

ESG Performance

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

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

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:

Yes

URL of environmental policy and practice:

https://www.metrosystems.co.th/wp-content/uploads/2023/03/230301164937_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1-BOD2-2566.pdf
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Uploaded document of environmental policy and practice:

1.2 Environmental Practices

Corporate environmental practices:

x Electricity Management x Water Management x Waste Management x Greenhouse Gas and Climate Change Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	2,631,050.00	2,605,680.00	2,670,030.00
Total electricity consumption within the organization	Kilowatt-Hours	-	2,697,000.00	2,698,000.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	2,632,000.00	2,697,000.00	2,698,000.00

Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(*)	Kilowatt-Hours	-	91,320.00	27,970.00
Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	3.50	1.05
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	-	2,705.12	2,708.84

Additional explanation:

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

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	9,708,000.00	9,727,000.00	11,243,000.00
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	9,480.47	9,756.27	11,288.15

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	-	-	-
Diesel	Litres	-	-	-

Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	-	-	-
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

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

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

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022

Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	14,046.30	10,546.20	16,977.60
Total water withdrawal	Cubic meters	-	18,864.00	17,013.00
Total water withdrawal by third-party water	Cubic meters	11,718.00	18,864.00	17,013.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	8,317.80	35.40
Percentage of the difference between total water withdrawal and target ^(*)	%	-	78.87	0.21
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	18.92	17.08

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

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	18,864.00	17,013.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	300,498.24	269,277.80
Total water withdrawal expense from third-party water	Baht	197,224.35	300,498.24	269,277.80
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	301.40	270.36

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	14,135.87	6,545.28
Non-hazardous waste	Kilograms	11,854.52	14,135.87	6,545.28
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	6,389.92	931.61

Reused/Recycled non-hazardous waste	Kilograms	4,507.92	6,389.92	931.61
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	45.20	14.23
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	38.03	45.20	14.23
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	389.85	1,317.22	1,681.64
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	1,698.63	1,823.51
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	44.66	128.12	253.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	1,285.86	1,570.51	1,570.51
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	381.41	141.87
Percentage of the difference between total GHG emissions and target ^(*)	%	-	28.96	8.44

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	-	1.70	1.83
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

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

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 13/03/2023

ESG Performance

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

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

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice:

Yes

URL of Corporate human rights policy and practice:

https://www.metrosystems.co.th/wp-content/uploads/2023/03/230301165003_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99-BOD2-2566.pdf

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1.2 Human Rights Practices

Corporate human rights practices:

x Employee Rights x Safety and Occupational Health at Work x Non-discrimination x Child Labor

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	997	996
Total number of male employees	Persons	562	545	558

Percentage of male employees	%	-	54.66	56.02
Total number of female employees	Persons	462	452	438
Percentage of female employees	%	-	45.34	43.98

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	230	263	321
Percentage of employees under 30 years old	%	-	26.38	32.23
Total number of employees 30-50 years old	Persons	662	612	568
Percentage of employees 30-50 years old	%	-	61.38	57.03
Total number of employees over 50 years old	Persons	132	122	107
Percentage of employees over 50 years old	%	-	12.24	10.74

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	155	169	213
Percentage of male employees under 30 years old	%	27.58	31.01	38.17
Total number of male employees 30-50 years old	Persons	353	322	299
Percentage of male employees 30-50 years old	%	62.81	59.08	53.58
Total number of male employees over 50 years old	Persons	54	54	46
Percentage of male employees over 50 years old	%	9.61	9.91	8.24

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	75	94	108
Percentage of female employees under 30 years old	%	16.23	20.80	24.66
Total number of female employees 30–50 years old	Persons	309	290	269
Percentage of female employees 30–50 years old	%	66.88	64.16	61.42
Total number of female employees over 50 years old	Persons	78	68	61
Percentage of female employees over 50 years old	%	16.88	15.04	13.93

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	1,000	975	975
Percentage of employees in operational level	%	-	97.79	97.89
Total number of employees in management level	Persons	15	13	12
Percentage of employees in management level	%	-	1.30	1.20
Total number of employees in executive level	Persons	9	9	9
Percentage of employees in executive level	%	-	0.90	0.90

