

# Sustainability Report 2024

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“**AMC** Aspiring to lead in the production of high-quality steel while delivering exceptional services, we prioritize growth while considering our **environmental impact**, **social equity**, and adherence to transparent and equitable **governance principles**. This approach enables us to fulfill our customers' needs and generate sustainable shared value within society.”

**Chusak Yongvongphaiboon**  
Managing Director

## Executive Message

In 2024, Asia Metal Public Company Limited (AMC) encountered challenges stemming from the volatile global economy, characterized by fierce competition, inflation, and economic uncertainty. Nevertheless, AMC successfully maintained operational efficiency by implementing strategic adjustments, prioritizing cost management, enhancing production efficiency, managing inventory systematically, and fostering human resource development to sustain competitiveness and fulfill customer demands for quality. Regarding sustainability, AMC is committed to conducting its business within the framework of environmental, social, and corporate governance (ESG) responsibilities, emphasizing the utilization of renewable energy and effective waste management. Furthermore, the company prioritizes personnel development, encourages social participation, and upholds transparency and fairness in its operations to advance sustainability across all dimensions.

In 2025, there is a plan to implement the ISO 14001:2015 standard within our operational processes to enhance the effectiveness of environmental management. This initiative aims to mitigate the environmental impact of the company's activities, including greenhouse gas management, energy management, efficient water usage, and waste reduction. Furthermore, we are dedicated to adhering to environmental regulations across all dimensions, fostering sustainable business practices, and instilling confidence among stakeholders. Moving forward, AMC will remain committed to conducting business with social responsibility and developing innovative solutions to address the needs of our customers and society. Today's achievements are a testament to the collaboration and support from our employees, customers, business partners, and stakeholders. We appreciate your ongoing support and trust in us.

# Scope of the Report



This sustainability report details the economic, social, and environmental (ESG) performance of Asia Metal Public Company Limited, including its head office and branches (hereinafter referred to as “AMC”). AMC is a manufacturer and distributor of a variety of structural steel sections, such as round pipes, square pipes, rectangular pipes, and C-channel steel, produced at two facilities: the Bang Phli-Samut Prakan Factory and the Phanat Nikhom-Chonburi Factory. This report presents information on the company’s performance for the year 2024, covering the period from January 1, 2024, to December 31, 2024. It has been prepared in accordance with the sustainability reporting manual for listed companies of the Stock Exchange of Thailand and the ESG Metrics for the industrial product group, specifically within the steel and metal products categories. This document underscores the company’s commitment to sustainable development, emphasizing responsiveness to the needs and expectations of all stakeholders in relation to its operations and the impacts of its various activities.

## Asia Metal Public Company Limited

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PART 1

# FUNDAMENTAL INFORMATION



## **NATURE OF BUSINESS ACTIVITIES**

Vision, Mission, Values, Objectives,  
Product and Service Attributes,  
Intellectual Property

## **BUSINESS VALUE CHAIN**

Primary activities  
Support activities

## **CORPORATE STAKEHOLDERS**

Stakeholder anticipations,  
Stakeholder reactions,  
Communication pathways



## Vision

**We are dedicated to being a sustainable steel manufacturer, producing quality products for society.**

## Objective

### Enhance production efficiency

Invest in contemporary machinery and technology to lower expenses and enhance competitiveness.

### Generating value for the community

Implement initiatives aimed at enhancing the quality of life within the community, focusing on education, public health, and assistance for the underprivileged.

### Mitigate business risk

Implement risk management strategies across all dimensions, encompassing risk identification, analysis, assessment, and control, to mitigate potential impacts on the organization.

### Expand market share

Employ marketing strategies that emphasize quality, timely delivery, and the cultivation of customer relationships.

### Elevate corporate reputation

Establish a unique identity as a socially and environmentally responsible organization while exemplifying leadership within the steel industry.

### Enhance employee engagement

Cultivate the skills and knowledge of employees across all levels, while fostering an understanding of sustainability and community responsibility.

## Mission

Fostering sustainability across all facets of the business, while minimizing environmental impacts and generating value for society and stakeholders.

## Values

### Integrity

Consistently uphold the truth, and conduct yourself with transparency and integrity.

### Innovation

Challenge the conventional, generate innovative ideas, and engage in continuous development without pause.

### Excellence

Dedicated to achieving the highest standards in all activities, products, and services.

### Ownership

Passionate, results-oriented, and accountable

### Responsibility

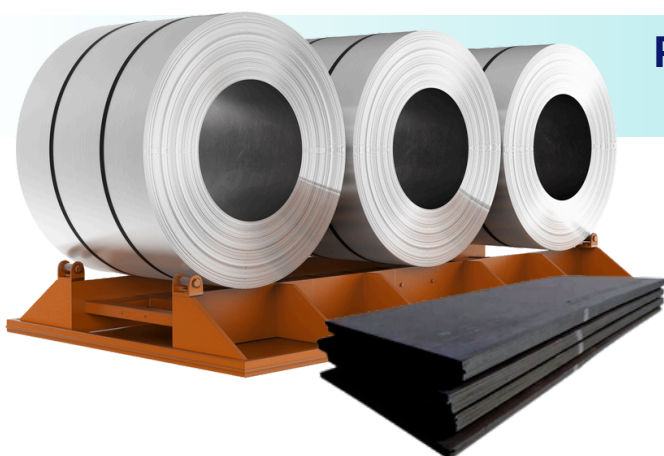
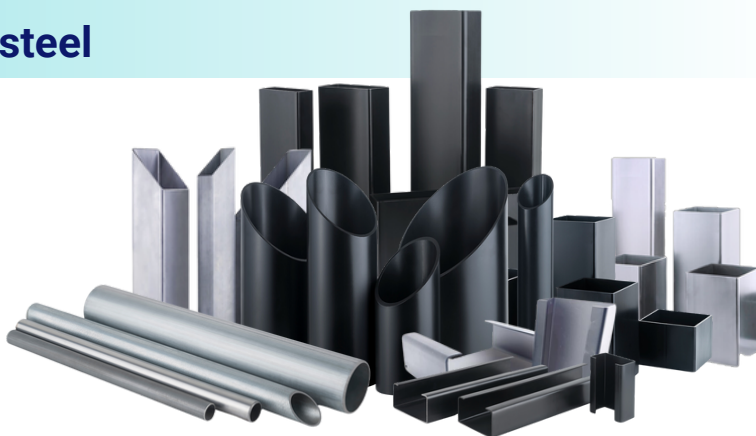
Prioritize the well-being of users, employees, society, and the environment. Commit to the responsible and efficient use of resources.



# Product and service attributes

## Cold-formed structural steel and metal-coated cold-formed structural steel

Comprising welded steel pipes in round, square, and flat configurations, produced in accordance with industrial product standards, carbon steel pipes for general structural applications, TIS 107, and C-shaped steel, manufactured per industrial product standards, cold-formed structural steel for general structural applications, TIS 1228.



## Processing of steel sheets and slit coils (Slitting Coils)

AMC offers steel cutting services tailored to the width specified by the client, adhering to industrial product standards that prioritize the quality of raw materials and production processes.

## Intellectual property rights

AMC has secured a trademark (Logo) that signifies the company's identity and prohibits external parties from utilizing the same mark in a manner that could mislead consumers. These trademarks are regarded as valuable assets and enhance the company's image. The specifics are as follows:

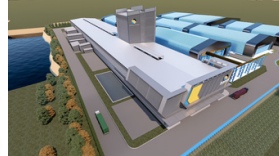


Trademark/Copyright Structure	trademark
Proprietor Name	Asia Metal Public Company Limited
Product/Service Category	Type 6
Registration Number / Country of Registration	201122578 Thailand
Protection duration	10 years

# Organizational Overview

## About AMC

Asia Metal Public Company Limited stands as a prominent entity in Thailand's steel sector. Its core operations encompass the production and distribution of structural steel sections, including steel pipes and C-shaped steel. Additionally, it functions as a comprehensive steel service center, offering the distribution of both hot-rolled and cold-rolled steel coils, as well as the slitting and distribution of steel sheets and slit steel coils tailored to customer specifications.

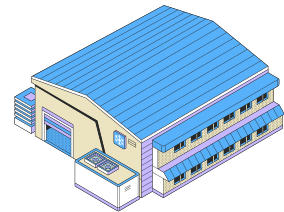


Asia Metal Public Company Limited has a registered capital of 549.94 million baht, with 480.10 million baht (87.30%) paid up.

STC



STC Steel Co., Ltd. has a paid-up registered capital of 20 million baht (99.99%).



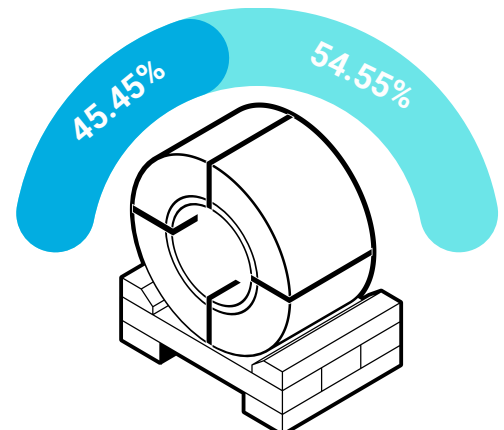
Grand Asia Steel Processing Center Co., Ltd. has a paid-up registered capital of 10 million baht (99.99%).

