# ESG Performance Report
# for Listed Companies in 2024

## METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 3 March 2025

# ESG Performance

Company Name : METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED Symbol : MSC

Market : SET Industry Group : Technology Sector : Information & Communication Technology

## Environmental management

### Information on environmental policy and guidelines

### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

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

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

### Information on compliance with environmental management principles and standards

### Compliance with environmental management principles and standards

Environmental management principles and standards : Other : Green Industry

### Compliance with energy management principles and standards

### 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 principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

### Information on incidents related to legal violations or negative environmental impacts

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

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

# Energy management

## Disclosure boundary in energy management in the past years

| | | |
|---|---|---|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | 1 |
| Data disclosure coverage (%) | : | 100.00 |

## Information on energy management

## Energy management plan

| | | |
|---|---|---|
| The company's energy management plan | : | Yes |

## 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 and fuel consumption | 2015 | 2024 : Reduced by 38.31% |

## Information on performance and outcomes of energy management

## Performance and outcomes of energy management

| | | |
|---|---|---|
| Performance and outcomes of energy management | : | Yes |

## Information on electricity management

## Company’s electricity consumption (*)

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total electricity consumption within the organization (Kilowatt-Hours)** | 2,698,000.00 | 3,003,000.00 | 2,730,000.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours) | 2,698,000.00 | 3,003,000.00 | 2,730,000.00 |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 2,708.84 | 2,793.49 | 2,534.82 |

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

## Electricity Expense (*)

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total electricity expense (Baht) | 11,243,000.00 | 14,274,000.00 | 11,274,478.92 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of total electricity expense to total expenses (%)(**) | 0.12 | 0.16 | 0.13 |
| Percentage of total electricity expense to total revenues (%)(**) | 0.12 | 0.15 | 0.12 |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 11,288.15 | 13,278.14 | 10,468.41 |

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

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

## Information on total energy management (electricity + fuel)

## Energy Consumption

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total energy consumption within the organization (Megawatt-Hours) | N/A | 0.00 | 0.00 |

## Energy Consumption Intensity

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

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

# Water management

## Disclosure boundary in water management over the past years

| | | |
|---|---|---|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | 1 |
| Data disclosure coverage (%) | : | 100.00 |

## Information on water management plan

## Water management plan

| | | |
|---|---|---|
| The Company's water management plan | : | Yes |

## 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) |
|---|---|---|
| Reduction of water withdrawal | - | 2024 : Reduced by 25.13% |

## Information on performance and outcomes of water management

## Performance and outcomes of water management

| | | |
|---|---|---|
| Performance and outcomes of water management | : | Yes |

## Information on water management

## Water withdrawal by source

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total water withdrawal (Cubic meters)** | 17,013.00 | 22,945.00 | 17,118.00 |
| Water withdrawal by third-party water (cubic meters) | 17,013.00 | 22,945.00 | 17,118.00 |
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year) | 17.08 | 21.34 | 15.89 |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*) | 0.00 | 0.00 | 0.00 |

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

## Water discharge by destinations

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total wastewater discharge (cubic meters)** | 0.00 | 0.00 | 0.00 |

## Water consumption

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total water consumption (Cubic meters) | 17,013.00 | 22,945.00 | 17,118.00 |

## Recycled water consumption

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total recycled water for consumption (Cubic meters) | 0.00 | 0.00 | 0.00 |

## Water Consumption Intensity

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*) | 0.00179997 | 0.00240367 | 0.00187741 |

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

## Water withdrawal expenses

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total water withdrawal expense** (Baht) | 269,277.80 | 369,957.00 | 273,621.00 |
| Total water withdrawal expense from third-party water (Baht) | 269,277.80 | 369,957.00 | 273,621.00 |
| Percentage of total water withdrawal expense to total expenses (%)(*) | 0.00 | 0.00 | 0.00 |
| Percentage of total water withdrawal expense to total revenues (%)(*) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 270.36 | 344.15 | 254.06 |

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

# Waste management

## Disclosure boundary in waste management over the past years

| | | |
|---|---|---|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | 1 |
| Data disclosure coverage (%) | : | 100.00 |

## Information on waste management plan

## Waste management plan

| | | |
|---|---|---|
| The company's waste management plan | : | Yes |

## 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 |
|---|---|---|---|
| Reduction of waste generation<br>Waste type: Non-hazardous waste | - | 2024 : Reduced by 170.91 Kilograms | • Recycle<br>• Landfilling |

## Information on performance and outcomes of waste management

## Performance and outcomes of waste management

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

## Information on waste management

## Waste Generation(*)

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total waste generated (Kilograms)** | 6,545.28 | 6,714.98 | 5,881.00 |
| **Total non-hazardous waste (kilograms)** | 6,545.28 | 6,714.98 | 5,881.00 |
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**) | 0.00 | 0.00 | 0.00 |

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

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

## Information on waste management

## Waste reuse and recycling

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total reused/recycled waste** (Kilograms) | 931.61 | 921.20 | 663.00 |
| **Reused/Recycled non-hazardous waste** (Kilograms) | 931.61 | 921.20 | 663.00 |
| Percentage of total reused/recycled waste to total waste generated (%) | 14.23 | 13.72 | 11.27 |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%) | 14.23 | 13.72 | 11.27 |

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

# Greenhouse gas management

## Disclosure boundary in greenhouse gas management over the past years

Boundary type : Company

Total number of disclosure boundaries : 1

Actual number of disclosure boundaries : 1

Data disclosure coverage (%) : 100.00

## Information on greenhouse gas management plan

## Greenhouse gas management plan

The company’s greenhouse gas management plan : Yes

## 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 : Other Greenhouse Gas Emission Reduction Target

## 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 | 2023 : Greenhouse gas emissions 1,963.12 $tCO_2e$ | 2024 : Reduced by 1% in comparison to the base year | 2027 : Reduced by 5% in comparison to the base year |

## Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

## Information on greenhouse gas management

## The company's greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total GHG emissions (Metrics tonne of carbon dioxide equivalents)** | 1,823.51 | 1,813.94 | 1,694.39 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 253.00 | 65.89 | 329.66 |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 1,570.51 | 1,748.05 | 1,364.73 |
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

## Greenhouse Gas Emissions Intensity

| | 2022 | 2023 | 2024 |
|---|---|---|---|

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*) | 0.000193 | 0.000190 | 0.000186 |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person) | 1.83 | 1.69 | 1.57 |

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

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

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

Verification of the company's greenhouse gas emissions : Yes

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

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total reduced GHG (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |
| Other projects (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

### Absorption and removal of Greenhouse Gas

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |
| Other projects (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

# 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, Safety and Occupational Health at Work, Non-discrimination, Others : - |

