

## Policy on the Development of Directors, Executives, and Employees at All Levels

Asia Metal Public Company Limited (hereinafter referred to as "AMC") firmly believes that human resources are a vital asset in driving the sustainable growth and strength of the organization. Therefore, AMC has established a policy for the development of directors, executives, and employees to promote and facilitate training, ensuring that personnel at all levels acquire knowledge, skills, and competencies. This policy aims to enhance their potential and contribute to the company's success in achieving its business objectives.

### Objectives

This policy serves as a guideline to promote the development of personnel at all levels, focusing on creating opportunities for employees to enhance their skills, knowledge, and competencies. It also supports career growth and fosters a positive work environment.

### Development of Directors and Executives

1. Support training and provide knowledge to directors and executives on corporate governance and effective business operations through internal and external training programs and seminars.
2. Design training courses tailored to the roles and responsibilities of directors and executives, covering topics related to corporate governance, management, and business ethics, in accordance with the requirements of the Securities and Exchange Commission (SEC).
3. Provide essential documents and information for new directors and executives to enable them to perform their duties efficiently and effectively.

### Development of Employees

1. Emphasize the continuous development of knowledge, skills, and competencies in alignment with employees' career paths and corporate values. Training covers topics related to job responsibilities and business ethics, enhancing their expertise through assigned roles and tasks.

2. Encourage employees to develop both job-related skills (hard skills) and interpersonal skills (soft skills), as well as enhance their digital technology proficiency to remain current and effective.

#### **Orientation for New Directors, Executives, and Employees**

The orientation process is crucial in preparing new personnel to perform their duties effectively and understand their assigned roles. The company provides an orientation program that includes an introduction to fundamental company information, business site visits, and lectures on company operations to enhance their understanding of organizational workflows.

#### **Planning and Monitoring Development Progress**

An annual personnel development plan is established with clear goals, aligning with the roles and responsibilities of employees. Continuous monitoring and evaluation are conducted to enhance and improve the effectiveness of the development process.

This policy is announced for acknowledgment and compliance by all employees.

Effective Date: December 16, 2024



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