## Joint venture enterprise



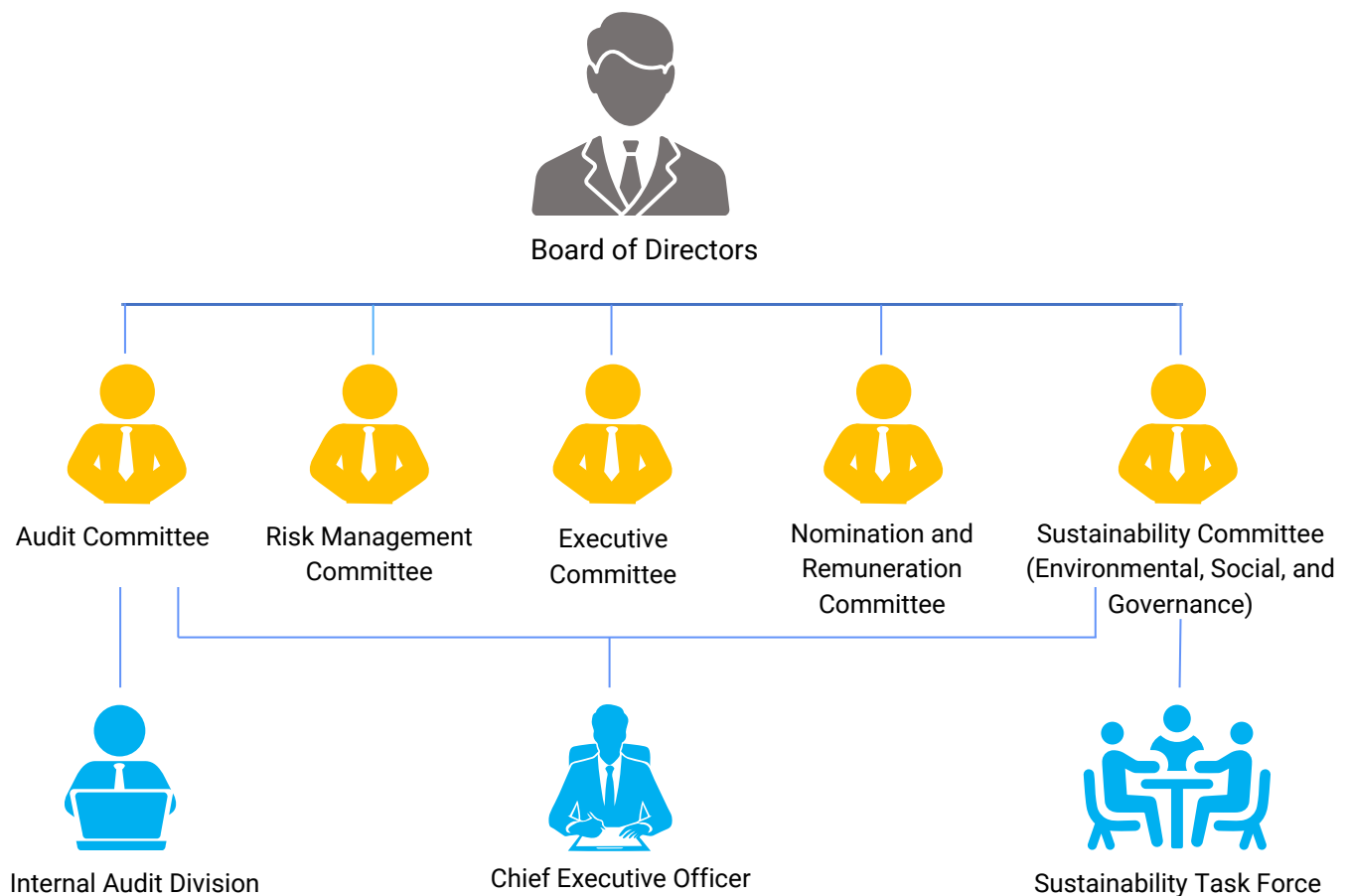
Asia Metal Public Company Limited (45.45%)

Prime Steel Mill Co., Ltd. has a registered capital of 1,100 million baht and an investment value of 500 million baht, representing





# Sustainability Management Framework



## The scope of authority and responsibilities of the Sustainability Working Group is as follows:

1. Develop corporate sustainability policies, strategies, and objectives that align with organizational guidelines and international standards.
2. Cultivate and advance sustainability initiatives in accordance with ESG guidelines.
3. Monitor, assess, and report on sustainability performance to executives.
4. Offer counsel and direction on sustainable practices to pertinent agencies.
5. Communication and enhance sustainability awareness among employees and stakeholders.
6. Execute additional related responsibilities as designated by the executives.

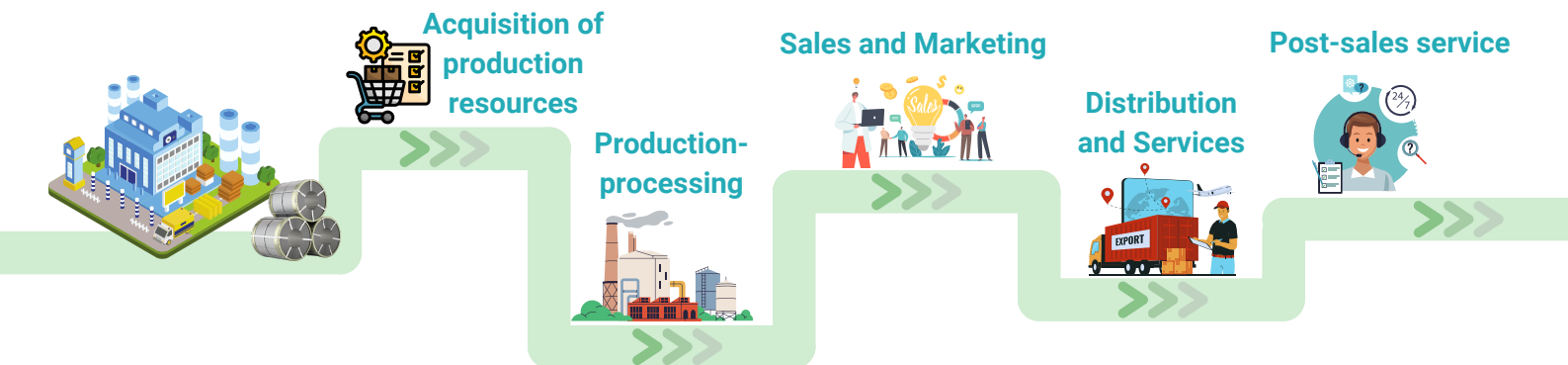
In 2024, AMC convened one ESG Committee meeting to report on sustainability performance and present it to the Board of Directors for consideration and future operational planning.



# Business value chain

AMC conducts its operations with a strong emphasis on all stakeholder groups and is dedicated to managing sustainability throughout the production process of structural steel sections, from upstream to downstream, to fulfill customer needs and ensure maximum satisfaction. This encompasses both the primary and supporting activities within the value chain as follows:

## Primary activities



### Procurement of production factors

The procurement of raw materials is comprehensive, encompassing all aspects from acquisition and transportation to quality control and storage, sourced from both domestic and international suppliers.

### Production-processing

The production process adheres to international standards, encompassing every phase from planning and production to quality control and storage.

### Sales and Marketing

The sales and marketing department is prepared to offer comprehensive services to customers, encompassing consultation, sales, and after-sales support. By attentively listening to customer needs and conveying precise and complete information, we aim to foster strong relationships and facilitate business growth.

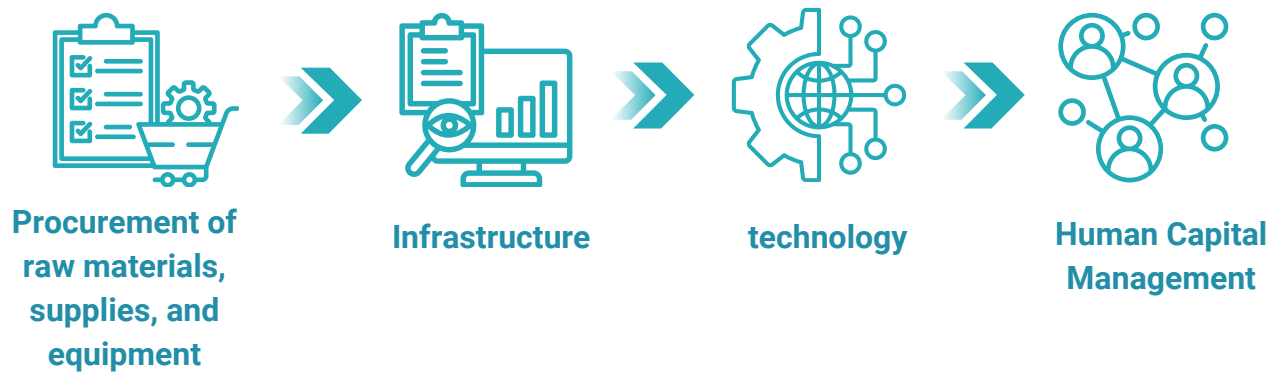
### Distribution of goods and services.