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	549	532	545
Percentage of male employees in operational level	%	97.69	97.61	97.67
Total number of male employees in management level	Persons	5	5	5
Percentage of male employees in management level	%	0.89	0.92	0.90
Total number of male employees in executive level	Persons	8	8	8
Percentage of male employees in executive level	%	1.42	1.47	1.43

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	451	443	430
Percentage of female employees in operational level	%	97.62	98.01	98.17
Total number of female employees in management level	Persons	10	8	7

Percentage of female employees in management level	%	2.16	1.77	1.60
Total number of female employees in executive level	Persons	1	1	1
Percentage of female employees in executive level	%	0.22	0.22	0.23

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	0	0
Percentage of employees with disabilities	%	-	0.00	0.00
Total number of workers who are not employees with disabilities	Persons	-	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	7,220,000.00	6,400,000.00	7,220,000.00
Total male employee remuneration	Baht	4,090,000.00	3,600,000.00	4,150,000.00
Percentage of remuneration in male employees	%	56.65	56.25	57.48
Total female employee remuneration	Baht	3,130,000.00	2,800,000.00	3,070,000.00
Percentage of remuneration in female employees	%	43.35	43.75	42.52
Average remuneration of employees	Baht / Person	-	6,419.26	7,249.00
Average remuneration of male employees	Baht / Person	7,277.58	6,605.50	7,437.28
Average remuneration of female employees	Baht / Person	6,774.89	6,194.69	7,009.13
Ratio of average remuneration of female employees to male employees		0.93	0.94	0.94

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	41	52	97
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	5.22	9.74
Total amount of provident fund contributed by the Company	Baht	62,000.00	75,000.00	154,000.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	0.86	1.17	2.13

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	17.00	15.00	24.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	3,300,317.90	3,274,352.75	2,508,649.24

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	7.50	7.50	7.50

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
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
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

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.00	0.00	0.00
	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.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	158	236
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	15.85	23.69
Total number of male employee turnover leaving the Company voluntarily	Persons	66	110	139
Percentage of male employee turnover leaving the Company voluntarily	%	-	69.62	58.90
Total number of female employee turnover leaving the Company voluntarily	Persons	53	48	97
Percentage of female employee turnover leaving the Company voluntarily	%	-	30.38	41.10
Significant labor dispute	Yes / No	No	No	No

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

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://ir.metrosystems.co.th/wp-content/uploads/2023/03/%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD-CG-66.pdf
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1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://ir.metrosystems.co.th/wp-content/uploads/2023/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-MSC-66.pdf
Uploaded document of Code of Conduct:	จรรยาบรรณทางธุรกิจ MSC-66.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	8	1
		9	
	% of total directors	88.89	11.11
		100	
Executive directors	Persons	2	0
		2	
	% of total directors	22.22	0
		22.22	
Non-executive directors	Persons	6	1
		7	
	% of total directors	66.67	11.11
		77.78	
- Independent directors	Persons	2	1
		3	
	% of total directors	22.22	11.11
		33.33	
- Non-executive directors who have no position in independent directors	Persons	4	0
		4	
	% of total directors	44.44	0
		44.44	

Average director age	Years	72	70
		72	
The Chairman of the Board is an independent director	Yes / No	No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สรรพชัย เศรษฐพิชญ์	First appointment date of director:	20 Feb 2013
	Name (English):	Mr. SUNPITT SETHPORN PONG	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1965	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Governance/ Compliance x Corporate Management		
	Shares:	1,000,000		
	Paid-up stock:	360,000,000		
	%Shares:	0.277778		
2)	Name (Thai):	นาย กิตติ เตชะทวีกิจกุล	First appointment date of director:	24 Jan 2017

	Name (English):	Mr. KITTI TECHATAVEEKIJKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Governance/ Compliance x Corporate Management x Sustainability		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สุวิธ สุวรรณจิตร	First appointment date of director:	9 May 1996
	Name (English):	Mr. SUVIJ SUVARUCHIPORN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1943	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Law x Governance/ Compliance		
	Shares:	450,000		
	Paid-up stock:	360,000,000		
	%Shares:	0.125000		

