

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

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.metco.co.th/management-of-environmental-sustainability/environmental-policy/
Uploaded document of environmental policy and practice:	-

1.2 Environmental Practices

Corporate 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
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year		
	2022	2023	2024
Boundary type	Company	Company	Company
Total number of disclosure boundaries	47	-	-
Actual number of disclosure boundaries	6	-	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2022	2023	2024
Electricity consumption target	Kilowatt-Hours	43,948,080.00	44,932,919.60	-
Total electricity consumption within the organization	Kilowatt-Hours	46,550,000.00	44,830,941.00	44,268,814.00
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	46,550,000.00	44,830,941.00	44,268,814.00

Difference between total electricity consumption within the organization and target ^(*)	Kilowatt-Hours	2,601,920.00	-101,978.60	-
Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	5.92	-0.23	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	20,274.39	19,174.91	19,114.34

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		
		2022	2023	2024
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	357.67	344.17	340.62

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2022	2023	2024
Total electricity expense	Baht	173,895,665.00	204,311,736.00	171,856,124.00
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	75,738.53	87,387.40	74,203.85

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2022	2023	2024
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	118,478.59	199,550.92	133,269.90
Gasoline	Litres	68,831.24	27,479.66	13,694.76

Fuel oil	Litres	0.00	0.00	0.00
Crude oil	Barrels	0.00	0.00	0.00
Natural gas	Standard Cubic Feet	0.00	0.00	0.00
LPG	Kilograms	42,348.00	43,545.00	47,490.00
Steam	Metric tonnes	0.00	0.00	0.00
Coal	Metric tonnes	0.00	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2022	2023	2024
Total fuel expense	Baht	7,435,186.21	7,466,653.45	4,597,128.30
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

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

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

2.7 Energy Consumption

Detail	Unit	Year		
		2022	2023	2024
Total energy consumption within the organization	Megawatt-Hours	-	44,830.94	44,268.81

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-

Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	0.34	0.3357
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Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year		
	2022	2023	2024
Boundary type	Company	Company	Company
Total number of disclosure boundaries	47	-	-
Actual number of disclosure boundaries	4	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2022	2023	2024
Water withdrawal target	Cubic meters	285,687.00	284,254.74	-
Total water withdrawal	Cubic meters	287,126.00	279,644.00	273,396.00
Water withdrawal by third-party water	cubic meters	287,126.00	279,644.00	273,396.00
Water withdrawal by surface water	cubic meters	-	0.00	0.00
Water withdrawal by groundwater	cubic meters	-	0.00	0.00
Water withdrawal by seawater	cubic meters	-	0.00	0.00
Water withdrawal by produced water	cubic meters	-	0.00	0.00
Difference between total water withdrawal and target ^(*)	Cubic meters	1,439.00	-4,610.74	-
Percentage of the difference between total water withdrawal and target ^(*)	%	0.50	-1.62	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	125.05	119.61	118.05

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
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Additional explanation:

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		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
Wastewater discharged to surface water	cubic meters	-	0.00	0.00
Wastewater discharged to groundwater	cubic meters	-	0.00	0.00
Wastewater discharged to seawater	cubic meters	-	0.00	0.00

3.4 Water Consumption

Detail	Unit	Year		
		2022	2023	2024
Total water consumption	Cubic meters	287,126.00	279,644.00	273,396.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2022	2023	2024
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	2.14	2.07

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2022	2023	2024
Total water withdrawal expense	Baht	4,588,017.37	4,468,605.00	4,365,758.00
Total water withdrawal expense from third-party water	Baht	4,588,017.37	4,468,605.00	4,365,758.00
Total water withdrawal expense from other sources	Baht	-	0.00	0.00
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,998.27	1,911.29	1,885.04

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year		
	2022	2023	2024
Boundary type	Company	Company	Company
Total number of disclosure boundaries	47	-	-
Actual number of disclosure boundaries	4	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2022	2023	2024
Total waste generated	Kilograms	6,388,203.93	5,438,604.74	5,111,185.40
Total non-hazardous waste	kilograms	5,741,938.93	4,937,775.74	4,550,183.40
Total hazardous waste	kilograms	646,265.00	500,829.00	561,002.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2022	2023	2024
Total reused/recycled waste	Kilograms	6,273,406.93	5,390,284.74	5,093,550.40