AMC places a strong emphasis on product quality control at every stage, supported by a professional team overseeing production, inspection, and delivery to customers. The implementation of a supply chain management system guarantees that customers receive products of the highest quality and perfection.

### Post-sales service

There is an after-sales service team dedicated to providing inspection and claims assistance, as well as promptly and efficiently addressing customer-reported issues.

## Support initiatives



### Acquisition of raw materials, equipment, and supplies

An efficient procurement process for raw materials, equipment, spare parts, and machinery is established by evaluating reliable suppliers to secure quality materials at competitive prices while fulfilling production requirements.

### Infrastructure

A robust infrastructure system has been established, encompassing the development and analysis of various systems to support the organization's operations efficiently and in accordance with applicable laws.

### Technology

Modern technology has been integrated into all company processes to enhance operational efficiency and responsiveness to customer and consumer needs.

### Human Capital Management

AMC prioritizes human resource development through effective management of recruitment, training, and employee advancement, while fostering a positive work environment to enhance employee efficiency and engagement.








# Corporate stakeholders




## Stakeholder Prioritization

AMC has categorized its stakeholders into eight groups: employees, customers, suppliers, service providers, regulatory agencies, communities, financial institutions, and shareholders. The company engages with and responds to stakeholders based on the level of influence they have on the company and the potential impact on the stakeholders themselves. This approach leads to the prioritization of stakeholders, with the top four groups being employees, customers, suppliers, and regulatory agencies, with whom the company engages most closely. The next three groups, for which the company maintains a level of satisfaction, include service providers (Outsourcing), financial institutions, and shareholders. The community is the group with which the company communicates continuously.

Furthermore, the company regularly surveys the expectations of all stakeholder groups through questionnaires and listens to the relevant departments involved with each stakeholder group directly. This ensures the company gathers the necessary information to develop and set the direction of its operations to meet the needs of all stakeholders comprehensively across all dimensions.

Stakeholders	Stakeholder anticipations	Stakeholder Feedback	Communication mediums
 <p><b>Employee</b> Monthly full-time employee Daily</p> <p>Influence on the company: Significant Affected by the company: Direct</p>	<ul style="list-style-type: none"> <li>• Adequate remuneration</li> <li>• Protection of well-being and workplace safety</li> <li>• Fundamental welfare in accordance with the law</li> <li>• Career stability and progression</li> <li>• Opportunities for personal growth and development</li> <li>• Engage in activities and consider perspectives.</li> </ul>	<ul style="list-style-type: none"> <li>• Starting wages are set by law, with increases based on experience and performance.</li> <li>• Equal rights and benefits as per industry standards.</li> <li>• Legally required training programs.</li> <li>• Additional benefits beyond legal requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• E-mail</li> <li>• Suggestion Box</li> <li>• Diverse communication initiatives</li> <li>• MS. Team / Intranet</li> <li>• Employment agreement</li> <li>• Meeting</li> </ul>
 <p><b>Customer</b> Entities or legal persons that offer assistance by acquiring products and services from the Company.</p> <p>Influence on the company: Significant Affected by the company: Direct</p>	<ul style="list-style-type: none"> <li>• Products fulfill requirements and standards.</li> <li>• Fair product pricing</li> <li>• Quality Assurance, Post-Sales Support, and Product Claims</li> </ul>	<ul style="list-style-type: none"> <li>• Provide high-quality products that meet standards at a competitive price and within the designated timeframe.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• E-mail</li> <li>• salesperson (market / telephone)</li> <li>• Purchase and Sale Agreement</li> </ul>

Stakeholders	Stakeholder anticipations	Stakeholder Feedback	Communication mediums
 <p><b>Supplier</b> An individual or legal entity that sells or manufactures, or serves as an intermediary in sourcing raw materials, equipment, and other resources for the Company.</p> <p>Influence on the company: Significant Affected by the company: Direct</p>	<ul style="list-style-type: none"> <li>• The purchase agreement is explicit, and the delivery timeframe is acceptable.</li> <li>• Payments are executed punctually and according to schedule.</li> <li>• Establishment of criteria and qualifications</li> <li>• Ongoing repeat purchases</li> <li>• Equitable and non-discriminatory competition</li> </ul>	<ul style="list-style-type: none"> <li>• Plan acquisitions accordingly.</li> <li>• Specify product requirements in each purchase order.</li> <li>• Follow procedures for invoice receipt and fund disbursement per company cycles.</li> <li>• Process invoices and payments on time.</li> <li>• Vendor selection and assessment (AVL)</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• Email / Postal</li> <li>• Purchase and Sale Agreement</li> <li>• Meeting</li> </ul>
 <p><b>Service Provider (Outsourcing)</b> An agency possessing skills and expertise across diverse fields that the company engages to execute tasks under a contract or for designated purposes.</p> <p>Influence on the company: Minimal Affected by the company: Indirect</p>	<ul style="list-style-type: none"> <li>• Timely and complete payments</li> <li>• Return to utilize the service or purchase products once more.</li> <li>• Procurement is conducted in a fair and transparent manner.</li> <li>• Occupational safety</li> </ul>	<ul style="list-style-type: none"> <li>• Implement a just procurement policy.</li> <li>• The qualifications of the service providers are verified.</li> <li>• Timely payment</li> <li>• Performance evaluations are conducted to achieve the purchasing objectives.</li> <li>• Prepare the equipment and workspace for suitable operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• Email / Postal</li> <li>• Agreement / Memorandum of Understanding</li> <li>• Meeting</li> </ul>
 <p><b>Regulatory authorities</b> The agency responsible for establishing laws, regulations, criteria, and operational conditions oversees, supports, and inspects companies to ensure compliance.</p> <p>Influence on the company: Significant Affected by the company: Indirect</p>	<ul style="list-style-type: none"> <li>• Adhere to the guidelines.</li> <li>• Manufacture standard products</li> <li>• Elevate factory standards to meet international benchmarks.</li> </ul>	<ul style="list-style-type: none"> <li>• Adhere to regulations and implement policies for employees to follow in order to enhance safety.</li> <li>• Establish plans for product quality control.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Email / Postal</li> <li>• Meeting</li> <li>• Annual report</li> <li>• Sustainability Assessment Report</li> </ul>

Stakeholders	Stakeholder anticipations	Stakeholder Feedback	Communication mediums
 <p><b>Community</b> Individuals residing near the company's premises or utilizing the route for daily commutes while adhering to traffic regulations.</p> <p>Influence on the company: Minimal Affected by the company: Direct</p>	<ul style="list-style-type: none"> <li>• Enhance well-being</li> <li>• The environment does not influence the living conditions.</li> <li>• Safety of individuals and assets</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently assess the surroundings.</li> <li>• Waste generated during the production process is eradicated.</li> <li>• Engage in corporate social responsibility initiatives.</li> <li>• Consider the perspectives of the public.</li> <li>• Adherence to regulations stipulated by the Transport Act</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• Postal service</li> <li>• Meeting</li> <li>• Telephone</li> </ul>
 <p><b>Financial entities</b> A legal entity that offers liquidity support through loans and borrowings while also providing financial counsel.</p> <p>Influence on the company: Significant Affected by the company: Directly</p>	<ul style="list-style-type: none"> <li>• Loan/Interest repayment as scheduled</li> <li>• Alternative forms of financial services are utilized.</li> <li>• The company is stable and consistently expanding its operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Timely payment</li> <li>• Ensure comprehensive and transparent disclosure of operational outcomes.</li> <li>• Evaluate financial service offerings that feature competitive fees and interest rates.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Email / Postal</li> <li>• Telephone</li> <li>• Agreement / Memorandum of Understanding</li> <li>• Meeting</li> <li>• Annual report</li> <li>• Sustainability Assessment Report</li> </ul>
 <p><b>Shareholders</b> An individual or legal entity that possesses one or more shares in a public or private company with the objective of generating profit.</p> <p>Influence on the company: Significant Affected by the company: Directly</p>	<ul style="list-style-type: none"> <li>• Substantial remuneration</li> <li>• Engage in activities that promote environmental and social responsibility.</li> <li>• Transparency and precision of disclosed information</li> <li>• Reliable disbursements</li> <li>• Enhanced and more consistent business growth</li> <li>• Obtain comprehensive, precise, and lucid information.</li> </ul>	<ul style="list-style-type: none"> <li>• Manage performance in alignment with strategic plans while adhering to effective risk management practices.</li> <li>• Consider the results of dividend payments carefully.</li> <li>• Clarification of operational outcomes via multiple channels of the company and the Stock Exchange of Thailand.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media platforms</li> <li>• Email / Postal</li> <li>• Meeting</li> <li>• Annual report</li> <li>• Sustainability Assessment Report</li> </ul>





## PART 2

# SUSTAINABILITY POLICY AND STRATEGY

### **SUSTAINABILITY POLICY**

AMC is dedicated to establishing itself as a leader in the structural steel industry through sustainable practices. The company emphasizes the production of high-quality products while prioritizing environmental stewardship, societal advancement, and the implementation of sustainable business practices grounded in sound corporate governance principles. This approach aims to foster stable growth while considering the interests of stakeholders. The complete Sustainability Management Policy is available at [https://www.asiametal.co.th/Sustainable Development Policy](https://www.asiametal.co.th/SustainableDevelopmentPolicy).