## 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

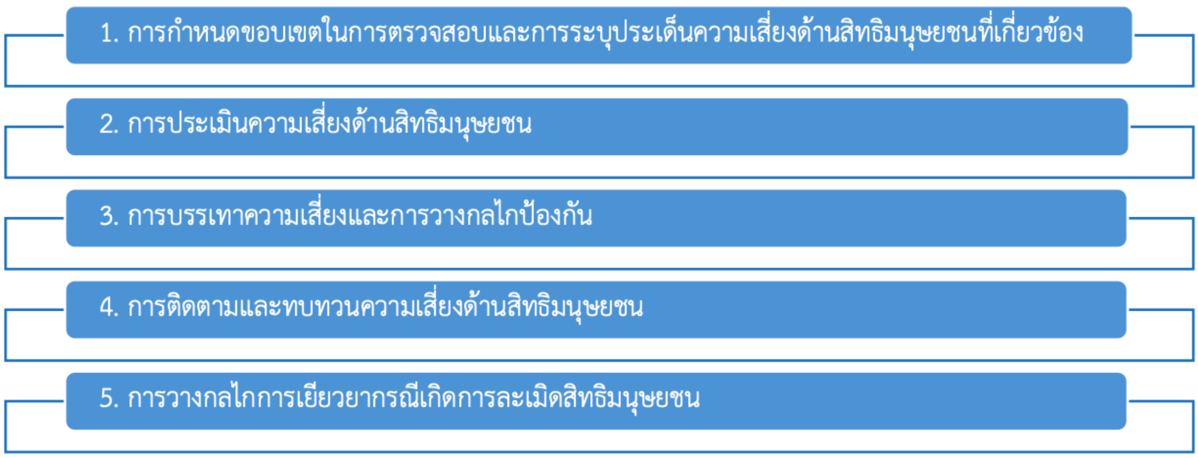
| | | |
|---|---|---|
| Review of social and human rights policies, guidelines, and/or goals over the past year | : | Yes |
| Changes in social and human rights policies, guidelines, and/or goals | : | Child Labor, Safety and Occupational Health at Work, Others : - |

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

| | | |
|---|---|---|
| Does the company have an HRDD process | : | Yes |

### HRDD process diagram




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

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

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of cases or incidents of significant legal or social and human rights violations (cases) | 0 | 0 | 0 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| 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 partner's 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 |
| Total number of disclosure boundaries | : | 1 |
| 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, Child labor, Occupational health and safety in workplace |

## Information on setting employee and labor management goals

## Setting employee and labor management goals

| | | |
|---|---|---|
| Does the company set employee and labor management goals? | : | Yes |

## Details of setting goals for employee and labor management

| Target(s) | Indicator(s) | Base year(s) | Target year(s) |
|---|---|---|---|
| • Others : - | - | 2023: - | 2024: - |

## 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 |

## Information on employment

## Employment

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total Employment** (Person) | 996 | 1,075 | 1,077 |
| Percentage of employees to total employment (%) | 100.00 | 100.00 | 100.00 |
| Percentage of non-employee workers to total employment (%) | 0.00 | 0.00 | 0.00 |
| **Total employees** (persons) | 996 | 1,075 | 1,077 |
| Male employees (persons) | 558 | 602 | 608 |
| Percentage of male employees (%) | 56.02 | 56.00 | 56.45 |
| Female employees (persons) | 438 | 473 | 469 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of female employees (%) | 43.98 | 44.00 | 43.55 |
| Total of workers who are not employees (Person) | 0 | 0 | 0 |
| Male workers who are not employees (Person) | 0 | 0 | 0 |
| Percentage of male non-employee workers (%) | 0.00 | 0.00 | 0.00 |
| Female workers who are not employees (Person) | 0 | 0 | 0 |
| Percentage of female non-employee workers (%) | 0.00 | 0.00 | 0.00 |

## Number of employees categorized by age

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of employees under 30 years old (Persons) | 321 | 410 | 374 |
| Percentage of employees under 30 years old (%) | 32.23 | 38.14 | 34.73 |
| Total number of employees 30-50 years old (Persons) | 568 | 567 | 608 |
| Percentage of employees 30-50 years old (%) | 57.03 | 52.74 | 56.45 |
| Total number of employees over 50 years old (Persons) | 107 | 98 | 95 |
| Percentage of employees over 50 years old (%) | 10.74 | 9.12 | 8.82 |

## Number of male employees categorized by age

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of male employees under 30 years old (Persons) | 213 | 263 | 248 |
| Percentage of male employees under 30 years old (%) | 38.17 | 43.69 | 40.79 |
| Total number of male employees 30-50 years old (Persons) | 299 | 295 | 320 |
| Percentage of male employees 30-50 years old (%) | 53.58 | 49.00 | 52.63 |
| Total number of male employees over 50 years old (Persons) | 46 | 44 | 40 |
| Percentage of male employees over 50 years old (%) | 8.24 | 7.31 | 6.58 |

## Number of female employees categorized by age

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of female employees under 30 years old (Persons) | 108 | 147 | 126 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of female employees under 30 years old (%) | 24.66 | 31.08 | 26.87 |
| Total number of female employees 30-50 years old (Persons) | 269 | 272 | 288 |
| Percentage of female employees 30-50 years old (%) | 61.42 | 57.51 | 61.41 |
| Total number of female employees over 50 years old (Persons) | 61 | 54 | 55 |
| Percentage of female employees over 50 years old (%) | 13.93 | 11.42 | 11.73 |

## Number of employees categorized by position

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of employees in operational level (Persons) | 975 | 1,050 | 1,053 |
| Percentage of employees in operational level (%) | 97.89 | 97.67 | 97.77 |
| Total number of employees in management level (Persons) | 15 | 15 | 16 |
| Percentage of employees in management level (%) | 1.51 | 1.40 | 1.49 |
| Total number of employees in executive level (Persons) | 6 | 10 | 8 |
| Percentage of employees in executive level (%) | 0.60 | 0.93 | 0.74 |

## Number of male employees categorized by position

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of male employees in operational level (Persons) | 545 | 586 | 593 |
| Percentage of male employees in operational level (%) | 97.67 | 97.34 | 97.53 |
| Total number of male employees in management level (Persons) | 8 | 8 | 9 |
| Percentage of male employees in management level (%) | 1.43 | 1.33 | 1.48 |
| Total number of male employees in executive level (Persons) | 5 | 8 | 6 |
| Percentage of male employees in executive level (%) | 0.90 | 1.33 | 0.99 |

## Number of female employees categorized by position

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of female employees in operational level (Persons) | 430 | 464 | 460 |
| Percentage of female employees in operational level (%) | 98.17 | 98.10 | 98.08 |
| Total number of female employees in management level (Persons) | 7 | 7 | 7 |
| Percentage of female employees in management level (%) | 1.60 | 1.48 | 1.49 |
| Total number of female employees in executive level (Persons) | 1 | 2 | 2 |
| Percentage of female employees in executive level (%) | 0.23 | 0.42 | 0.43 |

