

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023

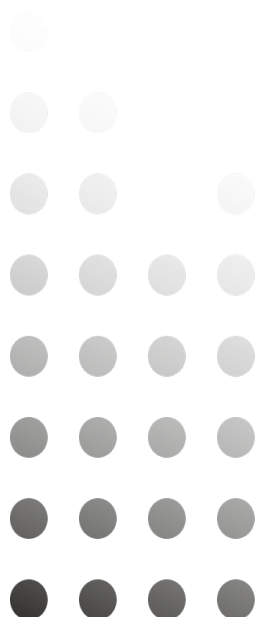


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED

Symbol : MSC

Address : 400 Chalermprakiat Rama IX Road, Nong Bon, Prawet

Province : Bangkok

Postcode : 10250

Business : The operations of the Company and its subsidiaries are distributors of computers and equipments, softwares, office supplies and other related services

Registration Number : 0107538000347

Telephone : 0-2089-4000

Website : www.metrosystems.co.th

Email : ir@metrosystems.co.th

Total Shares Sold (shares)

Common Stock : 360,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	7,198,579,324.14	9,368,376,482.06	9,479,349,573.00
Digital Solutions Group (Thousand baht)	1,688,686,631.00	2,872,838,680.00	2,411,711,495.00
Solutions Integration Group (Thousand baht)	3,908,111,491.00	4,969,478,199.00	5,582,603,331.00
Digital Printing Group (Thousand baht)	1,601,778,638.00	1,526,057,038.00	1,485,034,746.60
Other (Thousand baht)	2,564.14	2,565.06	0.40

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Digital Solutions Group (%)	23.46	30.67	25.44
Solutions Integration Group (%)	54.29	53.05	58.89
Digital Printing Group (%)	22.25	16.29	15.67
Other (%)	0.00	0.00	0.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	7,198,579,324.14	9,368,376,482.06	9,479,349,573.00
Domestic (Thousand baht)	7,198,579,324.14	9,368,376,482.06	9,479,349,573.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	63,959.00	83,443.00	66,460.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	63,959.00	83,443.00	66,460.00

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Digital Transformation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Climate change and disasters

Compliance Risk

- Corporate Governance

Key Personal Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations

Comply with Regulation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Product and Service

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Competition risk
- New business risk

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Product obsolescence

Customer Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors
- Pandemic risk
- Climate change and disasters

Operational Risk

- Systems or internal control system

Rely on Supplier

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Systems or internal control system
- Human error in business operations

Information Technology Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Internal Operation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Systems or internal control system

Good Corporate Governance

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain

- Damage to company image and reputation
- ESG risk

Operational Risk

- Systems or internal control system
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Corporate Governance

Climate Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Delays in the development of future projects
- Climate change and disasters

Technology and Customer Behavior Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- New business risk

Operational Risk

- Shortage or reliance on skilled workers

Entry of New Competitor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Competition risk

Operational Risk

- Shortage or reliance on skilled workers

Social and Community

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation
- ESG risk

Operational Risk

- Impact on human rights

Compliance Risk

- Corporate Governance

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : https://www.metrosystems.co.th/wp-content/uploads/2024/03/240301165840_นโยบายความรับผิดชอบต่อสังคม-BOD2-2567.pdf

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : https://www.metrosystems.co.th/wp-content/uploads/2024/03/240301165852_นโยบายด้านสิ่งแวดล้อม-BOD2-2567.pdf

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	2,697,000.00	2,698,000.00	3,003,000.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	18,864.00	17,013.00	22,945.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	14,135.87	6,545.28	6,714.98
Total waste generated (Kilograms)	14,135.87	6,545.28	6,714.98

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	1,317.22	1,681.64	1,805.27
Scope 1 (Tons of carbon dioxide equivalents)	128.12	253.00	65.89
Scope 2 (Tons of carbon dioxide equivalents)	1,570.51	1,570.51	1,748.05
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,698.63	1,823.51	1,813.94

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : https://www.metrosystems.co.th/wp-content/uploads/2024/03/240301165915_นโยบายสิทธิมนุษยชน-BOD2-2567.pdf