4)	Name (Thai):	นาย ทวีช จารุวงษา	First appointment date of director:	9 May 1996
	Name (English):	Mr. TAVIT CHARUVAJANA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1949	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Honorary degree	DAP course:	No
	Study field of the highest level of education:	Technology	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x IT Management x Corporate Management x Governance/ Compliance		
	Shares:	1,287,348		
	Paid-up stock:	360,000,000		
	%Shares:	0.357597		
5)	Name (Thai):	นาย วิรัช อภิเมธีธรรม	First appointment date of director:	29 Aug 1998
	Name (English):	Mr. VIRACH APHIMETEETAMRONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1943	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Accounting x Internal Control x Audit x Governance/ Compliance		

	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		
6)	Name (Thai):	นาย ประวิตร วัฒนตะละดา	First appointment date of director:	29 Aug 1998
	Name (English):	Mr. PRAVIT CHATTALADA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1933	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Sustainability x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		
7)	Name (Thai):	นาย วณารักษ์ เอกชัย	First appointment date of director:	27 Mar 2013
	Name (English):	Mr. WANARAK ECKACHAI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1956	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Information & Communication Technology x Transportation & Logistics x Property Fund & REITs x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		
8)	Name (Thai):	นาย ณรงค์ จารุวงษ์	First appointment date of director:	24 Jan 2017
	Name (English):	Mr. NARONG CHARUVAJANA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Information & Communication Technology x Accounting x Corporate Management x Strategic Management x Governance/ Compliance		
	Shares:	711,487		
	Paid-up stock:	360,000,000		
	%Shares:	0.197635		
9)	Name (Thai):	นาง พรสิริ ทิววรรณวงศ์	First appointment date of director:	27 Aug 2019
	Name (English):	Mrs. PHORNSIRI THIVAVARNVONGS	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes

	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Audit		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย วิรัช อภิเมธีธรรม	Appointment date of audit committee member:	29 Aug 2022
	Name (English):	Mr. VIRACH APHIMETEETAMRONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1943	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DGP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาง พรสริ ทิววรรณวงศ์	Appointment date of audit committee member:	27 Aug 2019

	Name (English):	Mrs. PHORNSIRI THIVAVARNVONGS	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1952	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ประวิตร ฉัตรตะลดา	Appointment date of audit committee member:	29 Aug 2022
	Name (English):	Mr. PRAVIT CHATTALADA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1933	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย ธวัช จารุวงษา	Appointment date of executive committee member:	1 Jan 1986
	Name (English)	Mr. TAVIT CHARUVAJANA	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1949		
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Technology		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย อรุณ ต่อกอบบัณฑิต	Appointment date of executive committee member:	1 Jan 2007
	Name (English)	Mr. Aroon Tor-ek-bundit	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย วีรพันธ์ ดุรงค์แสง	Appointment date of executive committee member:	1 Jan 2007
	Name (English)	Mr. Veeraphan Durongsang	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย สุรเดช เลิศธรรมจักร์	Appointment date of executive committee member:	1 Jan 2019
	Name (English)	Mr. Suradet Lertthammajak	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1965		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย ธงชัย หล้าวีระกุล	Appointment date of executive committee member:	1 Jan 2007
	Name (English)	Mr. Thongchai Lumveerakul	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาง นิตยา ธนวิริยะกุล	Appointment date of executive committee member:	1 Jan 2011
	Name (English)	Ms. Nittaya Thanaviriyakul	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1961		
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

