



ESG Performance Report for Listed Companies in 2025

MURAMOTO ELECTRON (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 30 September 2025



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ESG Performance

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

Market : SET Industry Group : Technology Sector : Electronic Components

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

- Environmental policy and guidelines : Yes
- Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The Company conducts its business with a strong commitment to maintaining a balance between business growth and environmental sustainability across all processes throughout the value chain. To demonstrate this commitment, the Company has established an Environmental Policy to ensure systematic and aligned management practices. The policy emphasizes strict compliance with all applicable laws and regulations, as well as the protection, prevention, and minimization of environmental impacts arising from business operations at every stage from raw material sourcing and production processes to transportation, product use, and end-of-life management. In addition, the Company places importance on enhancing environmentally friendly production processes and regularly reviewing environmental performance. These efforts are reflected in the Company's achievement of ISO 14001 Environmental Management System certification, an internationally recognized standard.

The Company also prioritizes fostering environmental awareness and encouraging employee participation in various environmental initiatives to cultivate a strong Green Culture within the organization. Key focus areas include efficient resource utilization, energy conservation, biodiversity protection, and the preservation of ecosystems and surrounding communities. As a result of these continuous efforts, the Company has been certified as a Green Industry Level 4 (Green Culture) enterprise since 2016 and has consecutively maintained its certification under the Corporate Social Responsibility for Industrial Sector (CSR-DIW) program by the Department of Industrial Works, Ministry of Industry, for 10 consecutive years since 2015.

Since 2023, the Company recognized the growing significance of climate change, global warming, and the associated risks that may impact business operations. Accordingly, the Company has placed strong emphasis on implementing concrete measures to reduce greenhouse gas emissions, in alignment with government policies and the expectations of both domestic and international business partners. The Company launched its Carbon Footprint for Organization (CFO) project and appointed a dedicated working team to assess corporate greenhouse gas emissions, designating 2021 as the base year. The data has been collected and continuously verified by qualified experts up to the present.

- Reference link for environmental policy and guidelines : <https://www.metco.co.th/en/management-of-environmental-sustainability/environmental-policy/>

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), ISO 14001 - Environmental management systems

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management : ISO 14064 - Greenhouse gases principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
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 : Yes

The Company places great importance on efficient and cost-effective energy management. To ensure continuous improvement, an internal energy management target has been established to control and enhance electricity consumption efficiency, based on the reduction of absolute electricity consumption compared to the previous year (target: -0.56%). Throughout the year, the Company implemented several energy efficiency improvement initiatives, such as enhancing the cooling system, installing Variable Speed Drive (VSD) motors, and replacing new Chiller systems. These initiatives enabled the Company to reduce its absolute electricity intensity by -17.29%, successfully achieving the internal target set for the year.

Reference link for company's energy management plan : <https://www.metco.co.th/en/management-of-environmental-sustainability/energy-management/electricity-consumption/>

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 : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 13.19 Kilowatt-Hours / Sales amount (MB)	2025 : Reduced by 0.56% / Sales amount (MB)

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Throughout the year, the Company implemented several energy efficiency improvement initiatives, such as enhancing the cooling system, installing Variable Speed Drive (VSD) motors, and replacing new Chiller systems. These initiatives enabled the Company to reduce its absolute electricity intensity by -17.29%, successfully achieving the internal target set for the year.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	44,830,941.00	44,268,814.00	42,253,221.00
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)	44,830,941.00	44,268,814.00	42,253,221.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	19,174.91	19,114.34	18,459.25

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	344.17000000	340.62000000	325.11000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	204,311,736.00	171,856,124.00	164,402,366.00
Percentage of total electricity expense to total expenses (%) ^(**)	1.16	1.12	1.00
Percentage of total electricity expense to total revenues (%) ^(**)	1.13	1.08	0.92
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	87,387.40	74,203.85	71,822.79

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

on :

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

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	199,550.92	133,269.90	108,469.01
Gasoline (Litres)	27,479.66	13,694.76	14,243.72
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)	43,545.00	47,490.00	48,866.61
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional Not include external fuel consumption

explanati

on :

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	7,466,653.45	4,597,128.30	5,528,410.04
Percentage of total fuel expense to total expenses (%)(**)	0.04	0.03	0.03
Percentage of total fuel expense to total revenues (%)(**)	0.04	0.03	0.03

Additional (*) Exclude electricity expense outside of the Company
explanati
on :

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	44,830.94	44,268.81	44,253.22

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	0.00248780	0.00277403	0.00248557
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.34000000	0.33570000	0.33560000

Additional (*) Total revenues and expenses from consolidated financial statement
explanati
on :

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 : Yes

The Company recognizes the importance of managing water resources efficiently and sustainably as part of its environmental and social responsibility. The Company adheres to the 3Rs principles (Reduce, Reuse, Recycle) to control and minimize environmental impacts, as well as to support the preservation of environmental quality within the surrounding communities.

Although most of the Company's water consumption is associated with public utilities and canteen, with only a small amount used in production processes, the Company continues to strictly manage its water usage. Clear targets have been established to reduce water consumption, minimize water losses, and enhance water reuse efficiency, for example, by returning treated water to partial circulation systems to improve resource efficiency and reduce wastewater generation.

In terms of water pollution control, the Company has installed a high-efficiency wastewater treatment system comprising both chemical and biological treatment processes. The system is closely monitored by qualified personnel, and the Company also engages a laboratory registered with the Department of Industrial Works and accredited under ISO/IEC 17025 to regularly analyze treated wastewater quality. These measures ensure that discharged wastewater consistently complies with legal standards.

Reference link for company's water management plan : <https://www.metco.co.th/en/management-of-environmental-sustainability/water-management/>

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
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Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 273,396.00 Cubic meters	2025 : Reduced by 1% Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

As a result of these management practices, the Company achieved the following outcomes in 2025:

- **Reduction in water consumption:**Total water usage amounted to 254,758 cubic meters, representing a 6.82% reduced from 2024. This improvement is attributed to regular leak inspections, preventive measures, and water conservation campaigns, leading to a cost reduction of 294,334 baht.
- **Water reuse performance:**The Company reused a total of 5,165 cubic meters of water, equivalent to 2.03% of total water consumption, exceeding the target of 1%.
- **Wastewater pollution control:**The wastewater treatment system operated at 100% efficiency throughout the year, and all discharge quality measurements complied 100% with legal standards, reflecting the Company's strong commitment to stringent environmental quality control.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	279,644.00	273,396.00	254,758.00
Water withdrawal by third-party water (cubic meters)	279,644.00	273,396.00	254,758.00
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

	2023	2024	2025
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	119.61	118.05	111.30
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02	0.02	0.01

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

Water discharge by destinations

	2023	2024	2025
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

	2023	2024	2025
Total water consumption (Cubic meters)	279,644.00	273,396.00	254,758.00

Recycled water consumption

	2023	2024	2025
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	2023	2024	2025
Total recycled water for consumption (Cubic meters)	9,613.00	6,913.00	5,165.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01551829	0.01713192	0.01430896
Intensity of total water consumption (Cubic meters / m ²)	2.14000000	2.07000000	1.93000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	4,468,605.00	4,365,758.00	4,071,424.00
Total water withdrawal expense from third-party water (Baht)	4,468,605.00	4,365,758.00	4,071,424.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.03	0.03	0.02
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.03	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,911.29	1,885.04	1,778.69

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

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 : Yes

The company places great importance on the efficient management of industrial waste to minimize impacts on the environment, communities, and society. It strictly complies with relevant laws while promoting the efficient use of resources, following the 3Rs principle (Reduce, Reuse, Recycle) in both production processes and office areas. The company also considers the potential for external utilization of each type of waste to ensure that the amount requiring treatment or disposal is minimized.

The company has set targets of 100% of waste utilization by reusing and recycling, and avoiding disposal methods that do not provide benefits, such as incineration without energy recovery. Comprehensive monitoring, inspection, and control of environmental impacts are conducted throughout the waste management chain from segregation, storage, and transportation to final disposal through authorized contractors approved by the Department of Industrial Works, ensuring strict compliance with regulations and laws.

Reference link for company's waste management plan : <https://www.metco.co.th/en/management-of-environmental-sustainability/waste-management/>

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 5,111,185.40 Kilograms	2025 : Increased by 100%	<ul style="list-style-type: none">• Reuse• Recycle• Incineration with energy recovery

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 5,111,185.40 Kilograms	2025 : Reduced by 2%	<ul style="list-style-type: none"> • Reuse • Recycle • Incineration with energy recovery

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

In 2025, the total industrial waste amounted to 4,937,837.95 kilograms, that decreased from 5,111,185.40 kilograms in 2024 and 5,438,604.74 kilograms in 2023. Most of the waste, 4,936,367.95 kilograms, was reused or recycled, while only 1,470 kilograms could not be utilized and required disposal by incineration.