# Strategy for sustainability

In the current operations of the steel industry group in Thailand (Megatrend), considerations of environmental, social, and governance factors serve as essential guidelines for sustainable organizational development. Businesses must adapt to these changes, including the rapid evolution of technology and global trade. AMC has refined its control processes and product development to address the shifting demands of the present and future. The company remains committed to advancing production technology to enhance energy efficiency, minimize greenhouse gas emissions, and implement machinery control programs to ensure optimal operational readiness. Additionally, AMC is investing in new machinery to boost production efficiency, reduce waste in the manufacturing process, and maintain product quality that aligns with evolving consumer needs. The company aims to diversify its product offerings to cater to the continuous demands of industries such as furniture, modern trade, and construction materials. Furthermore, AMC possesses the capability and readiness to invest in technologies that optimize the transportation of goods, ensuring timely deliveries to enhance customer satisfaction while managing energy consumption to lower unnecessary costs. However, in light of environmental, social, and governance changes, increased direct and indirect competition, and shifting marketing conditions and policies, the following strategies have been established:

## 1. Environmental dimension



**Objective: Minimize environmental impact across all production processes.**

- Enhance the share of renewable energy utilized in the company's operations and production.
- Minimize energy consumption during the production process by employing high-efficiency technology.
- Manage scrap metal to facilitate the reuse of 99%.
- Establish objectives to consistently diminish greenhouse gas emissions throughout the production process.

## 2. Societal dimension



**Objective: Establish stability and value for employees, communities, and stakeholders.**

- Develop a comprehensive sales assistant project aimed at fostering and sustaining customer relationships while actively soliciting their feedback to enhance the quality of products and services.
- Enhance workplace safety standards by implementing training and technology.
- Foster employee skill enhancement
- Establish an equitable wage framework and guarantee that migrant workers are afforded their rightful entitlements.
- Engage in community development with an emphasis on education, public health, and religion.








## 3. Governance dimension





**Objective: Manage with transparency and ethics while considering all stakeholders.**

- Establish an ESG Committee to supervise and evaluate ESG performance.
- Disclose ESG information to foster transparency for stakeholders.
- Anti-corruption policies and initiatives across all tiers.
- Educating employees on the organization's ethical standards
- Select and assess partners and suppliers based on ESG criteria.
- Utilize transportation management programs to ensure that the delivery of goods adheres to the scheduled timeline.
- Establish a data leakage prevention system (Cyber Security) to safeguard the data of the company's stakeholders.

# Advancing Sustainable Development Goals

Key environmental challenges	<b>Waste and waste management.</b> 	<b>Energy Administration</b> 	<b>Management of greenhouse gases</b> 
<b>Indicators</b>	<ul style="list-style-type: none"> <li>Minimize the volume of industrial waste generated per product.</li> <li>Minimize the quantity of scrap metal generated during the production process that can be recycled or sold.</li> </ul>	<ul style="list-style-type: none"> <li>Enhance the share of electricity consumption derived from renewable energy sources.</li> <li>Minimize the electricity consumption per unit of production (kWh/Ton product).</li> </ul>	Reduce greenhouse gas emissions Carbon Intensity (Scope 1-2)
<b>Supporting the Sustainable Development Goals (SDGs)</b>	SDG 12 Sustainable Consumption and Production	SDG 7 Affordable and Clean Energy	SDG 13 Climate Action
Significant societal concerns	<b>Accountability to customers/consumers</b> 	<b>Community Engagement</b>  	<b>Equitable treatment of employees</b>   
<b>Indicators</b>	Client Contentment	Community grievances	<ul style="list-style-type: none"> <li>Employees undergo continuous development, averaging a specific number of training hours per individual annually.</li> <li>Accident Incidence</li> <li>Labor conflicts and human rights infringements</li> </ul>
<b>Supporting the Sustainable Development Goals (SDGs)</b>	SDG 8: Promoting Decent Work and Economic Growth	<ul style="list-style-type: none"> <li>SDG 6 Clean Water and Sanitation</li> <li>SDG 11 Sustainable Cities and Communities</li> </ul>	<ul style="list-style-type: none"> <li>SDG 5 Gender Equality</li> <li>SDG 8 Promoting Decent Work and Economic Growth</li> <li>SDG 10 Reduced Inequalities</li> </ul>

# Advancing Sustainable Development Goals

Critical issues in governance and economics	Effective corporate governance	Risk Management	Sustainable Supply Chain Administration 
Indicators	The CGR assessment score has improved.	Mitigate risks to an acceptable threshold.	Percentage of new suppliers successfully meeting ESG assessment criteria
Supporting the Sustainable Development Goals (SDGs)			<ul style="list-style-type: none"> <li>SDG 12 Sustainable Consumption and Production</li> </ul>
Critical issues in governance and economics	Advancement of innovative work processes, products, and services 	Cybersecurity and Personal Data Safeguarding	
Indicators	<ul style="list-style-type: none"> <li>Leverage technology to enhance efficiency in work processes.</li> <li>Customer satisfaction regarding products</li> </ul>	<ul style="list-style-type: none"> <li>Incidents or cases in which the company is targeted by cyberattacks</li> <li>Employees educated in cybersecurity and personal data protection</li> </ul>	
Supporting the Sustainable Development Goals (SDGs)	<ul style="list-style-type: none"> <li>SDG 9 Industry, Innovation, and Infrastructure</li> </ul>		

Note: Additional information regarding the United Nations Sustainable Development Goals is available at <https://thailand.un.org/th/sdgs>.



## Sustainability Core Concerns and Prioritization of Sustainability Core Concerns

### Evaluation of material concerns in business sustainability

AMC evaluates, examines, and prioritizes significant sustainability issues within the organization to facilitate the alignment of business practices with stakeholder expectations and to address economic, social, and environmental challenges. This process is carried out through the following key steps:

#### Step 1: Evaluation of activities within the value chain

Conduct a comprehensive value chain analysis to identify and address sustainability issues associated with both internal and external activities of the organization, taking into account the entire business value chain.

#### Step 2: Stakeholder Analysis and Response Strategy

AMC identifies stakeholder groups within the business value chain and evaluates each group's expectations and needs to formulate a response strategy that aligns with the principles of sustainable business practices.

#### Step 3: Assessment of Materiality and Ranking of Sustainability Issues

AMC has established sustainability impact assessment criteria that evaluate both the likelihood and severity of impacts, while also taking into account factors acceptable to the organization, including internal and external environmental considerations. The company has systematically assessed sustainability impacts in accordance with these criteria and conducted a thorough analysis of the likelihood and severity of these impacts.

Furthermore, it has prioritized sustainability issues by evaluating the impact scores on operations and sustainability across all dimensions—environmental, social, and economic—along with factors that affect stakeholder decisions, serving as a framework for guiding future operational direction.

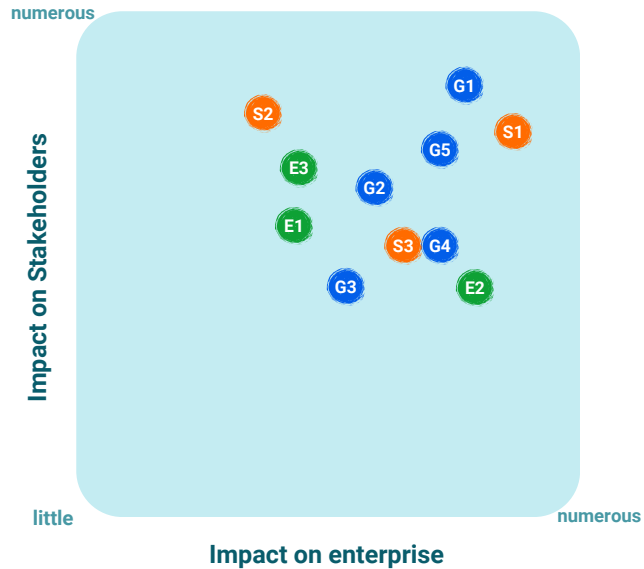
#### Step 4: Endorsement of the list of sustainability issues that are pertinent to the company.

AMC evaluates the results of the materiality assessment to confirm that the identified issues accurately represent those that are significant to the company and its stakeholders. Subsequently, the materiality topics are submitted to management for review and approval.





## Sustainability Issues Assessment Findings 2024



The outcomes of the evaluation of material sustainability issues are certified and endorsed by the Sustainability Committee. Management will assess and prioritize the material sustainability issues, along with the policy guidelines necessary to attain the material sustainability objectives of the company and its stakeholders.