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

No.	Name (Thai)	Name (English)	Position
1	นาย วิรัช อภิเมธีรุ่งรัง	Mr. VIRACH APHIMETEETAMRONG	Chairman
2	นาง พงษ์สิริ ทิววรรณวงศ์	Mrs. PHORNSIRI THIVAVARNVONGS	Member
3	นาย ประวิตร ฉัตรตะลดา	Mr. PRAVIT CHATTALADA	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย วิรัช อภิเมธีรุ่งรัง	Mr. VIRACH APHIMETEETAMRONG	Chairman
2	นาย กิตติ เตชะกวีกิจกุล	Mr. KITTI TECHATAVEEKIJKUL	Member
3	นาย ธงชัย หล้าวีระกุล	Mr. Thongchai Lumveerakul	Member
4	นาย วณารักษ์ เอกชัย	Mr. WANARAK ECKACHAI	Member
5	นาย วีรพันธุ์ คุรงค์แสง	Mr. Veeraphan Durongsang	Member
6	นาย อรุณ ต่อเอกบัณฑิต	Mr. Aroon Tor-ek-bundit	Member
7	นาย สุรเดช เลิศธรรมจักร์	Mr. Suradet Lertthammajak	Member
8	นาง นิตยา ธนาวิริยะกุล	Ms. Nittaya Thanaviriyakul	Member

3) Name of sub-committees (English) Risk Management Sub-Committee

No.	Name (Thai)	Name (English)	Position
1	นาง พงษ์สิริ ทิววรรณวงศ์	Mrs. PHORNSIRI THIVAVARNVONGS	Chairman
2	นาย กิตติ เตชะทวีกิจกุล	Mr. KITTI TECHATAVEEKIJKUL	Member
3	นาย วณารักษ์ เอกชัย	Mr. WANARAK ECKACHAI	Member
4	นาย ธงชัย หล้าวีระกุล	Mr. Thongchai Lumveerakul	Member
5	นาย วีรพันธุ์ ดุรงค์แสง	Mr. Veeraphan Durongsang	Member
6	นาย อรุณ ต่อเอกบัณฑิต	Mr. Aroon Tor-ek-bundit	Member
7	นาง นิตยา ธนวิริยะกุล	Ms. Nittaya Thanaviriyakul	Member

4) Name of sub-committees (English) Nominating and Remuneration Sub-Committee

No.	Name (Thai)	Name (English)	Position
1	นาย สุวิธ สุวรอุจิพร	Mr. SUVIJ SUVARUCHIPORN	Chairman
2	นาย ณรงค์ จารุวงษา	Mr. NARONG CHARUVAJANA	Vice chairman
3	นาย ประวิตร ฉัตรตะละดา	Mr. PRAVIT CHATTALADA	Member

2.1.5.2 Roles of sub-committees

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

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย ทวีช จารุวงษา	The highest-ranking executive position:	Yes
	Name (English):	Mr. TAVIT CHARUVAJANA	Executive position (Thai):	กรรมการผู้จัดการ
	Gender:	Male	Executive position (English):	MANAGING DIRECTOR
	Year of birth:	1949	Appointment date of executive:	9 May 1996
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Technology		
	Skill and expertise:	x Information & Communication Technology x IT Management x Corporate Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย วณารักษ์ เอกชัย	The highest-ranking executive position:	No
	Name (English):	Mr. WANARAK ECKACHAI	Executive position (Thai):	กรรมการผู้จัดการกลุ่มทรัพยากรบุคคล
	Gender:	Male	Executive position (English):	President of People Group
	Year of birth:	1956	Appointment date of executive:	1 Jan 2016
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Political Science		
	Skill and expertise:	x Information & Communication Technology x Transportation & Logistics x Property Fund & REITs x Governance/ Compliance		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย ธงชัย หล้าวีระกุล	The highest-ranking executive position:	No
	Name (English):	Mr. Thongchai Lumveerakul	Executive position (Thai):	กรรมการผู้จัดการกลุ่มธุรกิจดิจิทัล พรินต์
	Gender:	Male	Executive position (English):	President of Digital Printing Group
	Year of birth:	1960	Appointment date of executive:	1 Jan 2007
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย วีรพันธุ์ ดุรงค์แสง	The highest-ranking executive position:	No
	Name (English):	Mr. Veeraphan Durongsang	Executive position (Thai):	กรรมการผู้จัดการกลุ่มธุรกิจดิจิทัล โซลูชั่น
	Gender:	Male	Executive position (English):	President of Digital Solutions Group
	Year of birth:	1960	Appointment date of executive:	1 Jan 2007
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย อรุณ ต่อเอกบัณฑิต	The highest-ranking executive position:	No
	Name (English):	Mr. Aroon Tor-ek-bundit	Executive position (Thai):	กรรมการผู้จัดการกลุ่มธุรกิจ ซอฟต์แวร์โซลูชั่น