Reused/Recycled non-hazardous waste	Kilograms	5,704,634.93	4,910,810.74	4,547,478.40
Reused/Recycled hazardous waste	Kilograms	568,772.00	479,474.00	546,072.00
Percentage of total reused/recycled waste to total waste generated	%	98.20	99.11	99.65
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	99.35	99.45	99.94
Percentage of reused/recycled hazardous waste to hazardous waste	%	88.01	95.74	97.34

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	2024
Boundary type	Company	Company	Company
Total number of disclosure boundaries	47	-	-
Actual number of disclosure boundaries	5	-	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://www.metco.co.th/management-of-environmental-sustainability/greenhouse-gas-management/
Uploaded document of Corporate greenhouse gas management plan:	-

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2022	2023	2024
Total GHG emissions	Metrics tons of carbon dioxide equivalents	24,167.00	154,280.00	141,146.00
Total greenhouse gas emissions - Scope 1	Metric tonnes of carbon dioxide equivalent	896.00	655.00	622.00
Total greenhouse gas emissions - Scope 2	Metric tonnes of carbon dioxide equivalent	23,271.00	0.00	0.00

Total greenhouse gas emissions – Scope 3	Metric tonnes of carbon dioxide equivalent	0.00	153,625.00	140,524.00
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	10.53	65.99	60.94
Verification of greenhouse gas emissions		No	No	Yes

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2022	2023	2024
Name of verifying company (Thai)		-	-	-
Name of verifying company (English)		-	-	-
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	1.44	1.3741

Additional explanation:

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

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		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	-	-	-

Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		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	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

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Approved and published on 24/12/2024

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 Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <https://www.metco.co.th/social-policy-and-guidelines/>
Uploaded document of Corporate human rights policy and practice: นโยบายสิทธิมนุษยชน ปี 2566.pdf

1.2 Human Rights Practices

Corporate 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	2024
Boundary type	Company	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		
		2022	2023	2024
Total employees	persons	2,296	2,338	2,316
Male employees	persons	509	553	551
Percentage of male employees	%	22.17	23.65	23.79
Female employees	persons	1,787	1,785	1,765

Percentage of female employees	%	77.83	76.35	76.21
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2022	2023	2024
Total number of employees under 30 years old	Persons	405	427	431
Percentage of employees under 30 years old	%	17.64	18.26	18.61
Total number of employees 30–50 years old	Persons	1,588	1,633	1,550
Percentage of employees 30–50 years old	%	69.16	69.85	66.93
Total number of employees over 50 years old	Persons	303	278	335
Percentage of employees over 50 years old	%	13.20	11.89	14.46

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2022	2023	2024
Total number of male employees under 30 years old	Persons	150	159	156
Percentage of male employees under 30 years old	%	29.47	28.75	28.31
Total number of male employees 30–50 years old	Persons	306	334	331
Percentage of male employees 30–50 years old	%	60.12	60.40	60.07
Total number of male employees over 50 years old	Persons	53	60	64
Percentage of male employees over 50 years old	%	10.41	10.85	11.62

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2022	2023	2024

Total number of female employees under 30 years old	Persons	255	268	275
Percentage of female employees under 30 years old	%	14.27	15.01	15.58
Total number of female employees 30–50 years old	Persons	1,282	1,299	1,219
Percentage of female employees 30–50 years old	%	71.74	72.77	69.07
Total number of female employees over 50 years old	Persons	250	218	271
Percentage of female employees over 50 years old	%	13.99	12.21	15.35

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2022	2023	2024
Total number of employees in operational level	Persons	1,018	1,016	1,035
Percentage of employees in operational level	%	44.34	43.46	44.69
Total number of employees in management level	Persons	1,152	1,161	1,131
Percentage of employees in management level	%	50.17	49.66	48.83
Total number of employees in executive level	Persons	126	161	150
Percentage of employees in executive level	%	5.49	6.89	6.48

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2022	2023	2024
Total number of male employees in operational level	Persons	52	51	65
Percentage of male employees in operational level	%	10.22	9.22	11.80
Total number of male employees in management level	Persons	399	413	401
Percentage of male employees in management level	%	78.39	74.68	72.78
Total number of male employees in executive level	Persons	58	89	85
Percentage of male employees in executive level	%	11.39	16.09	15.43

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2022	2023	2024
Total number of female employees in operational level	Persons	966	965	970
Percentage of female employees in operational level	%	54.06	54.06	54.96
Total number of female employees in management level	Persons	753	748	730