Regarding the reduction of total waste generated by 2.00% compared with the previous year, in 2025 the company reduced over 3.39% of waste that achieved our target but cant utilize all of waste. Only 99.97% of waste was reused or recycled that not achieved the target of 100 % of waste utilization. This demonstrates the effectiveness of its measures to reduce waste, increase utilization, and minimize disposal. These results reflect the companys commitment to sustainable waste management in line with the Circular Economy concept approach in a continuous and tangible manner.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	5,438,604.74	5,111,185.40	4,937,837.95
Total non-hazardous waste (kilograms)	4,937,775.74	4,550,183.40	4,489,740.95
Total hazardous waste (kilograms)	500,829.00	561,002.00	448,097.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.30	0.32	0.28

	2023	2024	2025
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.27	0.29	0.25
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.03	0.04	0.03

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

on :

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	5,390,284.74	5,093,550.40	4,936,367.95
Reused/Recycled non-hazardous waste (Kilograms)	4,910,810.74	4,547,478.40	4,488,270.95
Reused/Recycled hazardous waste (Kilograms)	479,474.00	546,072.00	448,097.00
Percentage of total reused/recycled waste to total waste generated (%)	99.11	99.65	99.97
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	99.45	99.94	99.97
Percentage of reused/recycled hazardous waste to hazardous waste (%)	95.74	97.34	100.00

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

on :

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 : Yes

The Company recognizes the importance of addressing climate change as part of its commitment to sustainable development. Accordingly, the Company has established a policy to reduce greenhouse gas emissions (Scope 1 & Scope 2) by 42% by 2030, compared with the 2021 baseline year, equivalent to an average annual reduction of 4.7%. To achieve this goal, the Company has implemented a systematic Carbon Footprint for Organizational (CFO) to calculate and monitor GHG emissions across all operational processes, along with initiating emission-reduction projects focused on improving key operations, such as:

- Installing solar rooftop systems to increase the share of renewable electricity consumption.
- Converting fuel-powered forklifts to electric forklifts to reduce direct emissions (Scope 1)
- Replacing old facilities equipment with newer high performance and energy-efficiency equipment to reduce indirect emission from electricity consumption (Scope 2)
- Procuring renewable energy certificates to offset emissions associated with electricity consumption (Scope 2)

Reference link for company's greenhouse gas management plan : <https://www.metco.co.th/en/management-of-environmental-sustainability/greenhouse-gas-management/>

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting other greenhouse gas reduction targets

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2021 : Greenhouse gas emissions 21,828.23 tCO ₂ ^e	2026 : Reduced by 42% in comparison to the base year	2030 : Reduced by 42% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2025, the Company demonstrated significant progress in managing greenhouse gas emissions, with performance substantially surpassing established targets:

- Scope 1: Emissions reduced by 63.93%, significantly exceeding the target of 18.80%.
- Scope 2 (Market-based): Emissions reduced by 100% by using fully renewable electricity.

As a result, combined emissions from Scope 1 and Scope 2 decreased by 97.72%, reflecting the Company's strong effectiveness in mitigating climate-related impacts from core operations.

However, the Company is still facing the major challenges in managing indirect greenhouse gas emissions under Scope 3, which in 2025 accounted for 88.72% of overall emissions and increased 4.03% from the previous year and finally it was not achieve the reduction target of 6.00%. Emission volume has increased as a result of the expansion of business activities alongside ongoing challenges in managing environmental impacts arising from business partners and external activities throughout the value chain.

Regarding the Intensity Ratio, positive developments were observed. In 2025, GHG emissions relative to revenue declined compared with 2024 from 1.58 to 1.30, (for Location-based Scope 1 and Scope 2), indicating improved efficiency in controlling GHG emissions relative to the Company's revenue growth.

Nevertheless, the Company remains committed to sustaining its achievements in reducing operational emissions (Scope 1 and Scope 2) and strengthening its management of Scope 3, which constitutes the majority of overall emissions. The Company aims to enhance collaboration with business partners, improve impact assessments, and increase efficiency across the supply chain to support its long-term GHG reduction goals and reinforce its role in contributing to sustainable climate action.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	154,280.00	143,450.00	160,317.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	655.00	671.00	498.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	153,625.00	142,779.00	159,819.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.008561	0.008989	0.009005
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	65.99	61.94	70.04
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	1.44000000	1.37410000	1.53566000

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

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 : Yes

List of greenhouse gas verifier entity : SGS (Thailand) Co., Ltd.

Reference file for the greenhouse-gas verifier entity. : <https://esgmedia-setlink.setgroup.or.th/report/0304/2025/1766369642556.pdf>

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (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

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, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination

The Company strives to produce good quality products based on its responsibilities for the effects caused by its business operation. The Company emphasizes transparency of business operations, accountability, ethics, human rights respect, stakeholders benefits, safety for consumers, and shall consider the effect on the community and environment by observing the laws and other requirements, or relevant international practices, as well as develop and improve the foundation of social responsibility consistently and sustainably.

Reference link for social and human rights policy and guidelines : <https://www.metco.co.th/en/social-policy-and-guidelines/guidelines>

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 goals over the past year : No

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

	2023	2024	2025
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
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (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 by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

The Company policy is employee retention to optimum product quality standards can be achieved. They are well compensated by the Company for their efforts. The Companys wage payments include minimum wage, overtime allowance and other welfare benefits prescribed by law and are in compliance with all regal requirements. Provident fund is one of the key long-term benefit programs to employees that the Company provides to help employees to save a portion their salary in the event of retirement, disability, sickness or unemployment.

Reference link for employee and labor management plan : <https://www.metco.co.th/en/social-policy-and-guidelines/information-about-employees/employee-relation-and-engagement/>

Information on setting employee and labor management goals

Setting employee and labor management goals

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

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 management : Yes

The Company has been awarded of Labor Management Excellence Award by Ministry of Labor of Thailand for 18 consecutive years since 2008.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	2,338	2,316	2,289
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	2338	2316	2289
Male employees (persons)	553	551	539
Percentage of male employees (%)	23.65	23.79	23.55
Female employees (persons)	1785	1765	1750
Percentage of female employees (%)	76.35	76.21	76.45

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	427	431	413
Percentage of employees under 30 years old (%)	18.26	18.61	18.04
Total number of employees 30-50 years old (Persons)	1,633	1,550	1,611
Percentage of employees 30-50 years old (%)	69.85	66.93	70.38
Total number of employees over 50 years old (Persons)	278	335	265
Percentage of employees over 50 years old (%)	11.89	14.46	11.58

Number of male employees categorized by age

	2023	2024	2025
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	2023	2024	2025
Total number of male employees under 30 years old (Persons)	159	156	145
Percentage of male employees under 30 years old (%)	28.75	28.31	26.90
Total number of male employees 30-50 years old (Persons)	334	331	345
Percentage of male employees 30-50 years old (%)	60.40	60.07	64.01
Total number of male employees over 50 years old (Persons)	60	64	49
Percentage of male employees over 50 years old (%)	10.85	11.62	9.09

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	268	275	268
Percentage of female employees under 30 years old (%)	15.01	15.58	15.31
Total number of female employees 30-50 years old (Persons)	1,299	1,219	1,266
Percentage of female employees 30-50 years old (%)	72.77	69.07	72.34
Total number of female employees over 50 years old (Persons)	218	271	216
Percentage of female employees over 50 years old (%)	12.21	15.35	12.34

Number of employees categorized by position

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total number of employees in operational level (Persons)	1,016	1,035	1,077
Percentage of employees in operational level (%)	43.46	44.69	47.05
Total number of employees in management level (Persons)	1,161	1,131	1,067
Percentage of employees in management level (%)	49.66	48.83	46.61
Total number of employees in executive level (Persons)	161	150	145
Percentage of employees in executive level (%)	6.89	6.48	6.33

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	51	65	76
Percentage of male employees in operational level (%)	9.22	11.80	14.10
Total number of male employees in management level (Persons)	413	401	382
Percentage of male employees in management level (%)	74.68	72.78	70.87
Total number of male employees in executive level (Persons)	89	85	81
Percentage of male employees in executive level (%)	16.09	15.43	15.03

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	965	970	1,001

	2023	2024	2025
Percentage of female employees in operational level (%)	54.06	54.96	57.20
Total number of female employees in management level (Persons)	748	730	685
Percentage of female employees in management level (%)	41.90	41.36	39.14
Total number of female employees in executive level (Persons)	72	65	64
Percentage of female employees in executive level (%)	4.03	3.68	3.66