	Gender:	Male	Executive position (English):	President of Solutions Integration Group
	Year of birth:	1960	Appointment date of executive:	1 Jan 2007
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย สุรเดช เลิศธรรมจักร์	The highest-ranking executive position:	No
	Name (English):	Mr. Suradet Lertthammajak	Executive position (Thai):	กรรมการผู้จัดการกลุ่มธุรกิจซอฟต์แวร์โซลูชั่น
	Gender:	Male	Executive position (English):	President of Solutions Integration Group
	Year of birth:	1965	Appointment date of executive:	1 Mar 2019
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
7)	Name (Thai):	นาง นิตยา ธนวิริยะกุล	The highest-ranking executive position:	No
	Name (English):	Ms. Nittaya Thanaviriyakul	Executive position (Thai):	กรรมการผู้จัดการกลุ่มบริหารงานทั่วไป
	Gender:	Female	Executive position (English):	President of General Administration Group
	Year of birth:	1961	Appointment date of executive:	1 Jan 2011
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		

	Study field of the highest level of education:	Accounting		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mrs. Kanyaphorn Chunprasit	kanyachu@metrosystems.co.th	020894268
Company secretary	Ms. Sumateta Jitsiripol	sumatjit@metrosystems.co.th	020894124
Head of the internal audit or the outsourced internal auditor	Ms. Varangkana Sadudeeprasertsud	varansad@metrosystems.co.th	020894278
Head of the compliance unit	Ms. Sumateta Jitsiripol	sumatjit@metrosystems.co.th	020894124
Head of the investor relation	Ms. Sumateta Jitsiripol	sumatjit@metrosystems.co.th	020894124

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED	1. Mrs. Wilasinee Krishnamra Email: wkrishnamra@deloitte.com Telephone: +66 (0) 2034 0000 Ext. 40149 2. Mrs. Nisakorn Songmanee Email: nsongmanee@deloitte.com Telephone: +66 (0) 2034 0000 Ext. 40128 3. Mr. Bardin Laprangsirat Email: blaprangsirat@deloitte.com Telephone: +66 (0) 2034 0000 Ext. 40167 4. Mr. Kasiti Ketsuriyongk Email: kketsuriyongk@deloitte.com Telephone: +66 (0) 2034 0000 Ext. 40156	2,710,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย ธวัช จารุวงษา	First appointment date of director:	9 May 1996
	Name (English):	Mr. TAVIT CHARUVAJANA	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1949	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Honorary degree	DCP course:	No
	Study field of the highest level of education:	Technology		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x IT Management x Corporate Management x Governance/ Compliance		
	Shares:	1,287,348		
	Paid-up stock:	360,000,000		
	%Shares:	0.357597		
2)	Name (Thai):	นาย วณารักษ์ เอกชัย	First appointment date of director:	27 Mar 2013
	Name (English):	Mr. WANARAK ECKACHAI	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1956	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Political Science		

	Residence in Thailand:	Yes		
	Skill and expertise:	x Information & Communication Technology x Transportation & Logistics x Property Fund & REITs x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		
3)	Name (Thai):	นาง พรสิริ ทิววรรณวงศ์	First appointment date of director:	27 Aug 2019
	Name (English):	Mrs. PHORNSIRI THIVAVARNVONGS	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1952	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Audit		
	Shares:	0		
	Paid-up stock:	360,000,000		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 5 times