Based on the results of the assessment of key sustainability issues depicted in the image above, AMC has considered factors across all three dimensions: environmental, social, and governance, as well as economic dimensions, as outlined below:



### Environmental dimension

1. Waste and waste management
2. Energy Management
3. Management of greenhouse gases



### Societal dimension

1. Accountability to customers/consumers
2. Civic Responsibility
3. Equitable treatment of employees



### Governance dimension

1. Effective corporate governance
2. Risk Mitigation
3. Sustainable supply chain administration
4. Advancement of innovation, operational processes, products, and services
5. Cybersecurity and the protection of personal data

### Summarize the beneficial and detrimental effects associated with each key issue.

Key Highlights	Beneficial influence	Adverse effects
1. Accountability to clients Consumers	The products are of superior quality, adhere to standards, and fulfill customer requirements.	Customer complaints have been received.
2. Waste and waste management	Minimize waste generated during production and enhance efficiency in waste management.	Environmental consequences of inadequate waste management and oil pollution
3. Effective corporate governance	Business operations exhibit transparency.	Risk of penalties, warnings, or shutdown if the law is not adhered to.
4. Risk Mitigation	Mitigate risk, enhance competitive prospects	Inability to timely adapt to the situation leads to the loss of competitive opportunities.
5. Civic Responsibility	The neighboring communities enjoy improved living conditions and diminished resistance from the populace.	Community grievances
6. Equitable treatment of employees	Employees cultivate their potential, progress in their careers, minimize work-related accidents, enhance engagement, and decrease turnover rates.	Employee grievances, occupational incidents, significant labor conflicts
7. Sustainable supply chain administration	Acquire partners that fulfill the company's criteria.	-
8. Energy Administration	The consumption of energy per unit is diminished through the utilization of renewable energy sources.	-
9. Advancement of innovative work processes, products, and services	Minimize redundancy in tasks and mistakes, enhance organizational competitiveness.	Inability to adjust to the circumstances, heightened expenses - advertising and promotion.
10. Cybersecurity and the protection of personal data	Data security, mitigate data loss	-
11. Management of greenhouse gases	Minimize greenhouse gas emissions	-

## Part 3

# Sustainability Assessment



# Environmental dimension



## Environmental Management Policy and Compliance

AMC advocates for corporate governance that fosters sustainable development, aligning with the environmental management system standard (ISO 14001:2015) and encouraging the involvement of executives, employees, and stakeholders in sustainable environmental practices.

You may access the complete version of the Sustainable Environmental Management Policy at [https://www.asiametal.co.th/Sustainable Environmental Management Policy](https://www.asiametal.co.th/Sustainable%20Environmental%20Management%20Policy)

AMC is presently engaged in the pursuit of environmental management system certification in accordance with ISO 14001:2015 standards, which is anticipated to be achieved by 2025. AMC has implemented measures to mitigate and minimize potential environmental impacts as follows:

Energy management strategies and protocols

1. Deactivate all electrical appliances and equipment when not in use.

- Adjust the air conditioner to 25 degrees Celsius and deactivate it one hour before exiting the room.
- Choose LED bulbs instead of normal bulbs.
- Utilize renewable energy by implementing a solar power generation system.
- Waste management strategies

2. Waste segregation in accordance with the 3 Rs principle: Reduce, Reuse, Recycle.

- Waste collection: Supply waste containers and affix labels designating each type of waste in office and factory environments.
- Dispose of it appropriately and document the weight each time. For instance, hazardous waste will be collected by a government-authorized company and disposed of correctly.
- When printing documents, utilize recycled paper and opt for black and white printing instead.



**In 2024, AMC reported no damages or fines, nor any incidents of legal violations or environmental impacts.**



# Effective energy management

## Policy

AMC recognizes the significance of energy management, advocates for energy conservation, and encourages the efficient utilization of resources. This policy has been formulated as a framework for the effective use of energy, aligning with sustainable development objectives across all operational dimensions. The complete energy management policy can be accessed at <https://www.asiametal.co.th/Energy Management Policy>.



### target

- The percentage of electricity consumption derived from renewable energy is **15%**
- Reduce the rate of electricity consumption per production unit by **3%** from the base year (2023)

## Operational plan

- Implement contemporary technology and streamlined processes to minimize energy consumption at every operational stage, including the utilization of automation in the production process and the installation of equipment designed to mitigate energy loss.
- Utilize renewable energy sources, such as solar power, in production processes and office environments to diminish reliance on fossil fuels and contribute to the reduction of greenhouse gas emissions.
- Implement a smart energy management system, utilize LED lighting, and employ high-efficiency equipment, including air conditioners and energy-saving motors.
- Fostering a culture of energy conservation through employee training and initiatives promoting efficient energy utilization.
- Regularly perform energy usage audits across all activities to identify opportunities for enhancement and reduction of energy expenses.
- Transitioning vehicles from fuel to electric.

## Operation

AMC has established a working group to oversee energy management in an efficient and sustainable manner, emphasizing the utilization of renewable energy in the following activities:



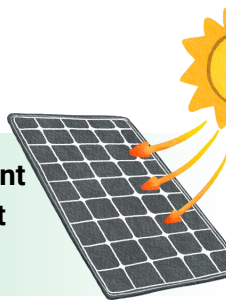
## The Solar Rooftop Project implements a solar power generation system.



**Solar Rooftop Phase 1 installation project with a production capacity of 883.28 kW at the headquarters, Nam Daeng-Bang Phli.**

AMC has successfully installed the initial phase of the Solar Rooftop system, boasting a production capacity of 883.28 kilowatts (kW) at the Bang Phli-Samut Prakan head office. The project is set to commence operations in August 2023. By 2024, it is projected to generate a total of 914,111.40 kilowatt-hours of electricity annually, translating to an estimated savings of approximately 4,570,557 baht in electricity costs per year. Additionally, the initiative is expected to contribute to a reduction in greenhouse gas emissions by around 633.75 tons annually, underscoring the project's effectiveness in mitigating environmental impacts and lowering energy expenses.

**Solar rooftop efficiency enhancement project of 997.92 kW at the Phanat Nikhom branch, Chonburi.**



AMC has implemented a solar power generation system (Solar Rooftop) with a production capacity of 997.92 kilowatts (kW) at its Phanat Nikhom branch in Chonburi Province. The project commenced operations in November 2020. In 2024, AMC has initiated an enhancement project. The efficiency of the Solar Rooftop system, achieved by relocating the Zero Export Meter as part of the project, is set to commence operations in November 2023. This initiative will enable the utilization of renewable energy to power the entire Phanat Nikhom factory, resulting in an average increase in renewable energy production from sunlight of approximately 13,796.86 kilowatt-hours per month and an average monthly savings of around 68,984.32 baht in electricity costs. The solar power generation system installation project is projected to yield a total of 1,165,335.08 kilowatt-hours of electricity annually, translating to an estimated annual savings of approximately 5,826,675.41 baht in electricity expenses, while also contributing to a reduction in greenhouse gas emissions by approximately 807.93 tons per year.

# The Smart Move project transforms travel with electric vehicles.



AMC acknowledges the advantages of energy conservation, advocates for the utilization of clean energy, and aligns with the company's environmental conservation objectives while fostering employee engagement through heightened awareness.

AMC is investing in electric vehicles (EVs) as a clean and sustainable transportation alternative for its workforce, with the goal of increasing the proportion of EV usage within the organization to diminish reliance on fossil fuels and lower greenhouse gas emissions, thereby fulfilling its commitment to mitigate air pollution and positively influence the environment.

The project strategy encompasses the acquisition of EVs for external business travel in lieu of gasoline-powered vehicles, alongside the installation of EV charging stations on company premises to facilitate employee access and promote the effective use of EVs. Furthermore, there is an initiative to divest from existing gasoline-powered vehicles to curtail usage and transition to environmentally friendly energy sources, while clearly communicating information and guidelines regarding EV usage to employees and advocating for EV travel plans to support sustainable business practices and minimize environmental impacts.

The evaluation of this project is conducted by gathering fuel consumption data from gasoline vehicles to accurately assess the efficiency and outcomes of the initiative.



## Petroleum usage

2024	35,716.15
2023	38,025.00

Unit: Liter



## Compare petroleum consumption

↓ **2,308.85** liter

In 2024, AMC utilized a total of 35,716.15 liters of oil, a reduction from the 38,025 liters consumed in 2023. This represents a **decrease of 2,308.85 liters, or 6.07%**, compared to the prior year, indicating a significant trend in oil consumption and reflecting the success of the project's implementation.