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	N/A	539
Bangkok Metropolitan (Person)	553	551	539
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	N/A	1,750
Bangkok Metropolitan (Person)	1,785	1,765	1,750
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	23	26	26
Percentage of disabled workers to total employment (%)	0.98	1.12	1.14
Total number of employees with disabilities (Persons)	4	4	4
Total male employees with disabilities (persons)	N/A	3	3
Total female employees with disabilities (persons)	N/A	1	1
Percentage of disabled employees to total employees (%)	0.17	0.17	0.17
Total number of workers who are not employees with disabilities (persons)	19	22	22
Contributions to empowerment for persons with disabilities fund	-	-	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	937,407,164.00	976,547,799.00	992,041,034.00
Total male employee remuneration (baht)	287,766,201.00	337,560,398.00	319,612,095.00
Percentage of remuneration for male employees (%)	30.70	34.57	32.22
Total female employee remuneration (baht)	649,640,963.00	638,987,401.00	672,428,939.00
Percentage of remuneration for female employees (%)	69.30	65.43	67.78
Average of remuneration of employees (Baht/persons)	400,944.04	421,652.76	433,394.95
Average of remuneration for male employees (Baht/persons)	520,372.88	612,632.30	592,972.35
Average of remuneration for female employees (Baht/persons)	363,944.52	362,032.52	384,245.11
Rate of average of remuneration between female employees and male employees	0.70	0.59	0.65

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company contributed 3% of monthly wage for employee.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	2338	2316	2289
Number of employees joining in PVD (persons)	1741	1699	1598
Number of PVD members / Total employees (%)	74.47	73.36	69.81
Number of PVD members / Total eligible employees (%)	74.47	73.36	69.81

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	10,936,850.00	10,809,940.00	10,393,678.00

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
MURAMOTO ELECTRON (THAILAND) PUBLIC COMPANY LIMITED	Yes	2,289	2,289	1,598	69.81	69.81

Information on employee development

Employee training and development

	2023	2024	2025

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	6.00	6.50	7.78
Total amount spent on employee training and development (Baht)	1,780,868.00	2,435,140.00	1,973,373.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000101	0.000159	0.000121
Percentage of training and development expenses to total revenue (%) ^(*)	0.000099	0.000153	0.000111

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	5,947,588.00	5,830,829.00	5,748,560.00
Total number of hours worked by employees (Hours)	5,947,588.00	5,830,829.00	5,748,560.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	4	1	10
Total number of employees that lost time injuries for 1 day or more (Persons)	4	1	10

	2023	2024	2025
Percentage of employees that lost time injuries for 1 day or more (%)	0.17	0.04	0.44
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) ^(*)	0.67	0.17	1.74
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.13	0.03	0.35

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

on :

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	209	194	329
Total number of male employee turnover leaving the company voluntarily (persons)	50	47	119
Total number of female employee turnover leaving the company voluntarily (persons)	159	147	210
Proportion of voluntary resignations (%)	8.94	8.38	14.37
Percentage of male employee turnover leaving the Company voluntarily (%)	23.92	24.23	36.17

	2023	2024	2025
Percentage of female employee turnover leaving the Company voluntarily (%)	76.08	75.77	63.83

	2023	2024	2025
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Labor relations 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

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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 : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

In order to sustainable growth, it is important that the Muramoto Group companies shall cooperate with each other in order to achieve sustainable growth. In this regard, we need to increase the organizational strength of the sales departments within the entire Muramoto Group and establish and implement effective sales strategies. We shall promote each Group company and determine its role for each customer, ensure closer cooperation with other Group companies, and ensure that each company shall perform its role efficiently and effectively. We shall not only support the established areas of our business, but we shall also actively pursue new business fields and markets.

- Reference link for company's customer management plan : <https://www.metco.co.th/en/company/principle-policies-vision/>

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Responsible production and services for customers Communication of product and service impacts to customers/consumers Development of customer satisfaction and customer relationship 	Customer satisfaction	2025: 100% Satisfied customers	2026: 100% Satisfied customers

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers : Yes

Telephone : 02-338-1535

Fax : 02-338-1539

Email : -

Companys website : <https://www.metco.co.th/>

Address : 1 MU 6 BANGNA-TRAD RD., KM.25, TAMBOL BANGSAOWTHONG AMPHUR BANGSAOWTHONG, SAMUTPRAKARN 10570

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <https://www.metco.co.th/en/social-policy-and-guidelines/community-relations/social-responsibility/>

Information on community and social management plan

Community and social management plan

Company's community and social management plan : No

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 : Yes

CSR-DIW Award (CSR DIW Continuous)

Green Industry Level 4

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 : No

benefits from social development?

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	N/A	215,000.00	605,000.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	N/A	0.001404	0.003698
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	N/A	0.001347	0.003398

Additional Explanation : () Total revenues and total expenses from total financial statement*

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ESG Performance

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

Market : SET Industry Group : Technology Sector : Electronic Components

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors of the Company is diligent in performing their duties. Firstly, accounting to the law, secondly, according to the aims and rules of the Company, and thirdly, to the satisfaction of the shareholders.

The Board is also involved in determining future direction and controlling and supervising the Company so that it is managed efficiently.

The Board ensures that the Companys operation is according to prescribed policies and to the principles of good corporate governance set by the Securities and Exchange Commission (SEC). And there is a public relations to all employees about the corporate governance policy through the information system and through the companys website.

Reference link for the full version of corporate governance policy and guidelines : <https://www.metco.co.th/en/corporate-governance/good-corporate-governance-policy/>

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 : Determination of director remuneration, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Determination of director remuneration

The Company provides the remuneration to the independent directors (non-executive directors*) while the executive directors receive the remuneration as the role of employees of the Company. Therefore, the Company has established the Remuneration Committee consisting of only executive directors. The Company provides the remuneration to the independent directors in forms of monthly fee with basic rate for every independent director (25,000 Baht/month) and additional ones for the Chairman of the Audit Committee (30,000 Baht/month) and Member of the Audit Committee (20,000 Baht/month) according to his/her position in the Committee. There is no other benefit. The remuneration for directors has been compared with the rate of the same industry and the structure of the remuneration of the Company. All types of the remuneration of directors have always been approved by shareholders every year.

Note: * At present the Company has no other non-executive director than independent director.

Director development

The Company has a policy of encouraging Director of the Board to attend continuous and professional training programs organized internally in the Company or externally by various institutions such as SET, SEC, IOD or the audit firm.

Board performance evaluation

The Board of Directors conducts the annual assessment of the Board's overall performance covering the following 6 topics.

- 1) Structure and qualifications of the Board
- 2) Roles, duties, and responsibilities of the Board
- 3) Board meetings
- 4) Board performance
- 5) Relationship with management
- 6) Self-improvement of Directors and Executive development.

In addition, each Director of the Board conducts the annual self-assessment on an individual basis covering the following 2 items.

- 1) Knowledge and understanding of being a director
- 2) Performance of director

The Company Secretary will distribute an evaluation form to all Directors for both of the above-mentioned self-assessments. The completed form will be summarized and reported to the Board of Directors.

Corporate governance of subsidiaries and associated companies

Subsidiary is entity controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

The subsidiary has internal controls in place by the company's internal audit department which is in charge of the internal audit system and report to the Audit Committee.

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

Shareholder

The Company recognizes that every shareholder is the owner of the Company and that he/she should be treated fairly and equitably according to all relevant laws and regulations. The Company always respects and protects shareholders' rights.

Employee

The Company policy is to retain staff so that optimum product quality standards can be achieved. They are well compensated by the Company for their efforts. The Company's wage payments include minimum wage, overtime allowance and other welfare benefits prescribed by law and are in compliance with all legal requirements. Provident fund is one of the key long-term benefit programs to employees that the Company provides to help employees to save a portion their salary in the event of retirement, disability, sickness or unemployment.

Customer

The Company strives to achieve the customer's utmost satisfaction by offering good quality and safe products and services and pays close attention to the importance of handling customers' or consumers' complaints promptly. The Company strives to maintain sustainable relationship with customers.

Business competitor

The Company has a policy of running its business with an ethical, fair, and transparent manner. The Company will not violate any intellectual property or copyright of competitors, not intentionally damage any competitor's reputation, not search for any confidential information from competitor inappropriately or not be involved in any unfair competition by dumping, persecution, or deprivation influence.

Business partner

In order to achieve the very best in raw material supply and to maintain the highest quality standards, the Company makes and keeps equitable agreements with business partners ensuring their loyalty and goodwill towards the Company. The Board of Directors has established the Supplier Management Policy which clarifies the Company's responsibilities to and fair treatment of business partners. The Company promotes, educates, and encourages awareness among business partners of the policy and its practices including selection, registration, assessment, and audit of them. Under the renewed Company's regulations, the Purchase Department has prepared new criteria for such selection, registration, assessment, and audit. The company expects to receive goods and services in the constant way and strives to maintain sustainable relationships with business partners.

