJANAVANICH	Member
7	นาง วงศ์ทิพา บุนนาค	Mrs. WONGTIPA BUNNAG	Member

3) Name of sub-committees (English) Nomination Committee

No.	Name (Thai)	Name (English)	Position
1	นาย วันชัย อ่ำพื้งอาดัม	Mr. WANCHAI UMPUNG-ART	Chairman
2	นาย นพ โรจนวานิช	Mr. NOP ROJANAVANICH	Member

3	นาง วงศ์ทิพา บุนนาค	Mrs. WONGTIPA BUNNAG	Member
4	นาย อิชิโร่ นิชิมุระ	Mr. ICHIRO NISHIMURA	Member

4) Name of sub-committees (English) Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย โยอิจิ มูราโมโตะ	Mr. YOICHI MURAMOTO	Chairman
2	นาย ชินอิจิโร่ ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Member
3	นาย อิชิโร่ นิชิมุระ	Mr. ICHIRO NISHIMURA	Member

5) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ชินอิจิโร่ ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Chairman
2	นาย อิชิโร่ นิชิมุระ	Mr. ICHIRO NISHIMURA	Member
3	นาย ทะซึยะ อะวาซุ	Mr. TATSUYA AWAZU	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination Committee
Remuneration	Remuneration Committee
Corporate governance	Good Corporate Governance Committee
Corporate sustainability development	Risk Management Committee

2.1.6 The highest-ranking executive and the next four executives

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย ชิเงรุ ทาคามัตสึ	The highest-ranking executive position:	Yes
	Name (English):	Mr. Shigeru Takamatsu	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	CHAIRMAN OF BOARD OF EXECUTIVE
	Year of birth:	1958	Appointment date of executive:	12 Feb 2021
	Nationality:	x Japan		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Machinery		
	Skill and expertise:	x Industrial Materials & Machinery		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย โยอิจิ มุราโมโตะ	The highest-ranking executive position:	No
	Name (English):	Mr. YOICHI MURAMOTO	Executive position (Thai):	ผู้จัดการทั่วไปส่วนส่งเสริมธุรกิจ
	Gender:	Male	Executive position (English):	GM of Business Promotion
	Year of birth:	1957	Appointment date of executive:	24 Feb 2010
	Nationality:	x Japan		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		

Skill and expertise:	<p>x Leadership x Corporate Management x Strategic Management x Data Management x Electronic Components x Sustainability x Corporate Social Responsibility x Governance/ Compliance x Law x Paper & Printing Materials x Property Fund & REITs x Fund Management x Change Management x Human Resource Management x Risk Management x IT Management x Brand Management x Project Management x Budgeting x Marketing x Audit x Digital Marketing x Tourism & Leisure x Data Analysis x Design x Finance x Negotiation x Health Care Services x Transportation & Logistics x Personal Products & Pharmaceuticals x Home & Office Products x Procurement x Internal Control x Banking x Agribusiness x Packaging x Construction Services x Professional Services x Accounting x Insurance x Mining x Economics x Information & Communication Technology x Finance & Securities x Food & Beverage x Media & Publishing x Steel x Architecture x Engineering x Industrial Materials & Machinery x Construction Materials x Automotive x Commerce x Property Development x Energy & Utilities x Petrochemicals & Chemicals x Statistics x Fashion</p>		
Highest responsibility in corporate accounting and finance:	No		
Accounting supervisor:	No		

3)	Name (Thai):	นาย ชินอิจิโร่ ยามาโมโด้	The highest-ranking executive position:	No
	Name (English):	Mr. SHINICHIRO YAMAMOTO	Executive position (Thai):	ผู้จัดการทั่วไปส่วนธุรกิจเครื่องพิมพ์
	Gender:	Male	Executive position (English):	GM of Printer Business
	Year of birth:	1962	Appointment date of executive:	24 Nov 2019
	Nationality:	x Japan		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Industrial Materials & Machinery x Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย ทะซึยะ อะวาซุ	The highest-ranking executive position:	No
	Name (English):	Mr. TATSUYA AWAZU	Executive position (Thai):	ผู้จัดการทั่วไปฝ่ายการผลิต 2&3
	Gender:	Male	Executive position (English):	GM of Production 2&3
	Year of birth:	1962	Appointment date of executive:	24 Nov 2017
	Nationality:	x Japan		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Electronic Components x Industrial Materials & Machinery		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย อิจิโร่ นิชิมูระ	The highest-ranking executive position:	No
	Name (English):	Mr. ICHIRO NISHIMURA	Executive position (Thai):	ผู้จัดการทั่วไปส่วนบริหาร
	Gender:	Male	Executive position (English):	GM of Administration