Percentage of female employees in management level	%	42.14	41.90	41.36
Total number of female employees in executive level	Persons	68	72	65
Percentage of female employees in executive level	%	3.81	4.03	3.68

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2022	2023	2024
Total employment of workers with disabilities	persons	0	23	26
Total number of employees with disabilities	Persons	-	4	4
Percentage of employees with disabilities	%	-	0.17	0.17
Total number of workers who are not employees with disabilities	persons	-	19	22

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2022	2023	2024
Total employee remuneration	baht	829,792,295.00	937,407,164.00	976,547,799.00
Total male employee remuneration	baht	218,860,363.00	287,766,201.00	337,560,398.00
Percentage of remuneration in male employees	%	26.38	30.70	34.57
Total female employee remuneration	baht	610,931,932.00	649,640,963.00	638,987,401.00
Percentage of remuneration in female employees	%	73.62	69.30	65.43
Average remuneration of employees	Baht / Person	361,407.79	400,944.04	421,652.76
Average remuneration of male employees	Baht / Person	429,981.07	520,372.88	612,632.30
Average remuneration of female employees	Baht / Person	341,875.73	363,944.52	362,032.52
Ratio of average remuneration of female employees to male employees		0.80	0.70	0.59

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2022	2023	2024
Number of employees joining in PVD	persons	1,770	1,741	1,699
Proportion of employees who are PVD members	%	77.09	74.47	73.36
Total amount of provident fund contributed by the company	baht	10,738,433.00	10,936,850.00	10,809,940.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	1.29	1.17	1.11

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2022	2023	2024
Average employee training hours	Hours / Person / Year	6.00	6.00	6.50

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2022	2023	2024
Total amount spent on employee training and development	Baht	1,642,988.00	1,780,868.00	2,435,140.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2022	2023	2024
Total number of hours worked by employees	Hours	5,790,212.00	5,947,588.00	5,830,829.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2022	2023	2024
Total number of lost time injury incidents by employees	Cases	9.00	4.00	1.00
Total number of employees that lost time injuries for 1 day or more	Persons	6	4	1
Percentage of employees that lost time injuries for 1 day or more	%	0.26	0.17	0.04
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 ^(*)	1.04	0.67	0.17
	Persons / 200,000 manhours ^(**)	0.21	0.13	0.03

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		
		2022	2023	2024
Total number of employee turnover leaving the company voluntarily	persons	188	209	194
Proportion of voluntary resignations	%	8.19	8.94	8.38
Total number of male employee turnover leaving the company voluntarily	persons	62	50	47
Percentage of male employee turnover leaving the Company voluntarily	%	32.98	23.92	24.23
Total number of female employee turnover leaving the company voluntarily	persons	126	159	147
Percentage of female employee turnover leaving the Company voluntarily	%	67.02	76.08	75.77
Significant labor dispute	Yes / 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 and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.metco.co.th/corporate-governance/good-corporate-governance-policy/
Uploaded document of corporate governance policy and practices:	-

1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.metco.co.th/corporate-governance/code-of-conduct/
Uploaded document of Code of Conduct:	-

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year					
		2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Directors	Persons	6	1	6	1	7	1
		7		7		8	
	% of total directors	85.71	14.29	85.71	14.29	87.50	12.50
		100		100		100	
Executive directors	Persons	4	0	4	0	5	0
		4		4		5	
	% of total directors	57.14	0	57.14	0	62.50	0
		57.14		57.14		62.50	
Non-executive directors	Persons	2	1	2	1	2	1
		3		3		3	
	% of total directors	28.57	14.29	28.57	14.29	25.00	12.50
		42.86		42.86		37.50	
- Independent directors	Persons	2	1	2	1	2	1
		3		3		3	
	% of total directors	28.57	14.29	28.57	14.29	25.00	12.50
		42.86		42.86		37.50	
- Non-executive directors who have no position in independent directors	Persons	0	0	0	0	0	0
		0		0		0	
	% of total directors	0	0	0	0	0	0
		0		0		0	

Average director age	Years	64	39	65	40	65	41
		61		62		62	
The Chairman of the Board is an independent director	Yes / No	No		No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	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		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 มูราโมโตะ	First appointment date of director:	18 Feb 2013
	Name (English):	Mr. YOICHI MURAMOTO	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the Board of Directors
	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:	x Corporate Management x Electronic Components x Sustainability x Automotive x Commerce		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		