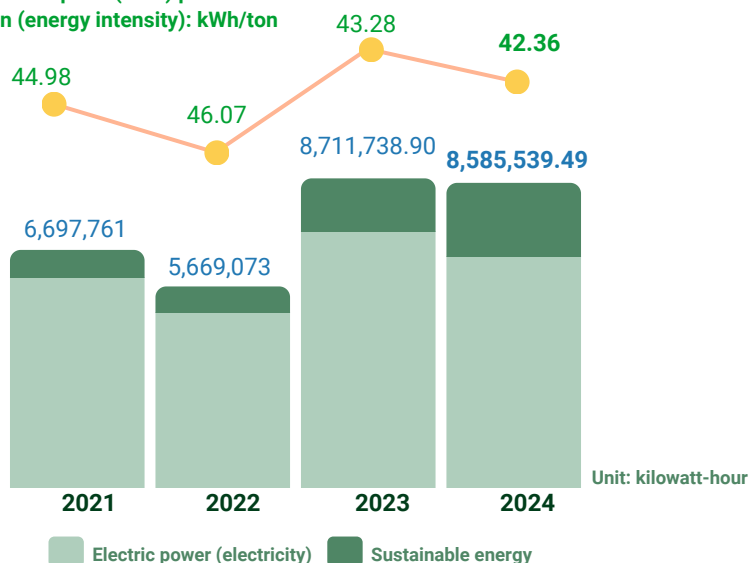


## Performance results

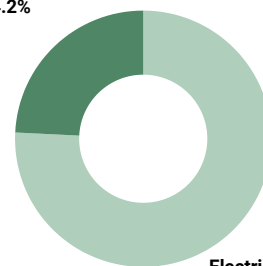
Amount	Unit	2021	2022	2023	2024
Electric power (electricity)	kWh	5,930,791.00	4,943,846.00	7,222,143.00	6,506,093.00
Sustainable energy	kWh	766,970.00	725,227.00	1,489,595.90	2,079,446.49
Energy from fuel	kWh	407,158.29	436,960.99	778,345.88	733,550.65
Total energy consumption	kWh	7,104,919.29	6,106,033.99	9,490,084.78	9,319,090.14

### Total electricity usage

Electricity consumption (total) per ton of production (energy intensity): kWh/ton



Sustainable energy  
24.2%



Electrical power  
75.8%



**24.22%**

The percentage of electricity consumption derived from renewable energy is

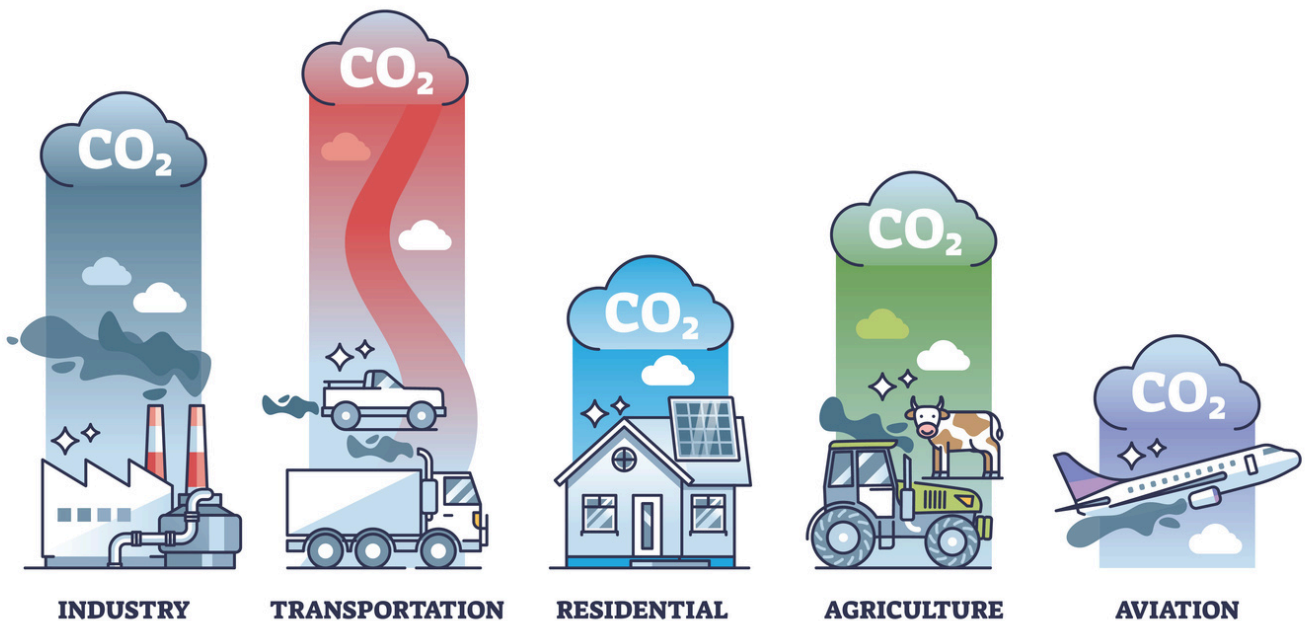
**↓ 2.13%**

The electricity consumption rate per ton of production (energy intensity) has declined from the base year (2023).

### Year 2024

The electricity consumption rate from renewable sources stands **at 24.22%**, surpassing the target of 9.22%. However, the objective of reducing the electricity consumption rate per ton of production remains unmet, with a **reduction of only 2.13%** compared to the base year of 2023. This shortfall is attributed to the ongoing construction project and machinery installation for the galvanized steel coil initiative at the Phanat Nikhom branch in Chonburi Province, which has led to increased electricity consumption beyond the standard production process. Consequently, the goal of achieving a 3% reduction in electricity consumption per unit of production relative to the base year of 2023 is unattainable.

# Management of greenhouse gases



## policy

AMC acknowledges the significance of climate change and the necessity of minimizing environmental impact to attain sustainable business operations through efficient greenhouse gas management. This includes the reduction of greenhouse gas emissions stemming from the organization's production processes and operations. The complete greenhouse gas management policy can be accessed at <https://www.asiametal.co.th/Greenhouse Gas Management Policy>



### Target

Reduce greenhouse gas emissions per output (Carbon Intensity Scope 1-2) from **5%** the base year (2021) by 2025.

## Operation

AMC has been engaged in greenhouse gas accounting and has received certification from ECEE Co., Ltd., an agency accredited by the Greenhouse Gas Management Organization (TGO), for four consecutive years, spanning from 2021 to 2024.

It has also transitioned its vehicles from fuel to electric under the Smart Move initiative, facilitating the shift to electric vehicles, and has executed a project to enhance the efficiency of the 997.92 kW Solar Rooftop at the Phanat Nikhom branch factory in Chonburi.

## Operational plan

1. Enhancing the organization's greenhouse gas accounting to align with the standards set by the Greenhouse Gas Management Organization (TGO), encompassing data collection and reporting, as well as verification by accredited external agencies.
2. In 2023-2024, there is a plan to transition vehicles from fuel to electric and to enhance the share of renewable energy (solar cells) in the production process.

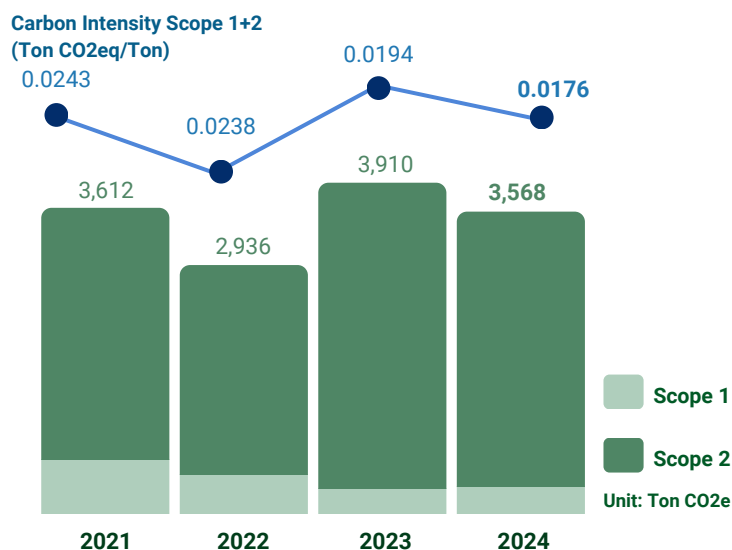


## Performance results

Greenhouse Gas Emissions (CFO)	unit	2021	2022	2023	2024
Scope 1	TonCO2eq	634.00	464.00	299.00	315.00
Scope 2	TonCO2eq	2,979.00	2,472.00	3,611.00	3,253.00
Scope 3	TonCO2eq	334,884.00	279,579.00	N/A	485,392.00

### Greenhouse gas emissions Scope 1 and 2

Carbon Intensity Scope 1+2  
(Ton CO2eq/Ton)



**3,568**

Tons of carbon dioxide equivalent (tCO2e)

**↓ 27.44%**

Carbon intensity for Scope 1 and 2 has decreased.

### Year 2024

AMC's greenhouse gas emissions in Scope 1-2 total **3,568.00 tons of carbon dioxide equivalent (TonCO2eq)**, resulting in a greenhouse gas emission volume per ton of production of 0.0176 TonCO2eq/Ton. Compared to the base year of 2021, the greenhouse gas emission volume per ton of production (Carbon Intensity) **has decreased by 27.44 percent**, aligning with the established target.

# Waste and waste management

## policy

AMC has successfully minimized waste generated during the production process while enhancing resource utilization efficiency to maximize benefits. Additionally, the company has advanced its industrial waste management practices to further decrease waste output. Recognizing the significance of effective waste management, AMC is committed to mitigating potential impacts on the environment, employees, surrounding communities, and stakeholders. The complete waste and waste management policy can be accessed at

<https://www.asiametal.co.th/Waste and Waste Management Policy>



## Target

The amount of industrial waste per output has decreased by **3%** annually.