## Number of employees categorized by department over the past year

## Significant changes in the number of employees

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

## Number of male employees categorized by region

## Number of female employees categorized by region

## Employment of workers with disabilities

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total employment of workers with disabilities (persons)** | 0 | 0 | 0 |
| Percentage of disabled workers to total employment (%) | 0.00 | 0.00 | 0.00 |
| **Total number of employees with disabilities (Persons)** | 0 | 0 | 0 |
| Percentage of disabled employees to total employees (%) | 0.00 | 0.00 | 0.00 |
| **Total number of workers who are not employees with disabilities (persons)** | 0 | 0 | 0 |
| Percentage of disabled non-employee workers to total non-employee workers (%) | 0.00 | 0.00 | 0.00 |

## Information on compensation of employees

## Employee remuneration by gender

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total employee remuneration (baht)** | 722,000,000.00 | 775,000,000.00 | 91,294,000.00 |
| Total male employee remuneration (baht) | 415,000,000.00 | 445,000,000.00 | N/A |
| Percentage of remuneration in male employees (%) | 57.48 | 57.42 | N/A |
| Total female employee remuneration (baht) | 307,000,000.00 | 330,000,000.00 | N/A |
| Percentage of remuneration in female employees (%) | 42.52 | 42.58 | N/A |
| Average remuneration of employees (Baht / Person) | 724,899.60 | 720,930.23 | 84,766.95 |
| Average remuneration of male employees (Baht / Person) | 743,727.60 | 739,202.66 | N/A |
| Average remuneration of female employees (Baht / Person) | 700,913.24 | 697,674.42 | N/A |
| Ratio of average remuneration of female employees to male employees | 0.94 | 0.94 | N/A |

## Provident fund management policy

Provident fund management policy : Have

## Provident fund for employees (PVD)

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Number of employees joining in PVD (persons) | 576 | 599 | 709 |
| Proportion of employees who are PVD members (%) | 57.83 | 55.72 | 65.83 |
| Total amount of provident fund contributed by the company (baht) | 17,350,484.00 | 19,277,667.00 | 22,007,363.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%) | 2.40 | 2.49 | 24.11 |

## Information on employee development

## Employee training and development

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Employee development plans as part of annual performance reviews | Yes | Yes | Yes |
| Average employee training hours (Hours / Person / Year) | 24.00 | 40.00 | 25.00 |
| Total amount spent on employee training and development (Baht) | 2,508,649.24 | 4,433,407.00 | 5,864,041.48 |
| Percentage of training and development expenses to total expenses (%)[*] | 0.000275 | 0.000482 | 0.000668 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of training and development expenses to total revenue (%)(*) | 0.000265 | 0.000464 | 0.000643 |

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

## Information on safety, occupational health, and work environment

### Number of working hours

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of hours work (Hours) | N/A | N/A | 7.50 |
| Total number of hours worked by employees (Hours) | 7.50 | 7.50 | 7.50 |

### Statistic of accident and injuries of employees from work

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |
| Total number of employees that lost time injuries for 1 day or more (Persons) | 0 | 0 | 0 |
| Percentage of employees that lost time injuries for 1 day or more (%) | 0.00 | 0.00 | 0.00 |
| Total number of employees that fatalities as a result of work-related injury (Persons) | 0 | 0 | 0 |
| Percentage of employees that fatalities as a result of work-related injury (%) | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)(*) | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**) | 0.00 | 0.00 | 0.00 |

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

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

## Information on promoting employee relations and participation

### Employee engagement

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total number of employee turnover leaving the company voluntarily** (persons) | 236 | 195 | 163 |
| Total number of male employee turnover leaving the company voluntarily (persons) | 139 | 113 | 92 |
| Total number of female employee turnover leaving the company voluntarily (persons) | 97 | 82 | 71 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Proportion of voluntary resignations (%) | 23.69 | 18.14 | 15.13 |
| Percentage of male employee turnover leaving the Company voluntarily (%) | 13.96 | 10.51 | 8.54 |
| Percentage of female employee turnover leaving the Company voluntarily (%) | 9.74 | 7.63 | 6.59 |

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Evaluation result of employee engagement | Yes | Yes | Yes |

## Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

# Responsibility to customers/ consumers

## Information on responsibility to customers/consumers policy

## Consumer data privacy and protection policy and guidelines

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

## Responsible sales and marketing policy and guidelines

| | | |
|---|---|---|
| Responsible sales and marketing policy and guidelines | : | Yes |
| Responsible sales and marketing guidelines | : | Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights. |

## 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 | : | Yes |
| Policy and guidelines on communicating the impact of products and services to customers / consumers | : | Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information |

## 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 |

## 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) |
|---|---|---|---|
| • Responsible production and services for customers<br>• Communication of product and service impacts to customers/consumers<br>• Development of customer satisfaction and customer relationship<br>• Protection of customer personal information | - | 2023: - | 2024: - |

## Information on performance and results of customer management

## Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

## Customer satisfaction

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Evaluation results of customer satisfaction | Yes | Yes | Yes |

## Channels for receiving complaints from customers/consumers

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

Telephone : 020894242

Fax : -

Email : crc@metrosystems.co.th

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

Address : -

# Responsibility to community/ society

## Information on community development and engagement policies

### Community development and engagement policies

Community development and engagement policies : Yes

## Information on community and social management plan

### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Education, Forests and natural resources

## 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 : Yes

### Details of community and social management goal setting

| Target | Indicators | Base year | Target year |
|---|---|---|---|
| • Employment and professional skill development<br>• Education<br>• Forests and natural resources | - | 2023: - | 2024: - |

## 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

### Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Educational beneficiaries (Persons) | 0.00 | 0.00 | 60.00 |

### Expenses from social and environmental development project

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total financial contribution to community/social development projects or activities (Bath) | 1,000,000.00 | 1,000,000.00 | 1,000,000.00 |
| Percentage of financial contribution for community/social development projects or activities to total expense (%) (*) | 0.010974 | 0.010878 | 0.011387 |
| Percentage of financial contribution for community/social development projects or activities to total revenue (%) (*) | 0.010580 | 0.010476 | 0.010967 |

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

# Corporate Governance Policy

## Information on overview of the policy and guidelines

### Corporate governance policy and guidelines

| | | |
|---|---|---|
| Corporate governance policy and guidelines | : | Yes |

### Policy and guidelines related to the board of directors

| | | |
|---|---|---|
| Are there policy and guidelines related to the board of directors | : | Yes |
| Guidelines related to the board of directors | : | Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies |

### Nomination of Directors

### Determination of Director Remuneration

### Independence of the Board of Directors from the Management

### Director Development

### Board Performance Evaluation

### Corporate Governance of Subsidiaries and Associated Companies

### Policy and guidelines related to shareholders and stakeholders

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

### Shareholder

### Employee

### Customer

### Business competitor

### Business partner

### Creditor

### Government agencies

### Community and society

## Information on business code of conduct

## Business code of conduct

| | | |
|---|---|---|
| Business code of conduct | : | Yes |

## Policy and guidelines related to business code of conduct

| | | |
|---|---|---|
| Guidelines related to business code of conduct | : | Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work |