Date of AGM meeting: 1 Apr 2022

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. SUNPITT SETHPORNPONG (Chairman of the board)	-	5/5	100.00	Participating	Did not hold the meeting
2. Mr. KITTI TECHATAVEEKIJKUL (Vice Chairman)	-	5/5	100.00	Participating	Did not hold the meeting
3. Mr. SUVIJ SUVARUCHIPORN (Director)	-	5/5	100.00	Participating	Did not hold the meeting
4. Mr. TAVIT CHARUVAJANA (Director)	-	5/5	100.00	Participating	Did not hold the meeting
5. Mr. VIRACH APHIMETEETAMRONG (Director)	-	5/5	100.00	Participating	Did not hold the meeting
6. Mr. PRAVIT CHATTALADA (Director)	2 Feb 2023	1/5	20.00	Non-participating	Did not hold the meeting
7. Mr. WANARAK ECKACHAI (Director)	-	5/5	100.00	Participating	Did not hold the meeting
8. Mr. NARONG CHARUVAJANA (Director)	-	5/5	100.00	Participating	Did not hold the meeting
9. Mrs. PHORNSIRI THIVAVARNVONGS (Director)	-	5/5	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. VIRACH APHIMETEETAMRONG (Chairman of the audit committee)	-	5/5	100.00
2. Mrs. PHORNSIRI THIVAVARNVONGS (Member of the audit committee)	-	5/5	100.00
3. Mr. PRAVIT CHATTALADA (Member of the audit committee)	2 Feb 2023	1/5	20.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

Yes

URL of director remuneration policy and criteria:

<https://ir.metrosystems.co.th/wp-content/uploads/2023/03/%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%A9%E0%B8%B1%E0%B8%97%E0%B8%A0%E0%B8%B4%E0%B8%9A%E0%B8%B2%E0%B8%A5-66.pdf>

Uploaded document of director remuneration policy and criteria:

คู่มือบรรษัทภิบาล - 66 .pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. SUNPITT SETHPORN PONG (Chairman of the board)	-	450,000.00	-	-
2. Mr. KITTI TECHATAVEEKIJKUL (Vice Chairman)	-	443,000.00	-	-
3. Mr. SUVIJ SUVARUCHIPORN (Director)	-	386,000.00	-	-
4. Mr. TAVIT CHARUVAJANA (Director)	-	393,000.00	-	-
5. Mr. VIRACH APHIMETEETAMRONG (Director)	-	816,000.00	-	-
6. Mr. PRAVIT CHATTALADA (Director)	2 Feb 2023	766,000.00	-	-

7. Mr. WANARAK ECKACHAI (Director)	-	443,000.00	-	-
8. Mr. NARONG CHARUVAJANA (Director)	-	371,000.00	-	-
9. Mrs. PHORNSIRI THIVAVARNVONGS (Director)	-	803,000.00	-	-
Total (Baht)	-	4,871,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	4,871,000.00
Other monetary remuneration	Baht	0.00
Total director remuneration	Baht	4,871,000.00

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company:

Yes

URL of executive remuneration policy and criteria:

<https://ir.metrosystems.co.th/wp-content/uploads/2023/03/%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%A9%E0%B8%B1%E0%B8%97%E0%B8%A0%E0%B8%B4%E0%B8%9A%E0%B8%B2%E0%B8%A5-66.pdf>

Uploaded document of executive remuneration policy and criteria:

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3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	68,071.00	58,036,550.00	66,308,600.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP)::

No

Employee Joint Investment Program (EJIP)::

No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. SUNPITT SETHPORNPONG (Chairman of the board)	-	-
2. Mr. KITTI TECHATAVEEKIJKUL (Vice Chairman)	-	-
3. Mr. SUVIJ SUVARUCHIPORN (Director)	-	-
4. Mr. TAVIT CHARUVAJANA (Director)	-	-
5. Mr. VIRACH APHIMETEETAMRONG (Director)	-	-
6. Mr. PRAVIT CHATTALADA (Director)	-	-
7. Mr. WANARAK ECKACHAI (Director)	-	-
8. Mr. NARONG CHARUVAJANA (Director)	-	-
9. Mrs. PHORNSIRI THIVAVARNVONGS (Director)	-	-

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	https://www.metrosystems.co.th/wp-content/uploads/2023/03/230301164524_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9C%E0%B8%B4%E0%B8%94%E0%B8%8A%E0%B8%AD%E0%B8%9A%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1-BOD2-2566.pdf
Uploaded document of corporate sustainability policy:	นโยบายความรับผิดชอบต่อสังคม BOD2-2566.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://ir.metrosystems.co.th/annual-report-th/

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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