2)	Name (Thai):	นาย วันชัย อ่ำพื้งอาดัม	First appointment date of director:	17 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:	27 Jan 2006
	Name (English):	Mr. NOP ROJANAVANICH	Type of director:	Existing 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 อภิโรจน์ นิธิบุตร	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	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability 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:	30 Nov 2017
	Name (English):	Mr. TATSUYA AWAZU	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:	Below a bachelor'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 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:	30 Nov 2018
	Name (English):	Mrs. WONGTIPA BUNNAG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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 ชินอิจิโร ยามาโมโตะ	First appointment date of director:	1 Dec 2019
	Name (English):	Mr. SHINICHIRO YAMAMOTO	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:	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 Automotive x Electronic Components x Sustainability		
	Shares:	0		
	Paid-up stock:	20,898,100		

	%Shares:	0.000000		
8)	Name (Thai):	นาย คาซึโนบุ คาวาเบะ	First appointment date of director:	26 Jan 2024
	Name (English):	Mr. KAZUNOBU KAWABE	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1964	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:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Electronic Components x Sustainability x Leadership		
	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:	30 Nov 2018
	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	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย นพ โรจนวานิช	Appointment date of audit committee member:	27 Jan 2006
	Name (English):	Mr. NOP ROJANAVANICH	Type of director:	Existing 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:	30 Nov 2018
	Name (English):	Mrs. WONGTIPA BUNNAG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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 มุราโมโต้	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 อิชิโร นิชิมุระ	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		
3)	Name (Thai)	นาย ทะซึยะ 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		
4)	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		
5)	Name (Thai)	นาย คาซึโนบุ คาวาเบะ	Appointment date of executive committee member:	26 Jan 2024
	Name (English)	Mr. KAZUNOBU KAWABE	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1964		
	Nationality:	x Japan		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาย ชินอิจิโร ยามาโมโตะ	Appointment date of executive committee member:	1 Dec 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		

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) Good Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาย โยอิจิ มูราโมโตะ	Mr. YOICHI MURAMOTO	Chairman
2	นาย อิจิโร่ นิชิมูระ	Mr. ICHIRO NISHIMURA	Member
3	นาย ทะซึยะ อะวะซุ	Mr. TATSUYA AWAZU	Member
4	นาย วันชัย อ่ำพื้งอาดัม	Mr. WANCHAI UMPUNG-ART	Member
5	นาย นพ โรจนวานิช	Mr. NOP ROJANAVANICH	Member

6	นาง วงศ์ทิพา บุนนาค	Mrs. WONGTIPA BUNNAG	Member
7	นาย ชินอชิโร ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Member

2) 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 อิจิโร่ นิชิมูระ	Mr. ICHIRO NISHIMURA	Member

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

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

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

No.	Name (Thai)	Name (English)	Position
1	นาย อิจิโร่ นิชิมูระ	Mr. ICHIRO NISHIMURA	Member
2	นาย ทะซึยะ อะวาซุ	Mr. TATSUYA AWAZU	Member
3	นาย ชินอชิโร ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Chairman
4	นาย คาซุนอบุ คาวาเบะ	Mr. KAZUNOBU KAWABE	Member

5) Name of sub-committees (English) Sustainability Committee

No.	Name (Thai)	Name (English)	Position
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1	นาย โยอิจิ มูราโมโตะ	Mr. YOICHI MURAMOTO	Chairman
2	นาย ชินอิจิโร ยามาโมโตะ	Mr. SHINICHIRO YAMAMOTO	Member
3	นาย อิจิโร่ นิชิมูระ	Mr. ICHIRO NISHIMURA	Member
4	นาย คาซุนอบุ คาวาเบะ	Mr. KAZUNOBU KAWABE	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

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย ชิเกรุ ทาคามาซึ	The highest-ranking executive position:	No
	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:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Skill and expertise:	x Electronic Components x Leadership		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Vipavee Lertchaiprasert	vipavee@metco.co.th	02-517-5010 ext 1205
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	None None None	ir@metco.co.th	-
Head of the investor relation	Mr. Ichiro Nishimura	ir@metco.co.th	02-518-1280