## Prevention of Conflicts of Interest

## Anti-corruption

## Whistleblowing and Protection of Whistleblowers

## Prevention of Misuse of Inside Information

## Gift giving or receiving, entertainment, or business hospitality

## Compliance with laws, regulations, and rules

## Information and assets usage and protection

## Anti-unfair competitiveness

## Information and IT system security

## Environmental management

## Human rights

## Safety and occupational health at work

## Promotion of compliance with the business code of conduct

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

## Participation in anti-corruption networks

| | | |
|---|---|---|
| Participation or declaration of intent to join anti-corruption networks | : | Yes |
| Anti-corruption networks or projects the company has joined or declared intent to join | : | Thai Private Sector Collective Action Against Corruption (CAC)<br>CAC membership certification status : Certified<br>Certification document of CAC membership status : - |

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

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

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

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

## Implementation of the CG Code for listed companies

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

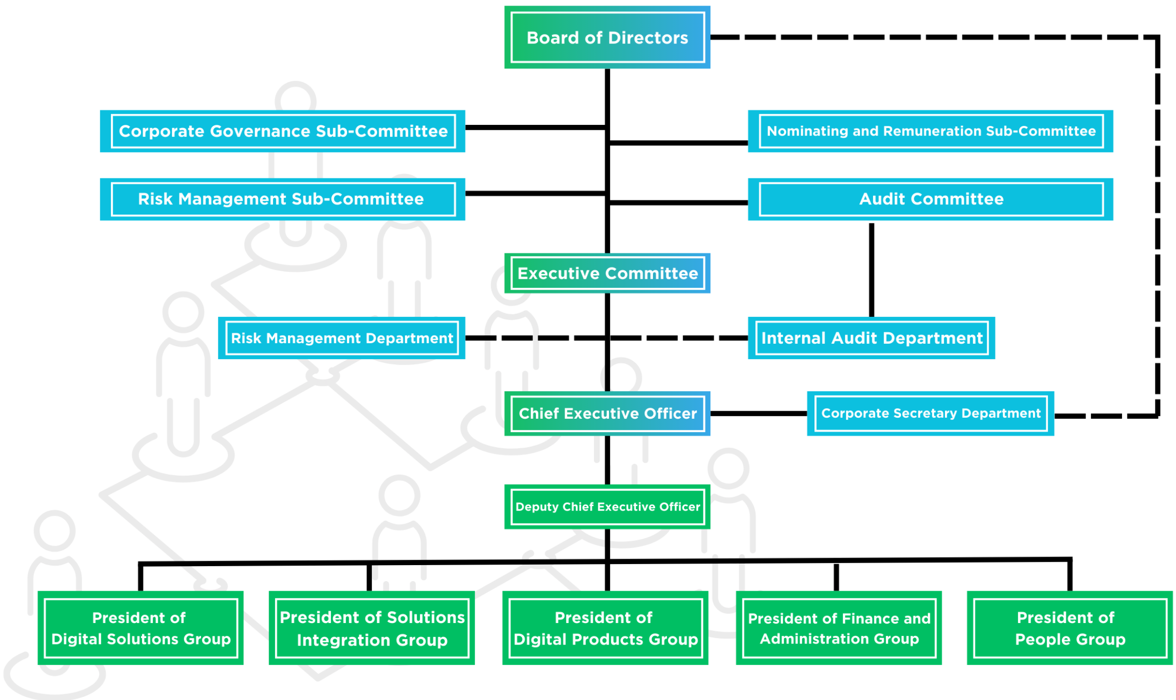
# Corporate Governance Structure

## Information on corporate governance structure

### Corporate governance structure

### Corporate governance structure diagram

### Corporate governance structure diagram




## Information on the board of directors

### Information on the board of directors

### Composition of the board of directors

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

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

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

| | 2024 | |
|---|---|---|
| | Male (years) | Female (years) |
| Average director age | 71 | |
| | 71 | 72 |

## The information on each director and controlling person

## List of the board of directors

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| 1. Mr. SUNPITT SETHPORNPONG<br>Gender: Male<br>Age : 59 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Engineering<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : Yes<br><br>**Shareholding in the company**<br>• Direct shareholding : 1,000,000 Shares (0.277778 %) | Chairman of the Board of Directors<br>(Non-executive directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 20 Feb 2013 | Information & Communication Technology, Governance/ Compliance, Corporate Management, Business Administration, Economics |
| 2. Mr. KITTI TECHATAVEEKIJKUL<br>Gender: Male<br>Age : 72 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Engineering<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : Yes<br><br>**Shareholding in the company**<br>• Direct shareholding : 0 Shares (0.000000 %) | Vice-chairman of the Board of Directors<br>(Non-executive directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Continuing director (Full term of directorship and being re-appointed as a director) | 24 Jan 2017 | Information & Communication Technology, Governance/ Compliance, Corporate Management, Sustainability |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| 3. Mr. VIRACH APHIMETEETAMRONG<br>Gender: Male<br>Age : 81 years<br>Highest level of education : Doctoral degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : Yes<br>DCP course : No<br><br>**Shareholding in the company**<br>• Direct shareholding : 0 Shares (0.000000 %) | Director<br>(Non-executive directors, Independent director)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 9 May 1996 | Information & Communication Technology, Accounting, Internal Control, Audit, Governance/ Compliance |
| 4. Mr. SUVIJ SUVARUCHIPORN<br>Gender: Male<br>Age : 81 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Law<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : No<br><br>**Shareholding in the company**<br>• Direct shareholding : 450,000 Shares (0.125000 %) | Director<br>(Non-executive directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Continuing director (Full term of directorship and being re-appointed as a director) | 9 May 1996 | Information & Communication Technology, Law, Governance/ Compliance |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| 5. Mr. TAVIT CHARUVAJANA<br>Gender: Male<br>Age : 75 years<br>Highest level of education : Honorary degree<br>Study field of the highest level of education : Technology<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : No<br><br>**Shareholding in the company**<br>• Direct shareholding : 1,287,348 Shares (0.357597 %) | Director<br>(Executive Directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 9 May 1996 | Information & Communication Technology, IT Management, Corporate Management, Governance/ Compliance |
| 6. Mr. WANARAK ECKACHAI<br>Gender: Male<br>Age : 68 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Political Science<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : Yes<br>DCP course : No<br><br>**Shareholding in the company**<br>• Direct shareholding : 0 Shares (0.000000 %) | Director<br>(Executive Directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 27 Mar 2013 | Information & Communication Technology, Transportation & Logistics, Property Fund & REITs, Governance/ Compliance |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| 7. Mr. NARONG CHARUVAJANA<br>Gender: Male<br>Age : 70 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : Have<br>Legal offenses in the past 5 years : Doesn't Have<br>DAP course : Yes<br>DCP course : Yes<br><br>**Shareholding in the company**<br>• Direct shareholding : 711,487 Shares (0.197635 %) | Director<br>(Non-executive directors)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 24 Jan 2017 | Economics, Information & Communication Technology, Accounting, Corporate Management, Governance/ Compliance |
| 8. Mrs. PHORNSIRI THIVAVARNVONGS<br>Gender: Female<br>Age : 72 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Finance<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : Yes<br><br>**Shareholding in the company**<br>• Direct shareholding : 0 Shares (0.000000 %) | Director<br>(Non-executive directors, Independent director)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Existing director | 27 Aug 2019 | Finance, Audit |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| 9. Mr. PRAYOOTD TANSRISUWARN<br>Gender: Male<br>Age : 65 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Science<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Family relationship between directors and executives : -<br>Legal offenses in the past 5 years : -<br>DAP course : No<br>DCP course : Yes<br><br>**Shareholding in the company**<br>• Direct shareholding : 0 Shares (0.000000 %) | Director<br>(Non-executive directors, Independent director)<br><br>Authorized directors as per the company's certificate of registration : -<br><br>Type of director : Newly appointed director to replace the ex-director | 30 Mar 2023 | Business Administration, Finance, Governance/ Compliance, IT Management, Audit |

