

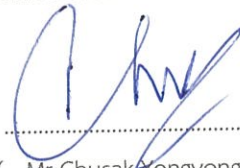
## Policy and Guidelines on Respect for Diversity and Equality within the Organization and Supply Chain

Asia Metal Public Company Limited (hereinafter referred to as “AMC”) upholds a policy of respecting diversity and promoting equality across all aspects of its business operations and throughout the supply chain. The company is committed to eliminating discrimination based on gender, age, nationality, disability, religion, or any other personal attributes. AMC fosters an inclusive and equitable environment for all employees, business partners, and stakeholders through the following principles:

1. Recruit and promote diversity without discrimination based on gender, age, nationality, disability, or religion.
2. Ensure equal opportunities for all employees in career development and growth within the organization, without bias based on personal factors.
3. Cultivate an organizational culture of equality, encouraging mutual respect and fairness at all levels, while promoting an open and inclusive work environment that values diverse perspectives.
4. Select business partners, raw material suppliers, and service providers based on principles of equality and human rights, without supporting any form of discrimination.
5. Implement monitoring and preventive measures to detect and prevent discrimination within the organization and supply chain, including establishing reporting mechanisms for employees and partners to report discriminatory incidents.

This policy is issued for acknowledgment and compliance by all.

Effective Date: December 16, 2024



( Mr Chusak Yongvongphaiboon )

Chief Executive Officer