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. SUJITRA MASENA Email: sujitra@kpmg.co.th Telephone: - 2. Ms. SIRINUCH SURAPAITOONKORN Email: sirinuch@kpmg.co.th Telephone: - 3. Ms. KITTIYA SUPARAT Email: kittiya@kpmg.co.th Telephone: -	4,500,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย โยชิจิ มูราโมโตะ	First appointment date of director:	18 Feb 2013
	Name (English):	Mr. YOICHI MURAMOTO	Director position:	Chairman of the Board of Directors
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1957	Independent director position:	-
	Nationality:	x Japan	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Electronic Components x Sustainability x Automotive x Commerce		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
2)	Name (Thai):	นาง วงศ์ทิพา บุนนาค	First appointment date of director:	30 Nov 2018
	Name (English):	Mrs. WONGTIPA BUNNAG	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1983	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Law x Audit		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ชินอชิโร ยามาโมโต้	First appointment date of director:	1 Dec 2019
	Name (English):	Mr. SHINICHIRO YAMAMOTO	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:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	No		
	Skill and expertise:	x Automotive x Electronic Components x Sustainability		
	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	
1)	Name (Thai):	นาย คาซึโนบุ คาวาเบะ	First appointment date of director:	26 Jan 2024
	Name (English):	Mr. KAZUNOBU KAWABE	Director position:	Director

	Gender:	Male	Executive director position:	Yes
	Year of birth:	1964	Independent director position:	-
	Nationality:	x Japan	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Electronic Components x Sustainability x Leadership		
	Shares:	0		
	Paid-up stock:	20,898,100		
	%Shares:	0.000000		

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: 26 Jan 2024

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 of Directors)	-	4/4	100.00	-	Did not hold the meeting
2. Mr. WANCHAI UMPUNG-ART (Director)	-	4/4	100.00	-	Did not hold the meeting
3. Mr. NOP ROJANAVANICH (Director)	-	4/4	100.00	-	Did not hold the meeting
4. Mr. ICHIRO NISHIMURA (Director)	-	4/4	100.00	-	Did not hold the meeting
5. Mr. TATSUYA AWAZU (Director)	-	4/4	100.00	-	Did not hold the meeting

6. Mrs. WONGTIPA BUNNAG (Director)	-	4/4	100.00	-	Did not hold the meeting
7. Mr. SHINICHIRO YAMAMOTO (Director)	-	3/4	75.00	-	Did not hold the meeting
8. Mr. KAZUNOBU KAWABE (Director)	-	3/3	100.00	-	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

Director remuneration policy and criteria of the Company:	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 of Directors)	-	0.00	0.00	No
2. Mr. WANCHAI UMPUNG-ART (Director)	-	0.00	300,000.00	No
3. Mr. NOP ROJANAVANICH (Director)	-	0.00	300,000.00	No
4. Mr. ICHIRO NISHIMURA (Director)	-	0.00	0.00	No
5. Mr. TATSUYA AWAZU (Director)	-	0.00	0.00	No

6. Mrs. WONGTIPA BUNNAG (Director)	-	0.00	300,000.00	No
7. Mr. SHINICHIRO YAMAMOTO (Director)	-	0.00	0.00	No
8. Mr. KAZUNOBU KAWABE (Director)	-	0.00	0.00	No
Total (Baht)	-	0.00	900,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year		
		2022	2023	2024
Meeting allowance	Baht	0.00	0.00	0.00
Other monetary remuneration	Baht	0.00	0.00	900,000.00
Total director remuneration	Baht	0.00	0.00	900,000.00

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes
 URL of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2022	2023	2024
Total executive remuneration	Baht	20,901,990.00	16,222,725.00	16,177,733.00

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 of Directors)	Non-participating	Thai Institute of Directors (IOD) - 2019: Director Accreditation Program (DAP)
2. Mr. WANCHAI UMPUNG-ART (Director)	Non-participating	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP) - 2008: Director Certification Program (DCP)
3. Mr. NOP ROJANAVANICH (Director)	Non-participating	-
4. Mr. ICHIRO NISHIMURA (Director)	Participating	Thai Institute of Directors (IOD) - 2024: Director Accreditation Program (DAP)
5. Mr. TATSUYA AWAZU (Director)	Non-participating	-
6. Mrs. WONGTIPA BUNNAG (Director)	Non-participating	Thai Institute of Directors (IOD) - 2020: Director Certification Program (DCP) Other - 2023: Company Secretary Program (CSP)
7. Mr. SHINICHIRO YAMAMOTO (Director)	Non-participating	-
8. Mr. KAZUNOBU KAWABE (Director)	Non-participating	-

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <https://www.metco.co.th/businesssustainabilitydevelopment/sustainabilitypolicy/>

Uploaded document of corporate sustainability policy: นโยบายความยั่งยืน.pdf

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines: x GRI Standards

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