*Additional explanation:*
*(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003),only in the following cases:*
*(1) Dishonest act or gross negligence*
*(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved*
*(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.*
*(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.*

## List of the board of directors by position

| List of the board of directors | Position | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the company's certificate of registration |
|---|---|---|---|---|---|---|
| 1. Mr. SUNPITT SETHPORNPONG | Chairman of the Board of Directors | | ✔ | | | |
| 2. Mr. KITTI TECHATAVEEKIJKUL | Vice-chairman of the Board of Directors | | ✔ | | | |
| 3. Mr. VIRACH APHIMETEETAMRONG | Director | | ✔ | ✔ | | |
| 4. Mr. SUVIJ SUVARUCHIPORN | Director | | ✔ | | | |
| 5. Mr. TAVIT CHARUVAJANA | Director | ✔ | | | | |
| 6. Mr. WANARAK ECKACHAI | Director | ✔ | | | | |
| 7. Mr. NARONG CHARUVAJANA | Director | | ✔ | | | |
| 8. Mrs. PHORNSIRI THIVAVARNVONGS | Director | | ✔ | ✔ | | |
| 9. Mr. PRAYOOTD TANSRISUWARN | Director | | ✔ | ✔ | | |
| Total (persons) | | 2 | 7 | 3 | 4 | 0 |

## Overview of director skills and expertise

## Information about the other directors

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

*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 : Doesn't Have

## Information on the roles and duties of the board of directors

Board charter : Have

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

**Audit Committee**

**Role**

• Audit Subcommittee

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

### Executive Committee

**Role**
- Other
  - -

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

### Corporate Governance Sub-Committee

**Role**
- Nomination Remuneration Subcommittee
- Sustainability Subcommittee
- Climate Change Governance

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

### Risk Management Sub-Committee

**Role**
- RiskManagement Subcommittee

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

### Nominating and Remuneration Sub-Committee

**Role**
- Nomination Subcommittee
- Remuneration Subcommittee

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

## Information on each subcommittee

## List of audit committee

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|---|---|---|---|
| 1. Mr. VIRACH APHIMETEETAMRONG(*)<br>Gender: Male<br>Age : 81 years<br>Highest level of education : Doctoral degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : Yes | Chairman of the audit committee<br>(Non-executive directors, Independent director)<br><br>Director type : Continuing director (Full term of directorship and being re-appointed as a director) | 29 Aug 1998 | Information & Communication Technology, Accounting, Internal Control, Audit, Governance/ Compliance |
| 2. Mrs. PHORNSIRI THIVAVARNVONGS(*)<br>Gender: Female<br>Age : 72 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Finance<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : Yes | Member of the audit committee<br>(Non-executive directors, Independent director)<br><br>Director type : Existing director | 27 Aug 2019 | Finance, Audit |
| 3. Mr. PRAYOOTD TANSRISUWARN<br>Gender: Male<br>Age : 65 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Science<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : No | Member of the audit committee<br>(Non-executive directors, Independent director)<br><br>Director type : Existing director | 30 Mar 2023 | Business Administration, Finance, Governance/ Compliance, IT Management, Audit |

*Additional explanation :*
*(*) Directors with expertise in accounting information review*

## List of executive committee members

| List of committee members | Position | Appointment date of executive committee member |
|---|---|---|
| 1. Mr. TAVIT CHARUVAJANA<br>Gender: Male<br>Age : 75 years<br>Highest level of education : Honorary degree<br>Study field of the highest level of education : Technology<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Chairman of the executive committee | 1 Jan 1986 |
| 2. Mr. Aroon Tor-ek-bundit<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Below a bachelor's degree<br>Study field of the highest level of education : Engineering<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2007 |
| 3. Mr. Veeraphan Durongsang<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Management<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2007 |
| 4. Mr. Suradet Lertthammajak<br>Gender: Male<br>Age : 59 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2019 |
| 5. Mr. Thongchai Lumveerakul<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2007 |

| List of committee members | Position | Appointment date of executive committee member |
|---|---|---|
| 6. Ms. Nittaya Thanaviriyakul<br>Gender: Female<br>Age : 63 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2011 |
| 7. Ms. Sumateta Jitsiripol<br>Gender: Female<br>Age : 58 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 1 Jan 2023 |

## Other Subcommittees

| Subcommittee name | Name list | Position |
|---|---|---|
| Corporate Governance Sub-Committee | Mr. VIRACH APHIMETEETAMRONG | Chairman (Independent director) |
| | Mr. KITTI TECHATAVEEKIJKUL | Member |
| | Mr. Thongchai Lumveerakul | Member |
| | Mr. WANARAK ECKACHAI | Member |
| | Mr. Veeraphan Durongsang | Member |
| | Mr. Aroon Tor-ek-bundit | Member |
| | Mr. Suradet Lertthammajak | Member |
| | Ms. Nittaya Thanaviriyakul | Member |
| | Ms. Sumateta Jitsiripol | Member |

| Subcommittee name | Name list | Position |
|---|---|---|
| Risk Management Sub-Committee | Mrs. PHORNSIRI THIVAVARNVONGS | Chairman (Independent director) |
| | Mr. KITTI TECHATAVEEKIJKUL | Member |
| | Mr. WANARAK ECKACHAI | Member |
| | Mr. Thongchai Lumveerakul | Member |
| | Mr. Veeraphan Durongsang | Member |
| | Mr. Aroon Tor-ek-bundit | Member |
| | Ms. Nittaya Thanaviriyakul | Member |
| | Mr. Suradet Lertthammajak | Member |
| | Ms. Sumateta Jitsiripol | Member |
| Nominating and Remuneration Sub-Committee | Mr. SUVIJ SUVARUCHIPORN | Chairman |
| | Mr. NARONG CHARUVAJANA | Vice chairman |
| | Mr. VIRACH APHIMETEETAMRONG | Member (Independent director) |