Creditor

The Company has a policy of doing business with any creditor in a responsible, honest, and fair manner. The Company will strictly comply with terms and conditions of any agreement as well as all applicable laws and regulations. In case of any non-compliance, the Company shall notify the creditor promptly in order to find solutions jointly. The Company will always conduct its business in a sustainable way for gaining creditors' confidence and achieve benefits for both parties.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company gives importance to respecting human rights and expressions which are the basic rights of every employee equally and without discrimination. Therefore, the Company shall adhere to labor standards strictly.

The Company shall realize that the products and services, production accuracy, and the employees morale are based on effective work safety and a suitable working environment. Therefore, the Company shall strictly comply with and abide by health and safety standards.

The Company realizes that environmental responsibility is important to world class products, so the Company's activities shall have a minimal impact on the environment and natural resources. Therefore, the Company shall strictly comply with and adhere to environmental standards.

In order to improve social responsibility, the Company shall strictly adhere to and comply with ethical standards.

Reference link for the full version of business code of conduct : <https://www.metco.co.th/en/corporate-governance/code-of-conduct/>

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 Conflicts of Interest

The Board of Directors is aware of possible conflicts that may occur in regard to the earnings of the Company. As far as remuneration is concerned, the Board will make every effort to ensure fairness and transparency for all parties concerned. In order to prevent conflicts of interest and ensure that all the Directors and Executives of the Company are abided by their fiduciary duties the Board of Directors has a policy to deal with the issue. The policy request Director and Executive to report on conflicts of interest, in case they have, directly or indirectly, to the Board of Directors for its consideration. Related party transaction between the Company and a director or executive and/or connected persons, which may lead to the potential conflict of interests, must be considered by the Audit Committee. For material and significant related-party transactions, such transaction must be approved by the Board of Directors and/or the shareholders' meeting depending on the nature and the size of transaction as required by Notification of the Capital Market Supervisory Board. Any of the Director and Executive who is involved in such transaction and has conflicts of interest is not allowed to participate a decision-making process on the subject matter. Through conducting the policy, the Board of Directors has been ensuring that the Company's decision-making is always free from any disturbance and distortion caused by conflicts of interest.

Anti-corruption

The Board of Directors realize the importance of anti-corruption and ensure that there is good corporate governance in terms of operating with corporate governance practices and relevant laws following to Guidelines of the Securities and Exchange Commission. Therefore, the Board of Directors has formulated an anti-corruption policy. Moreover, The Risk Management Committee assessed fraud risks as an experiment based on Guidelines for Anti-Corruption Risk Assessment published by the United Nations Global Compact using the form Corruption Risk Assessment Table, Appendix 1 of self-assessment tool for the Anti-Bribery. Thailand's Private Sector Collective Action Coalition Against Corruption the Board reports the results to the Board of Directors as part of the annual report on risk management. Annual fraud risk assessment along with practical anti-corruption measures, The company did not find any issues related to corruption.

Whistleblowing and Protection of Whistleblowers

The following whistle-blowing channels:

- Audit Committee : auditcommittee@metco.co.th
- Board of Directors : whistleblow@metco.co.th
- Internal Auditor : internalaudit@metco.co.th
- Red boxes for clues in each factory

Please specify your first name, last name, address, email, and contact phone number.

The Company will keep the name, address, or any other information of the whistleblower confidential, and will limited to only those involved in the investigation to have access to the information.

Prevention of Misuse of Inside Information

The Company has policies and mechanisms for controlling the use of inside information by the Board members and executives for their own benefit as follows.

- 1) Give notice to the Board members and executives about their duties to report the Company's shareholding and movement to the Securities Exchange Commission (SEC) under the Securities and Exchange Act B.E.2535 and regulations of the Stock Exchange of Thailand (SET).
- 2) Notify the Board members and executives of the forbiddance of them in being a partner of holding shares of a company conducting the same business.
- 3) Inform the Board members and executives that they shall not sell or buy the Company's assets or conduct any business with the Company.
- 4) Require the Board members and executives to report to the Board or Company Secretary at least one day before their actual trading of the Company's share.

- 5) Ask the Board members and executives to disclose their holding status and trading of the Company's share and confirm their actual situation with them on a monthly basis through the Company Secretary.
- 6) Report to the Board of Directors on the shareholding status of individual Board member and executive at every Board of Directors meeting.

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 : No

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 : Mostly used in practice

There are some matters that the Company has not yet apply

1. The Chairman of the board should be an independent director
2. The independent director should not have term beyond 9 years

Other corporate governance performance and outcomes

Corporate Governance Structure

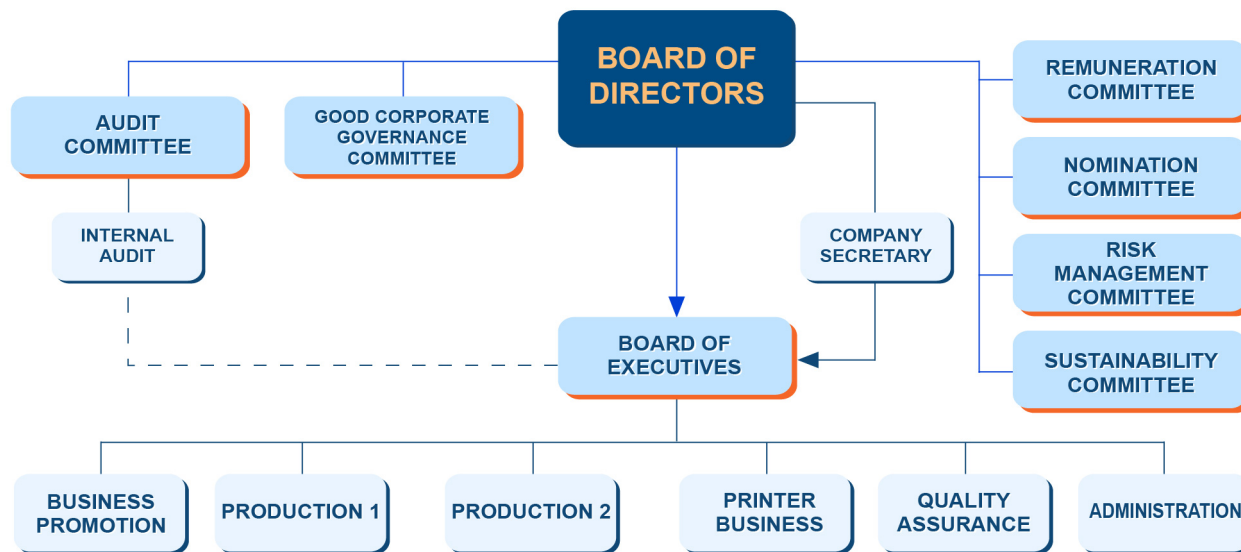
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 30 Sep 2025

GOOD CORPORATION GOVERNANCE ORAGANIZATION STRUTURE CHART



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	7		8		8	
	6	1	7	1	7	1
Executive directors	4		5		5	
	4	0	5	0	5	0
Non-executive directors	3		3		3	
	2	1	2	1	2	1
Independent directors	3		3		3	
	2	1	2	1	2	1
Non-executive directors who have no position in independent directors	0		0		0	
	0	0	0	0	0	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	85.71	14.29	87.50	12.50	87.50	12.50
Executive directors	57.14		62.50		62.50	
	57.14	0.00	62.50	0.00	62.50	0.00
Non-executive directors	42.86		37.50		37.50	
	28.57	14.29	25.00	12.50	25.00	12.50
Independent directors	42.86		37.50		37.50	
	28.57	14.29	25.00	12.50	25.00	12.50
Non-executive directors who have no position in independent directors	0.00		0.00		0.00	
	0.00	0.00	0.00	0.00	0.00	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	62		62		62	
	65	40	65	41	63	56

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
<p>1. Mr. YOICHI MURAMOTO Gender: Male Age : 68 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p>	<p>Chairman of the board of directors (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director</p>	<p>18 Feb 2013</p>	<p>Corporate Management, Electronic Components, Sustainability, Automotive, Commerce</p>
<p>2. Mr. WANCHAI UMPUNG-ART Gender: Male Age : 78 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>17 Sep 2002</p>	<p>Audit, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. NOP ROJANAVANICH Gender: Male Age : 70 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 7,250 Shares (0.034692 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>27 Jan 2006</p>	<p>Audit, Engineering</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. ICHIRO NISHIMURA Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p>	<p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>14 May 2014</p>	<p>Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Governance/ Compliance</p>
<p>5. Mr. TATSUYA AWAZU Gender: Male Age : 63 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p>	<p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director</p>	<p>30 Nov 2017</p>	<p>Electronic Components, Industrial Materials & Machinery</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. TAKASHI MAEJIMA Gender: Male Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p>	<p>Vice-chairman of the board of directors (Executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director</p>	<p>1 Oct 2024</p>	<p>Economics, Accounting, Finance, Sustainability, Audit</p>
<p>7. Mrs. WEENA SUKSAWASDI NA AYUTHAYA Gender: Female Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director</p>	<p>8 Aug 2025</p>	<p>Accounting, Finance, Risk Management, Internal Control, Sustainability</p>