The quantity of scrap iron generated during the production process can be recycled to no less than **99%**

Employees have **100%** knowledge and understanding of waste segregation

## Performance results for 2024

**↓ 10.59%**

**100%**

Employees have been provided with knowledge transfer and communication regarding the proper segregation of waste. **100%**

## Operational plan

1. Delegate the Occupational Safety, Health, and Environment Committee to oversee the inspection and monitoring of the sorting, disposal, and storage processes.
2. Establish waste sorting stations categorized by type in various locations (design layout) and ensure the provision of adequate equipment (trash receptacles) along with clearly marked signage at each station.
3. Develop presentation manuals and posters to effectively engage with employees across all levels.
4. Facilitate initiatives to consistently enhance employee awareness and encourage recycling by integrating sorted waste into the production process or selling it to second-hand purchasers.
5. Summarize and report the operational results, while also informing and disseminating this information to employees across all levels.
6. Manage hazardous and non-recyclable waste through a legally authorized disposal contractor.

## AMC engages in waste and waste management through the following activities:

### 1. Project aimed at minimizing industrial waste during the production process.

AMC has established guidelines for modifying production line operations to minimize the consumption of disposables and the generation of highly contaminated waste in processes such as slitting, pipe and C-shape extrusion, and rework aimed at repairing the surfaces of finished products. These processes involve various consumables, including compressed fabric, fibers, sponges, and other disposable materials. The initiative focuses on enhancing work methods, refining work standards, and regulating material usage to ensure that product quality and workplace safety remain uncompromised. The operations planned for 2024 are as follows:

- Currently, measures are in place to regulate the disbursement of consumables by requiring the return of any surplus before new work is initiated.
- Industrial waste is segregated, including used water wipes, degraded coolant, and cleaning rags.



#### Year 2024

AMC launched a project in November 2024 aimed at decreasing the length of water wipers from 20 cm to 10 cm.

Following the commencement of the project, data regarding disbursement in 2025 will be gathered, aiming to compare it with the disbursement of water-wiping cloths in 2024. This will include an assessment of the project's success and an enhancement of the efficiency of the utilization process.

## 2. Scrap Metal Management Initiative

AMC has designated areas within the factory and warehouse for the organized storage of scrap metal, categorized by the various types generated during the production process. The company also educates employees to improve their understanding and awareness of the proper segregation of each scrap metal type, facilitating efficient recycling. Furthermore, it has provided adequate tools and equipment to manage the diverse types of scrap metal effectively, ensuring comprehensive collection and separation from all production processes.

1. Implement operational protocols for the segregation of scrap iron generated during the production process. Communicate these protocols to employees and underscore the importance of adherence by designating an individual responsible for overseeing and ensuring compliance in the categorization of scrap iron.
2. Designate adequate storage areas and containers for each category of scrap metal, ensuring they are clearly labeled.



**2,710.31**

Total scrap metal generated from the production process can be segregated (tons)

**100%**

Can segregate scrap iron and sell it.

### Year 2024

AMC aims to enhance production management by prioritizing the efficient separation of scrap from the production process, with a target of recycling at least 99% of the generated scrap. For the 2024 performance, this objective can be realized by separating a total of 2,710.31 tons of scrap from the production process, achieving a 100% separation rate for sale as intended. This accomplishment will signify a success in resource management and the effective reuse of materials.

## 3. How to dispose of a project ?

AMC fosters social coexistence alongside environmental responsibility in a sustainable manner, thereby consistently enhancing environmental awareness among employees by encouraging their active participation in the clear separation of various types of waste as follows:

1. Implement operational protocols for waste segregation and underscore adherence by designating an individual accountable for overseeing and ensuring that employees categorize waste appropriately.
2. Designate adequate disposal points and receptacles for each category of waste, and clearly display the signage.
3. Effectively convey the proper waste separation procedures to all employees at every level, ensuring 100% comprehension.



AMC seeks to achieve a comprehensive understanding of waste separation by enhancing employees' knowledge of the proper waste separation procedures.

### Year 2024

Following the dissemination of information regarding waste separation to both Thai and foreign employees at a rate of 100%, it was observed that some waste continued to be disposed of improperly. To attain the objective of comprehensive waste separation, enhancements to the process are necessary, along with increased training for employees. The forthcoming strategy will emphasize clear communication, the organization of awareness-raising initiatives, and ongoing monitoring to ensure that all employees possess a correct understanding and can effectively separate waste.

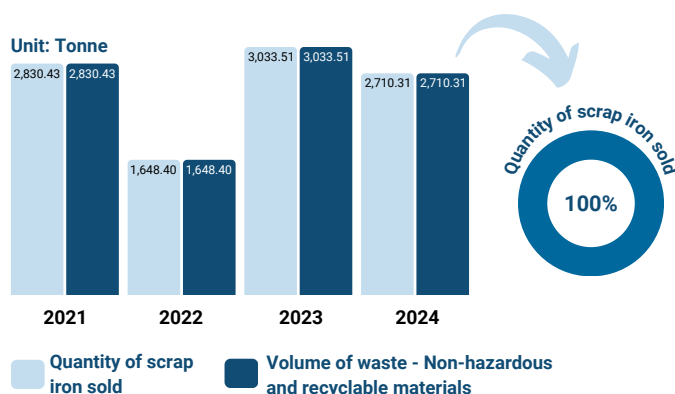




## Performance results

Section	Unit	2021	2022	2023	2024
Waste volume - Non-hazardous and non-recyclable waste	Ton	84.78	64.61	121.44	110.48
Volume of waste and hazardous materials	Ton	N/A	N/A	1.58	1.44
Volume of waste - Non-hazardous and recyclable materials	Ton	2,830.43	1,648.40	3,033.51	2,710.31
Total waste volume	Ton	2,915.21	1,713.01	3,156.53	2,822.23
Volume of recycled waste (Volume of sold scrap metal)	Ton	2,830.43	1,648.40	3,033.51	2,710.31

The volume of waste—non-hazardous and recyclable—relative to the quantity of scrap iron sold.

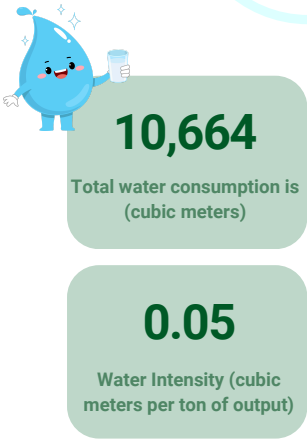
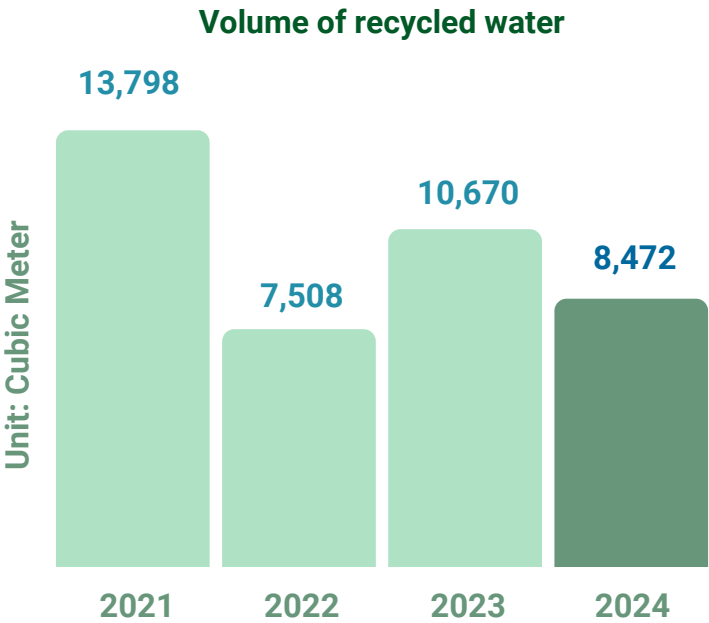
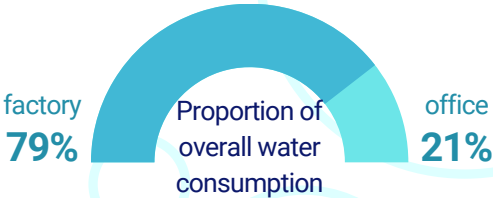


### Year 2024

In 2024, AMC successfully reduced the amount of industrial waste per output by **10.59%** annually compared to 2023, while recycling **100%** of scrap metal from the production process in accordance with sustainable waste management practices. Additionally, all employees have received full knowledge transfer and communication regarding proper waste segregation methods, achieving **100%** compliance with the established goals.

# Effective water management

The water utilized by AMC is categorized into two segments: office and factory, comprising 21% for office use and 79% for factory operations. The water consumed in the office is designated for general use, which discharges wastewater in compliance with legal regulations by directing it to the combined wastewater treatment system established by the government agency. Regarding the water utilized in the factory, it is combined with coolant during the pipe rolling process and is reused without any discharge (Zero Discharge).



Year 2024

In 2024, AMC recorded a total water consumption of 10,664 cubic meters, resulting in a water intensity of 0.05 cubic meters per ton of production.