Year of birth:	1961	Appointment date of executive:	14 May 2014
Nationality:	x Japan		
Highest level of education:	Bachelor's degree		
Study field of the highest level of education:	Business Administration		
Skill and expertise:	x Accounting x Finance x Economics x Banking x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Analysis x Statistics x Negotiation x Audit x Governance/ Compliance		
Highest responsibility in corporate accounting and finance:	Yes		
Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Panurat Suwunwej	panurat@metco.co.th	02-5181280-6 ต่อ 1201
Company secretary	Ms. Vipavee Lertchaiprasert	vipavee@metco.co.th	02-517-5010 ext. 1205
Head of the internal audit or the outsourced internal auditor	Mrs. Darunee Chang	darunee@metco.co.th	02-338-1535 ต่อ 1820
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Ichiro Nishimura	ir@metco.co.th	02-518-1280

2.3 Accounting Auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
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KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. Sujitra Masena Email: - Telephone: - 2. Ms. Sirinuch Vimolsathit Email: - Telephone: - 3. Ms. Nareewan Chaibantad Email: - Telephone: -	4,300,000.00	Details: Transfer Pricing Report Total service fee (baht): 580,000.00
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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	
1)	Name (Thai):	นาย นพ ไรจนวนิช	First appointment date of director:	25 Nov 2005
	Name (English):	Mr. NOP ROJANAVANICH	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Engineering		
	Shares:	7,000		
	Paid-up stock:	20,898,100		
	%Shares:	0.033496		
2)	Name (Thai):	นาย ทะซึยะ อะวะซุ	First appointment date of director:	24 Nov 2017
	Name (English):	Mr. TATSUYA AWAZU	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1962	Independent director position:	-
	Nationality:	x Japan	DAP course:	No
	Highest level of education:	Below a bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Electronic Components x Industrial Materials & Machinery		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

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: 4 times

Date of AGM meeting: 27 Jan 2023

EGM meeting: No

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. YOICHI MURAMOTO (Chairman of the board)	-	3/4	75.00	Participating	Did not hold the meeting
2. Mr. WANCHAI UMPUNG-ART (Director)	-	4/4	100.00	Participating	Did not hold the meeting
3. Mr. NOP ROJANAVANICH (Director)	-	4/4	100.00	Participating	Did not hold the meeting
4. Mr. ICHIRO NISHIMURA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. Mr. TATSUYA AWAZU (Director)	-	4/4	100.00	Participating	Did not hold the meeting

6. Mrs. WONGTIPA BUNNAG (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mr. SHINICHIRO YAMAMOTO (Director)	-	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 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. WANCHAI UMPUNG-ART (Chairman of the audit committee)	-	4/4	100.00
2. Mr. NOP ROJANAVANICH (Member of the audit committee)	-	4/4	100.00
3. Mrs. WONGTIPA BUNNAG (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria: Yes

URL of director remuneration policy and criteria: -

Uploaded document of director remuneration policy and criteria: Remuneration of Directors and Executives committee.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. YOICHI MURAMOTO (Chairman of the board)	-	0.00	-	No
2. Mr. WANCHAI UMPUNG-ART (Director)	-	0.00	-	No
3. Mr. NOP ROJANAVANICH (Director)	-	0.00	-	No
4. Mr. ICHIRO NISHIMURA (Director)	-	0.00	-	No
5. Mr. TATSUYA AWAZU (Director)	-	0.00	-	No

6. Mrs. WONGTIPA BUNNAG (Director)	-	0.00	-	No
7. Mr. SHINICHIRO YAMAMOTO (Director)	-	0.00	-	No
Total (Baht)	-	0.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	0.00	0.00
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	0.00	0.00

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: Yes

URL of executive remuneration policy and criteria: -

Uploaded document of executive remuneration policy and criteria: Remuneration of Directors and Executives committee.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	63,453,237.00	20,901,990.00	16,222,725.00

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. YOICHI MURAMOTO (Chairman of the board)	Non-participating	-