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. AKIRA TATSUMI Gender: Male Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No	Director (Executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director	8 Aug 2025	Automotive, Electronic Components, Sustainability, Engineering, Risk 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 board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
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List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mrs. WONGTIPA BUNNAG Gender: Female Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No</p>	7 Aug 2025	<p>Mrs. WEENA SUKSAWASDI NA AYUTHAYA Appointment date of replacement director : 8 Aug 2025</p>
<p>2. Mr. KAZUNOBU KAWABE Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p>	<p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No</p>	7 Aug 2025	<p>Mr. AKIRA TATSUMI Appointment date of replacement director : 8 Aug 2025</p>

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 companys certificate of registration
1. Mr. YOICHI MURAMOTO	Chairman of the board of directors	✓				✓
2. Mr. WANCHAI UMPUNG-ART	Director		✓	✓		
3. Mr. NOP ROJANAVANICH	Director		✓	✓		
4. Mr. ICHIRO NISHIMURA	Director	✓				✓
5. Mr. TATSUYA AWAZU	Director	✓				✓
6. Mr. TAKASHI MAEJIMA	Vice-chairman of the board of directors	✓				
7. Mrs. WEENA SUKSAWASDI NA AYUTHAYA	Director		✓	✓		
8. Mr. AKIRA TATSUMI	Director	✓				
Total (persons)		5	3	3	0	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	12.50
2. Automotive	2	25.00
3. Industrial Materials & Machinery	1	12.50
4. Commerce	1	12.50
5. Electronic Components	3	37.50
6. Accounting	2	25.00
7. Finance	3	37.50
8. Corporate Social Responsibility	1	12.50
9. Human Resource Management	1	12.50
10. Sustainability	5	62.50
11. Corporate Management	1	12.50
12. Engineering	2	25.00
13. Risk Management	2	25.00
14. Audit	3	37.50
15. Internal Control	2	25.00
16. Governance/ Compliance	1	12.50

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	No	No

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	Yes	Yes
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	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 directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

The Board of Directors consists of 8 members of the Board of Directors, 5 persons are executive Directors and 3 persons are independent directors. The ratio of directors who perform regular management duties and directors who do not regularly perform management duties is 5:3 there are in line with the regulations specified by the Stock Exchange of Thailand.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors has a range of duties and responsibilities to carry out. This includes the Company's activities in accordance with governing acts, the objectives of the Company, the Articles of Association, and the resolutions of the ordinary meeting of shareholders. Additionally, the Board of Directors shall carry out, or cause to be carried out, the matters described in Memorandum of Association.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Others
- The Company activities

Scope of authorities, role, and duties

The Board of Directors has a range of duties and responsibilities to carry out. This includes the Company's activities in accordance with governing acts, the objectives of the Company, the Articles of Association, and the resolutions of the ordinary meeting of shareholders. Additionally, the Board of Directors shall carry out, or cause to be carried out, the matters described in Memorandum of Association.

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

- 1) To audit and ensure the accuracy and adequate disclosure of information in the Company's financial report.
- 2) To audit and ensure the appropriateness and efficiency of the systems for internal control as well as the internal audit.
- 3) To audit and ensure the Company's compliance with laws relevant to the securities and the Stock Exchange, the regulations of the Stock Exchange, and company business laws.

Reference link for the charter

<https://www.metco.co.th/en/corporate-governance/subcommittees/ac-member/>

Executive Committee

Role

- Others
- Organization Management

Scope of authorities, role, and duties

The Executive management has roles and responsibilities for operation activities of the Company.

Reference link for the charter

<https://www.metco.co.th/en/company/top-management/boe-member/>

Good Corporate Governance Committee

Role

- Corporate governance

Scope of authorities, role, and duties

The Board of Directors realize that importance and ensure good corporate governance in terms of the operations in compliance with Good Corporate Governance Practices and the relevant laws and according to the Securities Exchange of Thailand's guidelines.

Reference link for the charter

<https://www.metco.co.th/en/corporate-governance/subcommittees/good-corporate-governance-committee-and-charter/>

Nomination Committee

Role

- Director and executive nomination

Scope of authorities, role, and duties

The Committee performed its duties as assigned with prudence and care and adhered to the principle of good corporate governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Reference link for the charter

<https://www.metco.co.th/en/corporate-governance/subcommittees/nomination-committee/>

Remuneration Committee

Role

- Remuneration

Scope of authorities, role, and duties

The Committee performed its duties as assigned with prudence and care, and adhered to the principle of good governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Reference link for the charter

<https://www.metco.co.th/en/corporate-governance/subcommittees/remuneration-committee/>

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

The Committee's duties and responsibilities are to analyze and evaluate incurred or possibly incurred risks continuously and annually, develop and review risk management policies to keep risk at an acceptable level, establish risk management procedures according to the risk management policies and delegate the risk management to respective managers then review and report to the Board of Directors for the risk management and progress of the risk management procedures together with results.

Reference link for the charter

<https://www.metco.co.th/en/corporate-governance/subcommittees/risk-management-committee/>

Sustainability Committee

Role

- Sustainability development

Scope of authorities, role, and duties

1. Planning and overseeing the implementation of fundamental strategies and policies related to corporate sustainability.
2. Identifying and managing ESG risks within corporate activities.
3. Establishing overarching guidelines for Environmental, Social and Governance including monitoring their progress.
4. Promoting stakeholder engagement and ensuring transparent information disclosure.
5. Strengthening corporate value and trust through recommendations and progress reports to the BOD.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. WANCHAI UMPUNG-ART ^(*) Gender: Male Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Management 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 : Continuing director (Full term of directorship and being re-appointed as a director)	30 Nov 2018	Audit, Internal Control

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>2. Mr. NOP ROJANAVANICH</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	27 Jan 2006	Audit, Engineering
<p>3. Mrs. WEENA SUKSAWASDI NA AYUTHAYA^(*)</p> <p>Gender: Female</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	8 Aug 2025	Accounting, Finance, Risk Management, Internal Control, Sustainability

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
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List of directors	Position	Date of resignation / termination	Replacement committee member
<p>1. Mrs. WONGTIPA BUNNAG</p> <p>Gender: Female</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p>	7 Aug 2025	<p>Mrs. WEENA SUKSAWASDI NA AYUTHAYA</p> <p>Appointment date of replacement committee member : 8 Aug 2025</p>

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
<p>1. Mr. YOICHI MURAMOTO</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	24 Feb 2010
<p>2. Mr. TATSUYA AWAZU</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	24 Nov 2017

List of committee members	Position	Appointment date of executive committee member
<p>3. Mr. Shigeru Takamatsu</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Machinery</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p>	The chairman of the executive committee	12 Feb 2021
<p>4. Mr. Seiji Kubosaka</p> <p>Gender: Male</p> <p>Age : 47 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 Oct 2024
<p>5. Mr. Yuji Kanke</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p>	Member of the executive committee	25 Nov 2016

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Good Corporate Governance Committee	Mr. YOICHI MURAMOTO	The chairman of the subcommittee

Subcommittee name	Name list	Position
	Mr. ICHIRO NISHIMURA	Member of the subcommittee
	Mr. TATSUYA AWAZU	Member of the subcommittee
	Mr. WANCHAI UMPUNG-ART	Member of the subcommittee (Independent director)
	Mr. NOP ROJANAVANICH	Member of the subcommittee (Independent director)
	Mr. AKIRA TATSUMI	Member of the subcommittee
	Mrs. WEENA SUKSAWASDI NA AYUTHAYA	Member of the subcommittee (Independent director)
	Mr. Yusuke Nakatani	Member of the subcommittee
Nomination Committee	Mr. WANCHAI UMPUNG-ART	The chairman of the subcommittee (Independent director)
	Mr. NOP ROJANAVANICH	Member of the subcommittee (Independent director)
	Mr. ICHIRO NISHIMURA	Member of the subcommittee
	Mrs. WEENA SUKSAWASDI NA AYUTHAYA	Member of the subcommittee (Independent director)
Remuneration Committee	Mr. YOICHI MURAMOTO	The chairman of the subcommittee
	Mr. ICHIRO NISHIMURA	Member of the subcommittee
	Mr. TATSUYA AWAZU	Member of the subcommittee
Risk Management Committee	Mr. ICHIRO NISHIMURA	Member of the subcommittee
	Mr. TATSUYA AWAZU	Member of the subcommittee
	Mr. AKIRA TATSUMI	The chairman of the subcommittee
Sustainability Committee	Mr. YOICHI MURAMOTO	Member of the subcommittee
	Mr. SHIGERU TAKAMATSU	The chairman of the subcommittee

Subcommittee name	Name list	Position
	Mr. TATSUYA AWAZU	Member of the subcommittee
	Mr. Seiji Kubosaka	Member of the subcommittee
	Mr. Yuji Kanke	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

