

## Policy on Director Recruitment Aligned with Corporate Strategy

Asia Metal Public Company Limited (hereinafter referred to as “AMC”) is committed to recruiting qualified and experienced directors who can support the company’s operations and long-term strategic goals. The recruitment process is conducted with transparency, fairness, and compliance with legal and corporate regulations to ensure that directors play a significant role in achieving the company's objectives while enhancing the effectiveness of governance and decision-making.

### Objectives

1. To recruit directors with expertise and qualifications that align with the company’s needs.
2. To support good corporate governance and strengthen the company's management.
3. To ensure the company’s operations align with its strategic management.

### Criteria for Director Recruitment

#### 1. General Qualifications

- Must meet the qualifications as prescribed by law and company regulations.
- Must not have any legal disqualifications, such as bankruptcy, criminal convictions, or prior dismissal from other companies.

#### 2. Alignment with Corporate Strategy

- Possess knowledge, expertise, or experience relevant to the company’s strategy, such as finance, marketing, technology, management, or risk management.
- Understand industry trends, business transformations, and risk management strategies.
- Have skills in strategic direction-setting and enhancing the company’s competitive advantage.

#### 3. Personal Attributes

- Possess leadership, vision, and strong decision-making skills.
- Demonstrate commitment and allocate sufficient time to perform duties effectively.
- Work efficiently and collaboratively with the Board of Directors and senior management.

#### 4. Recruitment Process

- Define the requirements and selection criteria for directors in alignment with the company’s needs.
- Implement a transparent selection process, such as establishing a Nomination Committee or engaging external experts for screening.

- Assess candidates based on their professional background, achievements, and ethical standards.

#### 5. Qualification Verification

- Conduct background checks to ensure that candidates have no conflicts of interest or other restrictions affecting their ability to serve.
- Evaluate candidates' suitability from the perspectives of the current Board of Directors and key stakeholders.

#### 6. Governance and Review

- Regularly review the recruitment process to align with the company's evolving goals and circumstances.
- Provide orientation and training to new directors to ensure they understand the company's strategies and objectives.

### Responsibilities

1. The Nomination and Remuneration Committee is responsible for recruiting, selecting, and nominating suitable directors.
2. The Human Resources and Management teams support the recruitment process by providing necessary information and assistance.

This policy and its criteria shall be implemented with transparency and accountability, ensuring a fair recruitment process that promotes the company's success.

Effective Date: December 16, 2024



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(Mr. Veerachai Suteeachai)

Chairman of the Board