Company human right guideline : Employee Rights, Child Labor, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	545	558	602
Number of female employees (Persons)	452	438	473
Total number of employees (Persons)	997	996	1,075

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	6,400,000.00	7,220,000.00	7,750,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	15.00	24.00	40.00
Employee development and training expenses (baht)	3,274,352.75	2,508,649.24	4,433,407.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	15.85	23.69	18.14

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://ir.metrosystems.co.th/wp-content/uploads/2024/03/คู่มือ-CG-2567.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	8	88.89
Number of female directors	1	11.11
Number of executive directors	2	22.22
Number of non-executive directors	7	77.78
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUNPITT SETHPORN PONG Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	20 Feb 2013	Information & Communication Technology, Governance/ Compliance, Corporate Management, Business Administration, Economics

2.	Mr. KITTI TECHATAVEEKIJKUL Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	24 Jan 2017	Information & Communication Technology, Governance/ Compliance, Corporate Management, Sustainability
3.	Mr. SUVIJ SUVARUCHIPORN Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	9 May 1996	Information & Communication Technology, Law, Governance/ Compliance
4.	Mr. TAVIT CHARUVAJANA Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	9 May 1996	Information & Communication Technology, IT Management, Corporate Management, Governance/ Compliance
5.	Mr. VIRACH APHIMETEETAMRONG Gender: Male Age: 80 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Aug 1998	Information & Communication Technology, Accounting, Internal Control, Audit, Governance/ Compliance

6.	Mr. WANARAK ECKACHAI Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Mar 2013	Information & Communication Technology, Transportation & Logistics, Property Fund & REITs, Governance/ Compliance
7.	Mr. NARONG CHARUVAJANA Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	24 Jan 2017	Economics, Information & Communication Technology, Accounting, Corporate Management, Strategic Management, Governance/ Compliance
8.	Mrs. PHORNSIRI THIVAVARNVONGS Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Aug 2019	Finance, Audit
9.	Mr. PRAYOOTD TANSRISUWARN Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	30 Mar 2023	Business Administration, Finance, Governance/ Compliance, IT Management, Audit

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VIRACH APHIMETEETAMRONG [1] Gender: Male Age: 80 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	29 Aug 2022	Information & Communication Technology, Accounting, Internal Control, Audit, Governance/ Compliance
2. Mrs. PHORNSIRI THIVAVARNVONGS [1] Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Aug 2019	Finance, Audit

3.	Mr. PRAYOOTD TANSRISUWARN	Audit committee	30 Mar 2023	Business Administration, Finance, Governance/ Compliance, IT Management, Audit
	Gender: Male	(Non-executive, Independent director)		
	Age: 64 years old			
	Highest level of education: Bachelor's degree	Director type: Newly appointed director to replace ex-director		
	Major: Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. TAVIT CHARUVAJANA Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Technology Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 1986
2. Mr. Aroon Tor-ek-bundit Gender: Male Age: 63 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2007
3. Mr. Veeraphan Durongsang Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2007

4.	Mr. Suradet Lertthammajak Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
5.	Mr. Thongchai Lumveerakul Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2007
6.	Ms. Nittaya Thanaviriyakul Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2011
7.	Ms. Sumateta Jitsiripol Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mr. VIRACH APHIMETEETAMRONG	Chairman
	Mrs. PHORNSIRI THIVAVARNVONGS	Member
	Mr. PRAYOOTD TANSRISUWARN	Member

Corporate Governance Sub-Committee	Mr. VIRACH APHIMETEETAMRONG	Chairman
	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
Risk Management Sub-Committee	Mrs. PHORNSIRI THIVAVARNVONGS	Chairman
	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