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. SHIGERU TAKAMATSU Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chairman of Board of Executives (The highest- ranking executive)	12 Feb 2021	Electronic Components, Leadership, Automotive, Sustainability, Governance/ Compliance

List of executives	Position	First appointment date	Skills and expertise
2. Mr. Yuji Kanke Gender: Male Age : 59 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	member of Board of Executives	25 Nov 2016	Automotive, Industrial Materials & Machinery, Electronic Components, Sustainability, Engineering
3. Mr. Seiji Kubosaka Gender: Male Age : 47 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Member of Board of Executives	1 Oct 2024	Automotive, Transportation & Logistics, Electronic Components, Sustainability, Engineering

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

The Company provides the remuneration to the independent directors (non-executive directors*) while the executive directors receive the remuneration as the role of employees of the Company. Therefore, the Company has established the Remuneration Committee consisting of only executive directors. The Company provides the remuneration to the independent directors in forms of monthly fee with basic rate for every independent director (25,000 Baht/month) and additional ones for the Chairman of the Audit Committee (30,000 Baht/month) and Member of the Audit Committee (20,000 Baht/month) according to his/her position in the Committee. There is no other benefit. The remuneration for directors has been compared with the rate of the same industry and the structure of the remuneration of the Company. All types of the remuneration of directors have always been approved by shareholders every year.

Note: * At present the Company has no other non-executive director than independent director.

Does the board of directors or the remuneration : Have
committee have an opinion on the remuneration
policy for executive directors and executives

The remuneration for directors has been compared with the rate of the same industry and the structure of the remuneration of the Company. All types of the remuneration of directors have always been approved by shareholders every year.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	16,222,725.00	16,177,733.00	15,303,678.00

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and : 0.00
executives in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Vipavee Lertchaiprasert	vipavee@metco.co.th	02-338-1535 ext 1205

List of the company secretary

General information	Email	Telephone number
1. Ms. Vipavee Lertchaiprasert	vipavee@metco.co.th	02-338-1535 ext. 1205

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Marissa Payakamat	marissa@metco.co.th	02-338-1535 ต่อ 1820

List of the head of the compliance unit

Head of investor relations

Does the Company have an appointed head of : Have
investor relations

List of the head of investor relations

General information	Email	Telephone number
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General information	Email	Telephone number
1. Mr. Ichiro Nishimura	ir@metco.co.th	02-518-1280

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 number 0 2677 2000	4,500,000.00	-	<p>1. Ms. JAMJUREE SATHAPORNCHAIWAT Email: jamjuree@kpmg.co.th License number: 11567</p> <p>2. Ms. SUJITRA MASENA Email: sujitra@kpmg.co.th License number: 8645</p> <p>3. Ms. SIRINUCH SURAPAITOONKORN Email: sirinuch@kpmg.co.th License number: 8413</p> <p>4. Ms. KITTIYA SUPARAT Email: kittiya@kpmg.co.th License number: 12186</p>

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

In 2025, the Committee reviewed the Company's Good Corporate Governance Policy and its related policies to ensure the policies updated and in line with the related checklists of Thai Institute of Directors Association (IOD), the Stock Exchange of Thailand and the Thai Investors Association. Starting from year 2016, the Company has been making continuous improvement of good corporate governance.

In 2025, the Company has been reviewed Corporate Governance Report in level of "Very Good" (4 stars).

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. WANCHAI UMPUNG-ART	Director	17 Sep 2002	Audit, Internal Control
Mr. ICHIRO NISHIMURA	Director	14 May 2014	Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Governance/ Compliance

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
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List of directors	Position	First appointment date of director	Skills and expertise
Mr. TAKASHI MAEJIMA	Vice-chairman of the board of directors	1 Oct 2024	Economics, Accounting, Finance, Sustainability, Audit
Mrs. WEENA SUKSAWASDI NA AYUTHAYA	Director	8 Aug 2025	Accounting, Finance, Risk Management, Internal Control, Sustainability
Mr. AKIRA TATSUMI	Director	8 Aug 2025	Automotive, Electronic Components, Sustainability, Engineering, Risk Management

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

Selection of independent directors

Criteria for selecting independent directors

Refer to 56-1 One Report page 94-95 and 102

Business or professional relationships of independent directors over the past year

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

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 through the nomination committee : Yes

Method for selecting persons to be appointed as the : Yes

highest-ranking executive through the nomination committee

Number of directors from major shareholders

Rights of minority shareholders on director appointment

The Company invited shareholders to propose candidates for election to the Board for 3 months (July - December). The Company will consider and propose to the Annual General Meeting.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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. 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, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2008: Director Certification Program (DCP) • 2005: Director Accreditation Program (DAP)

List of directors	Participation in training in the past financial year	History of training participation
3. Mr. NOP ROJANAVANICH (Director, Independent director)	Non-participating	-
4. Mr. ICHIRO NISHIMURA (Director)	Non-participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
5. Mr. TATSUYA AWAZU (Director)	Non-participating	-
6. Mr. TAKASHI MAEJIMA (Vice-chairman of the board of directors)	Non-participating	-
7. Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2011: Director Certification Program (DCP) • 2010: Director Accreditation Program (DAP)
8. Mr. AKIRA TATSUMI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

- 1) Structure and qualifications of the Board
- 2) Roles, duties, and responsibilities of the Board
- 3) Board meetings
- 4) Board performance
- 5) Relationship with management
- 6) Self-improvement of Directors and Executive development

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

For 2025, the performance is good at 88 scores

Reference from 56-1 One Report page 89

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Good Corporate Governance Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Nomination Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Remuneration Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Sustainability Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	None	None
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

- 1) Accountabilities in the decision making and one's own actions on a reasonable grounds
- 2) Responsibility to perform duties to the full extent of ability and effectiveness
- 3) Equitable treatment of stakeholders
- 4) Transparency in performing with accountability and information disclosed
- 5) Vision to create long term values
- 6) Good governance and business conduct in performing the duties

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 : 4
past year (times)

Date of AGM meeting : 24 Jan 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	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. YOICHI MURAMOTO (Chairman of the board of directors)	3	/	4	1	/	1		/	
2. Mr. WANCHAI UMPUNG-ART (Director, Independent director)	4	/	4	1	/	1		/	
3. Mr. NOP ROJANAVANICH (Director, Independent director)	4	/	4	1	/	1		/	
4. Mr. ICHIRO NISHIMURA (Director)	4	/	4	1	/	1		/	
5. Mr. TATSUYA AWAZU (Director)	4	/	4	1	/	1		/	
6. Mr. TAKASHI MAEJIMA (Vice-chairman of the board of directors)	4	/	4	1	/	1		/	

Names of Board members	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)
7. Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Director, Independent director)	2	/	2	0	/	0		/	
8. Mr. AKIRA TATSUMI (Director)	2	/	2	0	/	0		/	
9. Mrs. WONGTIPA BUNNAG (Director, Independent director)	2	/	2	1	/	1		/	
10. Mr. KAZUNOBU KAWABE (Director)	2	/	2	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. YOICHI MURAMOTO (Chairman of the board of directors)	3/4 (75.00%)	1/1 (100.00%)	N/A
2. WANCHAI UMPUNG-ART (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
3. NOP ROJANAVANICH (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
4. ICHIRO NISHIMURA (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
5. TATSUYA AWAZU (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
6. TAKASHI MAEJIMA (Vice-chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
7. WEENA SUKSAWASDI NA AYUTHAYA (Director)	2/2 (100.00%)	N/A	N/A
8. AKIRA TATSUMI (Director)	2/2 (100.00%)	N/A	N/A
9. WONGTIPA BUNNAG (Director)	2/2 (100.00%)	1/1 (100.00%)	N/A
10. KAZUNOBU KAWABE (Director)	2/2 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	97.50%	100.00%	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

The Company provides the remuneration to the independent directors (non-executive directors*) while the executive directors receive the remuneration as the role of employees of the Company. Therefore, the Company has established the Remuneration Committee consisting of only executive directors. The Company provides the remuneration to the independent directors in forms of monthly fee with basic rate for every independent director (25,000 Baht/month) and additional ones for the Chairman of the Audit Committee (30,000 Baht/month) and Member of the Audit Committee (20,000 Baht/month) according to his/her position in the Committee. There is no other benefit. The remuneration for directors has been compared with the rate of the same industry and the structure of the remuneration of the Company. All types of the remuneration of directors have always been approved by shareholders every year.

Note: *At present the Company has no other non-executive director than independent director.