## 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. TAVIT CHARUVAJANA<br>Gender: Male<br>Age : 75 years<br>Highest level of education : Honorary degree<br>Study field of the highest level of education : Technology<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | MANAGING DIRECTOR<br>(The highest-ranking executive) | 9 May 1996 | Information & Communication Technology, IT Management, Corporate Management, Governance/ Compliance |
| 2. Mr. Thongchai Lumveerakul<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Executive Director | 1 Jan 2007 | Information & Communication Technology |
| 3. Mr. Veeraphan Durongsang<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Management<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Executive Director | 1 Jan 2007 | Business Administration, Information & Communication Technology |
| 4. Mr. Aroon Tor-ek-bundit<br>Gender: Male<br>Age : 64 years<br>Highest level of education : Below a bachelor's degree<br>Study field of the highest level of education : Engineering<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Executive Director | 1 Jan 2007 | Business Administration, Information & Communication Technology |

| List of executives | Position | First appointment date | Skills and expertise |
|---|---|---|---|
| 5. Mr. Suradet Lertthammajak<br>Gender: Male<br>Age : 59 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Executive Director | 1 Jan 2019 | Business Administration, IT Management |
| 6. Ms. Nittaya Thanaviriyakul<br>Gender: Female<br>Age : 63 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Executive Director | 1 Jan 2011 | Business Administration, Accounting, Finance, IT Management, Internal Control |
| 7. Ms. Sumateta Jitsiripol(*)<br>Gender: Female<br>Age : 58 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : Yes<br>Accounting supervisor : No | Executive Director | 1 Jan 2023 | Business Administration, Accounting, Finance, Governance/ Compliance |
| 8. Mr. WANARAK ECKACHAI<br>Gender: Male<br>Age : 68 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Political Science<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | Duputy CEO | 1 Jul 2014 | Information & Communication Technology, Transportation & Logistics, Property Fund & REITs, Governance/ Compliance |

*Additional Explanation :*
*(*) Highest responsibility in corporate accounting and finance*
*(**) Accounting supervisor*
*(***) Appointed after the fiscal year end of the reporting year*

## Remuneration policy for executive directors and executives

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

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Total remuneration of executive directors and executives (baht)** | 66,308,600.00 | 65,605,314.00 | 69,272,628.00 |

### Other remunerations of executive directors and executives

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| 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 directors and executives in the past year : 0.00

## Other significant information

### Other significant information

### Assigned person

### List of persons assigned for accounting oversight

| General information | Email | Telephone number |
|---|---|---|
| 1. Mrs. Kanyaphorn Chunprasit | kanyachu@metrosystems.co.th | 020894268 |

### List of the company secretary

| General information | Email | Telephone number |
|---|---|---|
| 1. Ms. Sumateta Jitsiripol | sumatjit@metrosystems.co.th | 020894124 |

### List of the head of internal audit or outsourced internal auditor

| General information | Email | Telephone number |
|---|---|---|
| 1. Ms. Varangkana Sadudeeprasertsud | varansad@metrosystems.co.th | 020894278 |

### List of the head of the compliance unit

| General information | Email | Telephone number |
|---|---|---|
| 1. Ms. Sumateta Jitsiripol | sumatjit@metrosystems.co.th | 020894124 |

## Head of investor relations

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

## List of the head of investor relations

| General information | Email | Telephone number |
|---|---|---|
| 1. Ms. Sumateta Jitsiripol | sumatjit@metrosystems.co.th | 020894124 |

## Company's auditor

## Details of the company’s auditor

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|---|---|---|---|
| DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone +66 2034 0000 | 2,900,000.00 | - | - |

## Details of the auditors of the subsidiaries

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|---|---|---|---|
| DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone +66 2034 0000 | 1,125,000.00 | - | - |

## Assigned personnel in case of a foreign company

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

# Performance Report on Corporate Governance

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

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

### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| Mr. KITTI TECHATAVEEKIJKUL | Vice-chairman of the Board of Directors | 24 Jan 2017 | Information & Communication Technology, Governance/ Compliance, Corporate Management, Sustainability |
| Mr. SUVIJ SUVARUCHIPORN | Director | 9 May 1996 | Information & Communication Technology, Law, Governance/ Compliance |

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

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|---|---|
| Mr. PRAYOOTD TANSRISUWARN | Director | 30 Mar 2023 | Business Administration, Finance, Governance/ Compliance, IT Management, Audit |

#### Selection of independent directors

#### Criteria for selecting independent directors

#### Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors 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 highest-ranking executive through the nomination committee : Yes

#### Rights of minority shareholders on director appointment

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

## Information on the development of directors

### Development of directors over the past year

### Details of the development of directors over the past year

| List of directors | Participation in training in the past financial year | History of training participation |
|---|---|---|
| 1. Mr. SUNPITT SETHPORNPONG (Chairman of the Board of Directors) | Participating | Thai Institute of Directors (IOD)<br>• 2013: Director Certification Program (DCP) |
| 2. Mr. KITTI TECHATAVEEKIJKUL (Vice-chairman of the Board of Directors) | Participating | Thai Institute of Directors (IOD)<br>• 2013: Director Certification Program (DCP) |
| 3. Mr. VIRACH APHIMETEETAMRONG (Director) | Participating | Thai Institute of Directors (IOD)<br>• 2003: Director Accreditation Program (DAP) |
| 4. Mr. SUVIJ SUVARUCHIPORN (Director) | Participating | - |
| 5. Mr. TAVIT CHARUVAJANA (Director) | Participating | - |
| 6. Mr. WANARAK ECKACHAI (Director) | Participating | Thai Institute of Directors (IOD)<br>• 2016: Director Accreditation Program (DAP) |
| 7. Mr. NARONG CHARUVAJANA (Director) | Participating | Thai Institute of Directors (IOD)<br>• 2003: Director Accreditation Program (DAP)<br>• 2003: Director Certification Program (DCP) |
| 8. Mrs. PHORNSIRI THIVAVARNVONGS (Director) | Participating | Thai Institute of Directors (IOD)<br>• 2019: Risk Management Program for Corporate Leaders (RCL)<br>• 2002: Director Accreditation Program (DAP) |
| 9. Mr. PRAYOOTD TANSRISUWARN (Director) | Participating | Thai Institute of Directors (IOD)<br>• 2024: Advanced Audit Committee Program (AACP)<br>• 2023: Director Certification Program (DCP) |

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

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

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

### Information on meeting attendance and remuneration payment to each board member

## Meeting attendance and remuneration payment to each board member

### Meeting attendance of the board of directors

### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year (times) : 5

Date of AGM meeting : 02 Apr 2024

EGM meeting : No

### Details of the board of directors' meeting attendance

| List of directors | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|---|---|---|---|---|---|---|---|---|---|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 1. Mr. SUNPITT SETHPORNPONG (Chairman of the Board of Directors) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 2. Mr. KITTI TECHATAVEEKIJKUL (Vice-chairman of the Board of Directors) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 3. Mr. VIRACH APHIMETEETAMRONG (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 4. Mr. SUVIJ SUVARUCHIPORN (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 5. Mr. TAVIT CHARUVAJANA (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 6. Mr. WANARAK ECKACHAI (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 7. Mr. NARONG CHARUVAJANA (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 8. Mrs. PHORNSIRI THIVAVARNVONGS (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 9. Mr. PRAYOOTD TANSRISUWARN (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |

## Remuneration of the board of directors

### Types of remuneration of the board of directors

### Remuneration of the board of directors

### Details of the remuneration of each director over the past year

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|---|---|---|---|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 1. Mr. SUNPITT SETHPORNPONG (Chairman of the Board of Directors) | | | 116,000.00 | | 0.00 |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | No | |
| 2. Mr. KITTI TECHATAVEEKIJKUL (Vice-chairman of the Board of Directors) | | | 210,000.00 | | 0.00 |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| 3. Mr. VIRACH APHIMETEETAMRONG (Director) | | | 777,000.00 | | N/A |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Audit Committee | 580,000.00 | N/A | 580,000.00 | - | |
| Corporate Governance Sub-Committee | 55,000.00 | N/A | 55,000.00 | - | |
| Nominating and Remuneration Sub-Committee | 26,000.00 | N/A | 26,000.00 | - | |
| 4. Mr. SUVIJ SUVARUCHIPORN (Director) | | | 152,000.00 | | N/A |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|---|---|---|---|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| Nominating and Remuneration Sub-Committee | 36,000.00 | N/A | 36,000.00 | - | |
| **5. Mr. TAVIT CHARUVAJANA (Director)** | | | **270,000.00** | | **N/A** |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Executive Committee | 154,000.00 | N/A | 154,000.00 | - | |
| **6. Mr. WANARAK ECKACHAI (Director)** | | | **210,000.00** | | **N/A** |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| **7. Mr. NARONG CHARUVAJANA (Director)** | | | **142,000.00** | | **N/A** |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Nominating and Remuneration Sub-Committee | 26,000.00 | N/A | 26,000.00 | - | |
| **8. Mrs. PHORNSIRI THIVAVARNVONGS (Director)** | | | **650,000.00** | | **N/A** |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Audit Committee | 460,000.00 | N/A | 460,000.00 | - | |
| Risk Management Sub-Committee | 74,000.00 | N/A | 74,000.00 | - | |
| **9. Mr. PRAYOOTD TANSRISUWARN (Director)** | | | **576,000.00** | | **N/A** |
| Board of Directors | 116,000.00 | N/A | 116,000.00 | - | |
| Audit Committee | 460,000.00 | N/A | 460,000.00 | - | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|---|---|---|---|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| **10. Mr. Aroon Tor-ek-bundit (Member of the executive committee)** | | | **280,000.00** | | N/A |
| Executive Committee | 186,000.00 | N/A | 186,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| **11. Mr. Veeraphan Durongsang (Member of the executive committee)** | | | **264,000.00** | | N/A |
| Executive Committee | 170,000.00 | N/A | 170,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| **12. Mr. Suradet Lertthammajak (Member of the executive committee)** | | | **280,000.00** | | N/A |
| Executive Committee | 186,000.00 | N/A | 186,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| **13. Mr. Thongchai Lumveerakul (Member of the executive committee)** | | | **232,000.00** | | N/A |
| Executive Committee | 138,000.00 | N/A | 138,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|---|---|---|---|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 14. Ms. Nittaya Thanaviriyakul (Member of the executive committee) | | | 280,000.00 | | N/A |
| Executive Committee | 186,000.00 | N/A | 186,000.00 | - | |
| Risk Management Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Corporate Governance Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |
| 15. Ms. Sumateta Jitsiripol (Member of the executive committee) | | | 280,000.00 | | N/A |
| Executive Committee | 186,000.00 | N/A | 186,000.00 | - | |
| Corporate Governance Sub-Committee | 40,000.00 | N/A | 40,000.00 | - | |
| Risk Management Sub-Committee | 54,000.00 | N/A | 54,000.00 | - | |

## Summary of the remuneration of each committee over the past year

| Names of board members | Meeting allowance | Other monetary remuneration | Total (Baht) |
|---|---|---|---|
| 1. Board of Directors | 1,044,000.00 | 0.00 | 1,044,000.00 |
| 2. Audit Committee | 1,500,000.00 | 0.00 | 1,500,000.00 |
| 3. Executive Committee | 1,206,000.00 | 0.00 | 1,206,000.00 |
| 4. Corporate Governance Sub-Committee | 389,000.00 | 0.00 | 389,000.00 |
| 5. Risk Management Sub-Committee | 492,000.00 | 0.00 | 492,000.00 |
| 6. Nominating and Remuneration Sub-Committee | 88,000.00 | 0.00 | 88,000.00 |

## Summary of the remuneration of the board of directors

| | 2024 |
|---|---|
| Meeting allowance (Baht) | 4,719,000.00 |

| | 2024 |
|---|---|
| Other monetary remuneration (Baht) | 0.00 |
| Total (Baht) | 4,719,000.00 |

## Remunerations or benefits pending payment to the board of directors

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

## 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 companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

## 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 : Yes

## Number of cases or issues related to conflict of interest

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

### Prevention of the use of inside information to seek benefits

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

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

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

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

## Anti-corruption action

### Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

### Number of cases or issues related to corruption

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

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : Yes

### Number of cases or issues related to whistleblowing

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

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

# Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

| List of Directors | Meeting attendance of audit committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance rights (times) |

| List of Directors | Meeting attendance of audit committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance rights (times) |
| 1 Mr. VIRACH APHIMETEETAMRONG (Chairman of the audit committee) | 5 | / | 5 |
| 2 Mrs. PHORNSIRI THIVAVARNVONGS (Member of the audit committee) | 5 | / | 5 |
| 3 Mr. PRAYOOTD TANSRISUWARN (Member of the audit committee) | 5 | / | 5 |

### The results of duty performance of the audit committee

## Information on summary of the results of duty performance of subcommittees

## Meeting attendance and the results of duty performance of subcommittees

### Meeting attendance Executive Committee

Meeting Executive Committee (times) : 12

| List of Directors | Meeting attendance Executive Committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. TAVIT CHARUVAJANA (Chairman of the executive committee) | 10 | / | 12 |
| 2 Mr. Aroon Tor-ek-bundit (Member of the executive committee) | 12 | / | 12 |
| 3 Mr. Veeraphan Durongsang (Member of the executive committee) | 11 | / | 12 |
| 4 Mr. Suradet Lertthammajak (Member of the executive committee) | 12 | / | 12 |
| 5 Mr. Thongchai Lumveerakul (Member of the executive committee) | 9 | / | 12 |
| 6 Ms. Nittaya Thanaviriyakul (Member of the executive committee) | 12 | / | 12 |
| 7 Ms. Sumateta Jitsiripol (Member of the executive committee) | 12 | / | 12 |

### The results of duty performance of Executive Committee

### Meeting attendance Corporate Governance Sub-Committee

Meeting Corporate Governance Sub-Committee (times) : 3

| List of Directors | Meeting attendance Corporate Governance Sub-Committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. VIRACH APHIMETEETAMRONG (Chairman) | 3 | / | 3 |
| 2 Mr. KITTI TECHATAVEEKIJKUL (Member) | 3 | / | 3 |
| 3 Mr. Thongchai Lumveerakul (Member) | 3 | / | 3 |
| 4 Mr. WANARAK ECKACHAI (Member) | 3 | / | 3 |
| 5 Mr. Veeraphan Durongsang (Member) | 3 | / | 3 |
| 6 Mr. Aroon Tor-ek-bundit (Member) | 3 | / | 3 |
| 7 Mr. Suradet Lertthammajak (Member) | 3 | / | 3 |
| 8 Ms. Nittaya Thanaviriyakul (Member) | 3 | / | 3 |
| 9 Ms. Sumateta Jitsiripol (Member) | 3 | / | 3 |