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Sub-Committee
Sub-committees responsible for nomination	: Nominating and Remuneration Sub-Committee
Sub-committees responsible for remuneration	: Nominating and Remuneration Sub-Committee
Sub-committees responsible for corporate governance	: Corporate Governance Sub-Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance Sub-Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. TAVIT CHARUVAJANA Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Technology	MANAGING DIRECTOR	9 May 1996	Information & Communication Technology, IT Management, Corporate Management, Governance/ Compliance
2. Mr. Thongchai Lumveerakul Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Director	1 Jan 2007	Information & Communication Technology
3. Mr. Veeraphan Durongsang Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Management	Executive Director	1 Jan 2007	Business Administration, Information & Communication Technology
4. Mr. Aroon Tor-ek-bundit Gender: Male Age: 63 years old Highest level of education: Below a bachelor's degree Major: Engineering	Executive Director	1 Jan 2007	Business Administration, Information & Communication Technology
5. Mr. Suradet Lertthammajak Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Executive Director	1 Jan 2019	Business Administration, IT Management

6.	Ms. Nittaya Thanaviriyakul Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Accounting	Executive Director	1 Jan 2011	Business Administration, Accounting, Finance, IT Management, Internal Control
7.	Ms. Sumateta Jitsiripol [1] Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Executive Director	1 Jan 2023	Business Administration, Accounting, Finance, Governance/ Compliance
8.	Mr. WANARAK ECKACHAI Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Political Science	Duputy CEO	1 Jul 2014	Information & Communication Technology, Transportation & Logistics, Property Fund & REITs, Governance/ Compliance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	58,036,550.00	66,308,600.00	65,605,314.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons)	: 602
Number of female employees (persons)	: 473
Total number of employees (persons)	: 1,075

Employee Remuneration

Total employee remuneration	: 7,750,000.00
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Provident fund

Total number of employees (persons)	: 1,075
Number of employees contributing to the PVD (persons)	: 114
Percentage of employees who are members (%)	: 10.60

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KITTI TECHATAVEEKIJKUL Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Jan 2017	Information & Communication Technology, Governance/ Compliance, Corporate Management, Sustainability
2. Mr. SUVIJ SUVARUCHIPORN Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 May 1996	Information & Communication Technology, Law, Governance/ Compliance

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. PRAYOOTD TANSRISUWARN	Director	Date position was assumed:	Business Administration, Finance, Governance/ Compliance, IT Management, Audit
	Gender: Male	(Non-executive, Independent director)	30 Mar 2023	
	Age: 64 years old			
	Highest level of education:			
	Bachelor's degree	Director type: Newly appointed director to replace ex-director		
	Major: Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 30 Mar 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SUNPITT SETHPORNONG (Chairman of the board)	-	4/5	Participating	Did not hold the meeting
2.	Mr. KITTI TECHATAVEEKIJKUL (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3.	Mr. SUVIJ SUVARUCHIPORN (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. TAVIT CHARUVAJANA (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. VIRACH APHIMETEETAMRONG (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. WANARAK ECKACHAI (Director)	-	5/5	Participating	Did not hold the meeting

7.	Mr. NARONG CHARUVAJANA (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mrs. PHORNSIRI THIVAVARNVONGS (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mr. PRAYOOTD TANSRISUWARN (Director)	-	3/3	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. SUNPITT SETHPORN PONG (Chairman of the board)	-	88,000.00	0.00	No
2.	Mr. KITTI TECHATAVEEKIJKUL (Vice Chairman)	-	194,000.00	0.00	No
3.	Mr. SUVIJ SUVARUCHIPORN (Director)	-	144,000.00	0.00	No
4.	Mr. TAVIT CHARUVAJANA (Director)	-	168,000.00	0.00	No
5.	Mr. VIRACH APHIMETEETAMRONG (Director)	-	693,000.00	0.00	No
6.	Mr. WANARAK ECKACHAI (Director)	-	194,000.00	0.00	No
7.	Mr. NARONG CHARUVAJANA (Director)	-	134,000.00	0.00	No
8.	Mrs. PHORNSIRI THIVAVARNVONGS (Director)	-	578,000.00	0.00	No
9.	Mr. PRAYOOTD TANSRISUWARN (Director)	-	366,000.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. VIRACH APHIMETEETAMRONG (Chairman of the audit committee)	-	5/5
2.	Mrs. PHORNSIRI THIVAVARNVONGS (Audit committee)	-	5/5
3.	Mr. PRAYOOTD TANSRISUWARN (Audit committee)	-	3/3