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. YOICHI MURAMOTO (Chairman of the board of directors)			0.00		0.00
Board of Directors (Chairman of the board of directors)	N/A	N/A	N/A	No	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Good Corporate Governance Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Remuneration Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
2. Mr. WANCHAI UMPUNG- ART (Director, Independent director)			660,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	N/A	300,000.00	300,000.00	No	
Audit Committee (Chairman of the audit committee)	N/A	360,000.00	360,000.00	No	
Nomination Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Good Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
3. Mr. NOP ROJANAVANICH (Director, Independent director)			540,000.00		0.00
Board of Directors (Director)	N/A	300,000.00	300,000.00	No	
Audit Committee (Member of the audit committee)	N/A	240,000.00	240,000.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Good Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
4. Mr. ICHIRO NISHIMURA (Director)			0.00		0.00
Board of Directors (Director)	N/A	N/A	N/A	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Good Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
5. Mr. TATSUYA AWAZU (Director)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	N/A	N/A	N/A	No	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Good Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Sustainability Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
6. Mr. TAKASHI MAEJIMA (Vice-chairman of the board of directors)			N/A		0.00
Board of Directors (Vice-chairman of the board of directors)	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
7. Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Director, Independent director)			90,000.00		0.00
Board of Directors (Director)	N/A	50,000.00	50,000.00	No	
Audit Committee (Member of the audit committee)	N/A	40,000.00	40,000.00	No	
Nomination Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Good Corporate Governance Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
8. Mr. AKIRA TATSUMI (Director)			N/A		0.00
Board of Directors (Director)	N/A	N/A	N/A	No	
Risk Management Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Good Corporate Governance Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
9. Mr. Shigeru Takamatsu (The chairman of the executive committee)			N/A		0.00
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	No	
10. Mr. Seiji Kubosaka (Member of the executive committee)			N/A		0.00
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Sustainability Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
11. Mr. Yuji Kanke (Member of the executive committee)			N/A		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Sustainability Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
12. Mr. SHIGERU TAKAMATSU (The chairman of the subcommittee)			N/A		N/A
Sustainability Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	
13. Mr. Yusuke Nakatani (Member of the subcommittee)			N/A		N/A
Good Corporate Governance Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
14. Mrs. WONGTIPA BUNNAG (Director, Independent director)			450,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	N/A	250,000.00	250,000.00	No	
Audit Committee (Member of the audit committee)	N/A	200,000.00	200,000.00	No	
15. Mr. KAZUNOBU KAWABE (Director)			N/A		0.00
Board of Directors (Director)	N/A	N/A	N/A	No	

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	0.00	900,000.00	900,000.00
2. Audit Committee	0.00	840,000.00	840,000.00
3. Executive Committee	0.00	0.00	0.00
4. Good Corporate Governance Committee	0.00	0.00	0.00
5. Nomination Committee	0.00	0.00	0.00
6. Remuneration Committee	0.00	0.00	0.00
7. Risk Management Committee	0.00	0.00	0.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
8. Sustainability Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	0.00	0.00	0.00
Other monetary remuneration (Baht)	0.00	1,740,000.00	1,740,000.00
Total (Baht)	0.00	0.00	1,740,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00
board of 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 : Yes
associated companies

Mechanism for overseeing management and taking : Internal control system of the subsidiary operating the core
responsibility for operations in subsidiaries and business is appropriate and sufficient in the subsidiary
associated companies approved by the board of operating the core business
directors

Subsidiary is entity controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

The internal control of subsidiary is audited by the Company's internal audit then report to 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 over the past year : No / In progress

The Board of Directors is aware of possible conflicts that may occur in regard to the earnings of the Company. As far as remuneration is concerned, the Board will make every effort to ensure fairness and transparency for all parties concerned. In order to prevent conflicts of interest and ensure that all the Directors and Executives of the Company are abided by their fiduciary duties the Board of Directors has a policy to deal with the issue. The policy request Director and Executive to report on conflicts of interest, in case they have, directly or indirectly, to the Board of Directors for its consideration.

Related party transaction between the Company and a director or executive and/or connected persons, which may lead to the potential conflict of interests, must be considered by the Audit Committee. For material and significant related-party transactions, such transaction must be approved by the Board of Directors and/or the shareholders' meeting depending on the nature and the size of transaction as required by Notification of the Capital Market Supervisory Board. Any of the Director and Executive who is involved in such transaction and has conflicts of interest is not allowed to participate a decision-making process on the subject matter. Through conducting the policy, the Board of Directors has been ensuring that the Company's decision-making is always free from any disturbance and distortion caused by conflicts of interest.

Number of cases or issues related to conflict of interest

	2023	2024	2025
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 : No / In progress

inside information to seek benefits over the past year

The Company has policies and mechanisms for controlling the use of inside information by the Board members and executives for their own benefit as follows.

- 1) Give notice to the Board members and executives about their duties to report the Company's shareholding and movement to the Securities Exchange Commission (SEC) under the Securities and Exchange Act B.E.2535 and regulations of the Stock Exchange of Thailand (SET).
- 2) Notify the Board members and executives of the forbiddance of them in being a partner of holding shares of a company conducting the same business.
- 3) Inform the Board members and executives that they shall not sell or buy the Company's assets or conduct any business with the Company.
- 4) Require the Board members and executives to report to the Board or Company Secretary at least one day before their actual trading of the Company's share.
- 5) Ask the Board members and executives to disclose their holding status and trading of the Company's share and confirm their actual situation with them on a monthly basis through the Company Secretary.
- 6) Report to the Board of Directors on the shareholding status of individual Board member and executive at every Board of Directors meeting.

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

	2023	2024	2025
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 : No / In progress

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Communication and training for employees on anti-corruption policy and guidelines, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Board of Directors realize the importance of anti-corruption and ensure that there is good corporate governance in terms of operating with corporate governance practices and relevant laws following to Guidelines of the Securities and Exchange Commission. Therefore, the Board of Directors has formulated an anti-corruption policy as follows:

- 1) Directors, Executives, and employees must not be involved in corruption and bribery of public and private officials, such as people from different companies who transact with the company directly or indirectly to obtain or maintain a business advantage or competitive advantage or the benefit of themselves or their family, relatives, or acquaintances.
- 2) Directors, Executives, and employees prohibited from accepting the gifts either directly or indirectly from the supplier, business partner and related contacts in government or private agencies.
- 3) There is no system of patronage or monopoly for partisan or personal benefit.
- 4) Directors, executives, and supervisors are prohibited from requesting or receiving any benefits or compensation from employees that affect performance evaluation.
- 5) Purchasing/outsourcing must follow a transparent approval process and fair to all parties.
- 6) The purchase/outsourcing must not be subdivision to reduce the amount of money below the approval limit.
- 7) If any employee suspects any action that may be bribery or corruption Consult the supervisor directly or the following whistle-blowing channels:

- Audit Committee : auditcommittee@metco.co.th
- Board of Directors : whistleblow@metco.co.th
- Internal Auditor : internalaudit@metco.co.th
- Red boxes for clues in each factory

Please specify your first name, last name, address, email, and contact phone number.

- 8) The Company will keep the name, address, or any other information of the whistleblower confidential, and will be limited to only those involved in the investigation to have access to the information.
- 9) If Directors, Executives, and employees are corrupt will be terminated and punished with the highest disciplinary punishment and operate according to the law.
- 10) Direct supervisors who ignore any wrongdoing or recognizes but does not act according to the policy will be terminated and punished the highest disciplinary punishment.
- 11) Ignoring this policy and/or related laws will not be an excuse for non-compliance.
- 12) The Internal Audit will always review the internal control system and processes to ensure that internal control systems is effectively against corruption and bribery.
- 13) In case of complaints, Good Corporate Governance Committee will appoint a sub-committee to consider and investigate facts.
- 14) The company provide employees with knowledge and understanding of these anti-corruption policies and preventive measures.

Number of cases or issues related to corruption

	2023	2024	2025

	2023	2024	2025
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 : No / In progress
procedures over the past year

whistle-blowing channels:

- Audit Committee : auditcommittee@metco.co.th
- Board of Directors : whistleblow@metco.co.th
- Internal Auditor : internalaudit@metco.co.th
- Red boxes for clues in each factory

Please specify your first name, last name, address, email, and contact phone number.

The Company will keep the name, address, or any other information of the whistleblower confidential, and will limited to only those involved in the investigation to have access to the information.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

The Good Corporate Governance Committee also recommended the Company to improve anti-corruption measures including modification of the Anti-Corruption Policy wordings, preparation of relevant company regulations/guidelines and implementation of action programs based on the corruption risk assessment conducted by the Risk Management Committee.

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) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. WANCHAI UMPUNG-ART (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. NOP ROJANAVANICH (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Member of the audit committee)	2	/	2	2/2 (100.00%)
4 Mrs. WONGTIPA BUNNAG (Member of the audit committee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

The Audit Committee deemed that during for the accounting period ended September 30th, 2025, the company had put in place the transparent, adequate and appropriate Internal Control Systems covering risky management and the company had established procedures that helped build confidence in Companys operation in accordance with the related laws by having good corporate governance along with the compilation and disclosure of adequate and reliable Companys financial report information.