## The results of duty performance of Corporate Governance Sub-Committee

## Meeting attendance Risk Management Sub-Committee

Meeting Risk Management Sub-Committee : 4 (times)

| List of Directors | Meeting attendance Risk Management Sub-Committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mrs. PHORNSIRI THIVAVARNVONGS (Chairman) | 4 | / | 4 |
| 2 Mr. KITTI TECHATAVEEKIJKUL (Member) | 4 | / | 4 |
| 3 Mr. WANARAK ECKACHAI (Member) | 4 | / | 4 |
| 4 Mr. Thongchai Lumveerakul (Member) | 4 | / | 4 |
| 5 Mr. Veeraphan Durongsang (Member) | 4 | / | 4 |

| List of Directors | Meeting attendance Risk Management Sub-Committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 6 Mr. Aroon Tor-ek-bundit (Member) | 4 | / | 4 |
| 7 Ms. Nittaya Thanaviriyakul (Member) | 4 | / | 4 |
| 8 Mr. Suradet Lertthammajak (Member) | 4 | / | 4 |
| 9 Ms. Sumateta Jitsiripol (Member) | 4 | / | 4 |

## The results of duty performance of Risk Management Sub-Committee

## Meeting attendance Nominating and Remuneration Sub-Committee

Meeting Nominating and Remuneration Sub-Committee (times) : 2

| List of Directors | Meeting attendance Nominating and Remuneration Sub-Committee | | |
|---|---|---|---|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. SUVIJ SUVARUCHIPORN (Chairman) | 2 | / | 2 |
| 2 Mr. NARONG CHARUVAJANA (Vice chairman) | 2 | / | 2 |
| 3 Mr. VIRACH APHIMETEETAMRONG (Member) | 2 | / | 2 |

## The results of duty performance of Nominating and Remuneration Sub-Committee

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

| | | |
|---|---|---|
| Sustainability Policy | : | Yes |

### Sustainability management goals

| | | |
|---|---|---|
| Does the company set sustainability management goals | : | Yes |
| United Nations SDGs that align with the organization's sustainability management goals | : | Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals |

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

## Information on impacts on stakeholder management in business value chain

### Business value chain

### Analysis of stakeholders in the business value chain

### Details of stakeholder analysis in the business value chain

| Group of stakeholders | Stakeholders’ expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|---|---|
| <u>Internal stakeholders</u> | | | |
| • Employees | - | - | • Internal Meeting<br>• Employee Engagement Survey<br>• Training / Seminar |
| <u>External stakeholders</u> | | | |
| • Customers | - | - | • Visit<br>• Online Communication<br>• Satisfaction Survey<br>• Training / Seminar |
| • Shareholders | - | - | • Visit<br>• Online Communication<br>• Annual General Meeting (AGM) |
| • Competitors | - | - | • Online Communication |
| • Suppliers | - | - | • Online Communication<br>• Complaint Reception |
| • Creditor | - | - | • Online Communication |
| • Government agencies and Regulators | - | - | • Online Communication<br>• Training / Seminar |
| • Society | - | - | • Social Event<br>• Online Communication<br>• Satisfaction Survey |

## Information on organization's material sustainability topics

## Organization's material sustainability topics

| | | |
|---|---|---|
| The company has identified its sustainability materiality topics | : | Yes |
| Over the past year, the company has reviewed its sustainability materiality topics | : | Yes |

## Details of organization's material sustainability topics

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics |
|---|---|
| Information Security Management and Data Privacy | • Customer / Consumer Responsibility |
| Product and Service Quality | |
| Environmental Supply Chain Management | • Environmental Management Standards Policy and Compliance<br>• Energy Management<br>• Water Management<br>• Waste and Waste Management<br>• Greenhouse Gas Management<br>• Sustainable Supply Chain Management |
| Employee Capability Development | • Human Rights<br>• Fair Labor Practices<br>• Sustainable Supply Chain Management |
| Innovation Promotion | • Innovation Development |

## Information on sustainability report

## Corporate sustainability report

| | | |
|---|---|---|
| The company's corporate sustainability report | : | Have data |
| Reference link for corporate sustainability report | : | https://ir.metrosystems.co.th/annual-report/ |

## Company sustainability disclosure aligned with standards

| | | |
|---|---|---|
| Company sustainability disclosure aligned with standards or guidelines | : | UN Global Compact |

# Sustainability risk management

## Information on risk management policy and plan

## Risk management policy and plan

## Information on ESG risk factors management standards

## ESG risk factors management standards

| | | |
|---|---|---|
| Standards on ESG risk management | : | Yes |
| Standards on ESG risk management | : | COSO - Enterprise risk management framework (ERM) |

## Information on ESG risk factors

## Risk factors on business operation

## Operational risk associated with the Company or the group of companies

**Risk 1 Climate Change**

Related risk topics :

Strategic Risk
- ESG risk

Operational Risk
- Shortage or fluctuation in pricing of raw materials or productive resources
- Climate change and disasters
- Impact on the environment
- System disruption risk
- Pandemic risk

ESG risks : Yes

**Risk 2 Human Rights**

Related risk topics :

Strategic Risk
- Damage to company image and reputation

Operational Risk
- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk
- Violations of laws and regulations
- Corporate Governance
- Legal risk

ESG risks : Yes

**Risk 3 Corruption**

Related risk topics :

Strategic Risk
- Damage to company image and reputation

Operational Risk
- Systems or internal control system
- Corruption

Compliance Risk
- Violations of laws and regulations
- Corporate Governance
- Legal risk

ESG risks : Yes

## Information on business continuity plan (BCP)

## Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

# Sustainable supply chain management

## Information on sustainable supply chain management policy and guidelines

### Sustainable supply chain management policy and guidelines

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

## Information on sustainable supply chain management plan

### Sustainable supply chain management plan

Company’s sustainable supply chain management plan : No

## Information on new suppliers undergoing sustainability screening criteria

### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of new suppliers undergoing sustainability screening criteria over the past year (%) | 0.00 | 0.00 | 9.00 |

## Information on supplier code of conduct

### Supplier code of conduct

Supplier code of conduct : Yes

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

### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%) | 0.00 | 0.00 | 35.50 |

# Innovation development

## Information on innovation development policy and guidelines in an organizational level

## Research and development policy (R&D)

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

## R&D expenses in the past 3 years

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Research and development (R&D) expenses over the past 3 years (Million Baht) | 15.00 | 6.40 | 7.70 |

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

## Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture : Yes

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

## Benefits of innovation development

Financial benefits

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

Non-financial benefits

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