

Succession Planning Policy

Asia Metal Public Company Limited (hereinafter referred to as “AMC”) recognizes the critical role of effective human resource management at the executive level in ensuring business continuity and long-term stability. To this end, AMC has established a **Succession Planning Policy** to secure a seamless transition for key positions, including **Chairman of the Board, Chief Executive Officer (CEO), Managing Director, and other senior executives**. The primary objective of this policy is to maintain uninterrupted business operations while fostering sustainable growth.

Objectives

- To reduce risks associated with leadership transitions.
- To strengthen long-term efficiency and sustainability.
- To provide opportunities for skill development and career advancement.

Succession Planning Process

1. **Identify Key Positions and Requirements** – Analyze the role, responsibilities, and essential competencies.
2. **Assess and Select Successors** – Evaluate internal talent and consider external candidates if necessary.
3. **Develop and Prepare Successors** – Implement training programs, individual development plans, and job rotations.
4. **Monitor Progress and Evaluate Performance** – Regularly review and refine the succession plan based on assessments.
5. **Facilitate a Smooth Transition** – Ensure a structured and well-managed handover process.

Governance and Oversight

The **Nomination and Remuneration Committee** is responsible for overseeing the succession planning process and reporting progress to the **Board of Directors** at regular intervals.

Handling Key Position Vacancies

Top Executive Level

In the event of a vacancy in the **Chairman of the Board, Chief Executive Officer (CEO), or Managing Director** position, the company will appoint an interim executive from a comparable or subordinate

position. A suitable candidate will then be selected based on their qualifications, leadership capability, and strategic vision.

Senior Management Level

If a position at the managerial level or above becomes vacant, the company will initiate a structured selection and development process. The **Executive Committee** will be responsible for reviewing and approving the succession plan, which includes the following steps:

1. **Review Corporate Strategy** – Align succession planning with corporate policies, investment strategies, and business expansion plans.
2. **Develop HR Strategies** – Establish short- and long-term human resource development plans, including contingency plans for key positions.
3. **Define Key Competencies and Qualifications** – Identify the essential skills and expertise required for the role.
4. **Assess and Identify High-Potential Candidates** – Evaluate employees with strong leadership potential for succession.
5. **Nominate and Notify Successors** – Select successors and establish contingency plans for critical roles.
6. **Implement Development Programs** – Provide leadership training, job rotations, and expanded responsibilities to prepare successors for promotion.
7. **Monitor Development and Adjust Accordingly** – If a designated successor does not meet expectations, the company will adjust the plan or consider external recruitment.
8. **Finalize Promotion** – When the successor demonstrates readiness and meets performance expectations, they will be recommended for promotion.

Policy Review and Amendments

AMC will **review this Succession Planning Policy annually** to ensure its effectiveness. Any amendments or cancellations must be formally approved in writing by the **Board of Directors**.

This policy is issued for acknowledgment and compliance by all relevant parties.

Effective Date: December 16, 2024


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(Mr. Chusak Yongvongphaiboon)

Chief Executive Officer