Audit Committee's report is presented in 56-1 One Report page 11-12

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. YOICHI MURAMOTO (Member of the executive committee)	12	/	12	12/12 (100.00%)
2 Mr. TATSUYA AWAZU (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Mr. Shigeru Takamatsu (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
4 Mr. Seiji Kubosaka (Member of the executive committee)	12	/	12	12/12 (100.00%)
5 Mr. Yuji Kanke (Member of the executive committee)	12	/	12	12/12 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

The overall performance of Executive management Committee is good, they able to solve the problem that arise and operate the business stably and sustainable.

Meeting attendance of Good Corporate Governance Committee

Meeting Good Corporate Governance Committee
(times) : 2

List of Directors	Meeting attendance of Good Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. YOICHI MURAMOTO (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. ICHIRO NISHIMURA (Member of the subcommittee)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Good Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Mr. TATSUYA AWAZU (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mr. WANCHAI UMPUNG-ART (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
5 Mr. NOP ROJANAVANICH (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
6 Mr. AKIRA TATSUMI (Member of the subcommittee)	1	/	1	1/1 (100.00%)
7 Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
8 Mr. Yusuke Nakatani (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Good Corporate Governance Committee

The Good Corporate Governance Committee performed its duties as assigned with prudence and care, and adhered to the principle of good governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Meeting attendance of Nomination Committee

Meeting Nomination Committee (times) : 2

List of Directors	Meeting attendance of Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. WANCHAI UMPUNG-ART (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. NOP ROJANAVANICH (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. ICHIRO NISHIMURA (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mrs. WEENA SUKSAWASDI NA AYUTHAYA (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination Committee

The Committee performed its duties as assigned with prudence and care and adhered to the principle of good corporate governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Meeting attendance of Remuneration Committee

Meeting Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. YOICHI MURAMOTO (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. ICHIRO NISHIMURA (Member of the subcommittee)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Mr. TATSUYA AWAZU (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Remuneration Committee

The Remuneration Committee performed its duties as assigned with prudence and care, and adhered to the principle of good governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 1

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. ICHIRO NISHIMURA (Member of the subcommittee)	1	/	1	1/1 (100.00%)
2 Mr. TATSUYA AWAZU (Member of the subcommittee)	1	/	1	1/1 (100.00%)
3 Mr. AKIRA TATSUMI (The chairman of the subcommittee)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

The Risk Management Committee performed its duties as assigned with prudence and care, and adhered to the principle of good governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Meeting attendance of Sustainability Committee

Meeting Sustainability Committee (times) : 1

List of Directors	Meeting attendance of Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. YOICHI MURAMOTO (Member of the subcommittee)	1	/	1	1/1 (100.00%)
2 Mr. SHIGERU TAKAMATSU (The chairman of the subcommittee)	1	/	1	1/1 (100.00%)
3 Mr. TATSUYA AWAZU (Member of the subcommittee)	1	/	1	1/1 (100.00%)
4 Mr. Seiji Kubosaka (Member of the subcommittee)	1	/	1	1/1 (100.00%)
5 Mr. Yuji Kanke (Member of the subcommittee)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Sustainability Committee

The Sustainability Committee performed its duties as assigned with prudence and care, and adhered to the principle of good governance in a manner deemed sufficient and appropriate for the equitable interest of all stakeholders.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Under the Muramoto Group philosophy of The worlds best manufacturing service company by providing high quality products and service to ensure maximum customer satisfaction, We seek to achieve both a sustainability society and sustainability development of the Group.

Toward those purpose, we will respect dialogue to all stakeholders, based on the Corporate Governance Policy in line with social responsibility, the Environmental Policy in order to conduct business activities in an environmentally friendly manner and the Human Rights Policy, which respects the natural human rights for all people. We will play a role in achieving a sustainability society and increasing the corporate value.

Reference link for sustainability policy : <https://www.metco.co.th/en/business-sustainability-development/sustainability-policy/>

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has a policy to reduce greenhouse gas emissions 42% by 2030 comparing from the base year 2020, or equivalent to reducing greenhouse gas emissions 4.7% per year.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

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

Since our founding as independent comprehensive electronics trading company in 1987, we have kept up with our customers changing demands and consistently provided the optimal solutions. We presently have three business domains: Automotive electronic parts, Office Automation equipment, and other electrical parts business. We have established a system to make our customers request a reality wherever they need it. The Company has established value chain such as integrated synchronize manufacturing, covering plan consulting, design and development, contracting to manufacture high-mix, low-volume production as well as semi-finished and finished products, sales, and after-sales service. Then, we can respond quickly and flexibly to customer requests and support their businesses by solving problems.

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>			
• Employees	Remuneration increased	Wage and salary incremental adjustment including other welfares, the Company has considered by business environmental in the present and future.	• Internal Meeting
• Employees	Steady of Career path	The Company has training program for all employees in order to development both knowledge and skills according to the annual training program.	• Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
• Customers	Standards, quality and Safety of goods and services	interaction, feedback and survey results to improve service Standards.	• Visit • Satisfaction Survey
• Customers	Reasonable prices	Deliver quality products to customers	• Visit • Satisfaction Survey
• Investors or investment institutions	Good performance and a good return on investment	Annual General Meeting of Shareholders	• Annual General Meeting (AGM)
• Suppliers	Fair and equal treatment of business partners	Organizing an annual supplier meeting and build good relationships with partners and listen to comments and suggestions from all partners in order to improve the working process.	• External Meeting
• Society	Promoting the quality of life and good hygiene for the community	Engaging with government and private organizations for better social and environmental promotion.	• Social Event

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

Over the past year, the company has reviewed its : No
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
ESG Risks	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Human Rights • Fair Labor Practices • Customer / Consumer Responsibility • Community / Social Responsibility • Good Governance • Sustainability Risk Management • Sustainable Supply Chain Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

the Risk Management Committee analyze incurred or possibly incurred risks and develop and review risk management policies and procedures as well as their effectiveness. This time, the Risk Management Committee put a focus on the sustainable risk management of Environmental, Social and Governance in order to prepare and cope with the near future change.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : Others : Responsible Business Alliance (RBA)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Business Risk

Related risk factors :

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Economic risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence
- Inventory risk

Financial Risk

- Default on payment or exchange of goods

ESG risk factors :

No

Risk characteristics

Business risks are risks arising from various external factors that affect the company's business.

Risk-related consequences

If the external factors that affect the company's business are minimal, this will cause the company to be less affected then the problem can be gradually solved. If the external factors that come in have a huge impact on the company's business, this will cause the company to have a significant impact then may even go out of the business.

Risk management measures

To prevent all risks that may occur, the Company has risk management in each matter according to 56-1 One Report page 45-51

Risk 2 ESG Risk

Related risk factors :

Strategic Risk

- Business operations of partners in the supply chain
- ESG risk

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations
- Corporate Governance

ESG risk factors :

Yes

Risk characteristics

To achieve sustainable growth, the company considers identifying and evaluating risks related to the environment, social and governance as a critical management priority. In the environmental, we view the tightening of regulations due to climate change as a major risk. In the social, supply chain disruptions are significant, while in the governance, strengthening transparency is identified as a key risk.

Risk-related consequences

If the external factors that affect the company's business are minimal, this will cause the company to be less affected then the problem can be gradually solved. If the external factors that come in have a huge impact on the company's business, this will cause the company to have a significant impact then may even go out of the business.

Risk management measures

The Company recognizes ESG risk management as an organization-wide challenge. In 2022, we established an ESG department, and in 2024, we established the Sustainability Committee ensure that each department addressing these issues in an integrated manner. Furthermore, the Company committed to reflecting changes in external environments and collaborating with suppliers, customers, and local communities to advance comprehensive initiatives aimed at mitigating risks. for each risk management is presented in 56-1 One Report page 40-41.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

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 : Yes
policy and guidelines

Link for company's sustainable supply chain : <https://www.metco.co.th/en/business-sustainability-development/management-of-impacts-on-stakeholders-in-the-business-value-chain/>
management policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

Since our founding as independent comprehensive electronics trading company in 1987, we have kept up with our customers changing demands and consistently provided the optimal solutions. We presently have three business domains: Automotive electronic parts, Office Automation equipment, and other electrical parts business. We have established a system to make our customers request a reality wherever they need it. The Company has established value chain such as integrated synchronize manufacturing, covering plan consulting, design and development, contracting to manufacture high-mix, low-volume production as well as semi-finished and finished products, sales, and after-sales service. Then, we can respond quickly and flexibly to customer requests and support their businesses by solving problems.

Reference link to sustainable supply chain : <https://www.metco.co.th/en/business-sustainability-development/management-of-impacts-on-stakeholders-in-the-business-value-chain/>
management plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with 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 : No
acknowledge 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)

Company's research and development (R&D) policy : No

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

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 : No
from innovation development?

Non-financial benefits

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

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