# Social and Environmental Impact Assessment (SIA/EIA)

Under the National Environmental Quality Promotion and Conservation Act, projects that may impact the environment are mandated to prepare an Environmental Impact Assessment (EIA) report. This report must detail the current environmental conditions, evaluate potential impacts, and outline measures to prevent and mitigate those impacts. Previously, the steel mills at the Nam Daeng and Phanat Nikhom branches were exempt from submitting an EIA report, as the company was not included in the list of businesses required to do so.

However, in 2024, AMC commenced construction of a galvanized steel coil production project in Phanat Nikhom District, which legally necessitates the submission of an Environmental Impact Assessment (EIA) report, along with strategies for preventing and mitigating environmental impacts, as well as ongoing environmental quality monitoring. The project has received approval from the Office of Natural Resources and Environmental Policy and Planning (ONEP).

AMC performs continuous air quality and noise level measurements over a seven-day period twice annually, with assessments conducted in January and July 2024, yielding the following measurement results:

Measurement challenges	Measurement outcomes	Standard Criteria	Comparison outcomes
Air quality assessment	TSP: 0.012–0.048 mg/m <sup>3</sup>	TSP ≤ 0.33 mg/m <sup>3</sup>	Within the typical range
	PM10: 0.006-0.038 mg/m <sup>3</sup>	PM10 ≤ 0.12 mg/m <sup>3</sup>	Within the typical range
2. Assessment of overall sound levels and noise.	Leq: 55.8 - 61.2 dB(A)	Leq ≤ 70 dB(A)	Within the typical range
	Lmax: 80.3 - 90.6 dB(A)	Lmax ≤ 115 dB(A)	Within the typical range
	Maximum noise level: 7.2 dB(A)	≤ 10 dB(A)	Within the typical range
3. Assessment of surface water quality	pH: 7.2 - 7.4	pH 5 - 9	Within the typical range

Note: The table displays measurement data from the galvanized steel coil production project situated in Phanat Nikhom District, Chonburi Province.

TSP: Total suspended particulates in the atmosphere; PM10: Particulate matter with a diameter of 10 micrometers or less; Leq: 24-hour equivalent noise level;

Lmax: Average maximum noise level.

AMC has submitted its compliance results regarding the prevention and mitigation of environmental impacts, including environmental monitoring, to the Chonburi Provincial Industry Office, the Department of Industrial Works, and community leaders. This initiative ensures operational transparency and accountability to both the community and the environment.

## Air pollution resulting from commercial activities

AMC has performed assessments of dust and chemical concentrations within the factory premises to evaluate air quality and potential effects on employees and neighboring communities at both the Nam Daeng-Bang Phli and Phanat Nikhom-Chonburi factories. The findings indicate that the levels of dust and chemicals in both facilities remain within safe limits and comply with established standards. The results of the measurements are as follows:

Area	Test outcomes	standard
Namdang-Bangplee Manufacturing Facility	1.21-1.38 mg/m <sup>3</sup>	10 mg/m <sup>3</sup>
Phanasnikom-Chonburi Manufacturing Plant	1.15-1.71 mg/m <sup>3</sup>	10 mg/m <sup>3</sup>

# Social dimension



Socially responsible management not only generates value for the business but also fosters a positive impact on consumers, employees, and communities, thereby enhancing the sustainability of business operations. By striking a balance between profit generation and ongoing social development,

AMC places great emphasis on social dimensions in all aspects, particularly in **customer responsibility, fair labor practices, and local community support**. These elements serve as the foundation for building long-term relationships and reflect the company's commitment to conducting business in a socially and environmentally responsible manner.



## Responsibility to customers and consumers

AMC is dedicated to prioritizing the security of personal data belonging to customers and stakeholders. To foster trust and confidence in the processes of collecting, utilizing, and disclosing personal data, the company has implemented a policy and guidelines aimed at safeguarding this information in compliance with the Personal Data Protection Act B.E. 2562 and other pertinent legislation. The complete policy and guidelines for the protection of personal data of customers and stakeholders can be accessed at [https://www.asiametal.co.th/Policy\\_and\\_practices\\_for\\_protecting\\_personal\\_data\\_of\\_customers\\_and\\_stakeholders](https://www.asiametal.co.th/Policy_and_practices_for_protecting_personal_data_of_customers_and_stakeholders)



### Target

- Customers are satisfied at least **80%**
- No incidents of customer data leakage were reported.



### Operational plan

Establishing strong relationships with customers is a fundamental element of business growth. By delivering high-quality services and effectively addressing customer needs, the company aims to cultivate trust among its clientele.

The rudy project represents one of the strategies developed to enhance the efficiency of customer service. This initiative emphasizes the application of modern technology and innovation to expedite the sales process while accurately and efficiently fulfilling customer requirements.

In executing the rudy project, AMC has formed a dedicated working group to oversee its implementation. Regular meetings will be held to establish operational procedures between AMC and the company responsible for the program, as well as to delineate the roles and responsibilities of all involved parties. Additionally, weekly meetings will be conducted to monitor the project's progress in accordance with the established plan. The company conducts customer satisfaction surveys and assessments biannually to gather data and compile satisfaction scores. Subsequently, guidelines will be formulated to enhance and develop the project based on the feedback received, thereby elevating customer satisfaction levels to meet expectations and fostering greater customer loyalty to the company.

## Operation

AMC manufactures steel products that adhere to the Thai Industrial Standards (TIS). Consequently, it prioritizes the quality of its products to ensure compliance with established standards. AMC has achieved certification for its quality management system by ISO 9001:2015, as outlined in the company's quality policy (the full quality policy can be accessed at [https://www.asiametal.co.th/Quality\\_Policy](https://www.asiametal.co.th/Quality_Policy)). The company is dedicated to producing high-quality products and delivering them punctually to ensure customer satisfaction through ongoing development. This commitment begins with providing customers with accurate and clear information, whether through marketing activities, product labels, sales documents, or advertising and promotional efforts, including any conditions or limitations that may arise from transportation or use. AMC continuously studies, evaluates, and enhances the impact of its products and services on customers, addressing critical issues such as the initiation of the Intelligent Sales Assistant Project, which improves sales and marketing efficiency by facilitating stock checks, product presentations, and the issuance of quotations, invoices, and receipts, as well as tracking delivery status. The company conducts marketing activities and advertises its products transparently, ensuring that customers have sufficient information to make informed decisions and avoid potential issues stemming from unclear information.

Furthermore, there are guidelines for product warranties post-delivery; should customers encounter product defects or find that products do not meet their needs, they can report issues directly to the company's sales representatives or through designated channels. The company will assess and address the product concerns appropriately, as well as implement measures to prevent recurrence. AMC is also committed to enhancing the quality of its products and services to foster ongoing trust with customers.

In 2024, AMC did not experience any incidents related to product recalls. However, the company has established corrective and remedial measures for potential future occurrences. In the event of a product recall, the company will promptly notify customers regarding the products involved, provide guidance on returning or exchanging the items, and investigate the underlying causes of the issue to improve the production process or product quality, ensuring that customers receive appropriate support and mitigating any potential impacts.

### Channels through which the company receives complaints from customers/consumers

Contact channels for customers and stakeholders to reach the company for further inquiries or to file a complaint regarding the use of personal data are available at



Corporate website

<http://www.asiametal.co.th>



Kindly inform us through email at

1. Audit Committee [ia@asiametal.co.th](mailto:ia@asiametal.co.th)
2. Company Secretary [secretary@asiametal.co.th](mailto:secretary@asiametal.co.th)

Notification via postal service, sealed correspondence addressed to the Chairman of the Audit Committee, the Chairman of the Company, or the Company Secretary.



**Asia Metal Public Company Limited Headquarters**

**55, 55/1 No. 2, Soi Wat Nam Daeng, Srinakarin Road, Bangkaew Subdistrict, Bangplee District, Samut Prakan Province 10540**

## Measures and corrective measures

### Data breach notification

- In the case of a personal data breach or a violation of consumer rights related to personal data, employees or individuals who become aware of the incident must promptly inform the Data Protection Officer.
- The Data Protection Officer will examine and evaluate the causes, triggers, and impacts that have transpired, implementing corrective and preventive measures accordingly.

### Notification to the data subject and pertinent agencies

- If it is determined that a personal data breach may pose a risk to the rights and freedoms of the data subject, the company will notify the data subject, providing details of the nature of the breached data, potential impacts, and the remedial measures to be taken.

### Rectifying and averting future occurrences

- If a personal data breach is determined to potentially jeopardize the rights and freedoms of the data owner, the Company will inform the data owner, detailing the nature of the compromised data, the potential consequences, and the corrective actions. AMC will identify measures to address the incident, which may include altering the data storage system, enhancing security protocols, or evaluating the associated systems.
- Data security measures are regularly assessed and enhanced, including the implementation of supplementary security layers, employee training on data protection, and audits of data access.

### Event documentation

- The Company shall maintain a comprehensive record of personal data breaches and consumer rights complaints for future review and preventive measures. This record shall be overseen by the Personal Data Protection Officer.



## Performance results



In 2024, AMC conducted two customer satisfaction surveys: the first survey took place from January to June 2024, yielding a customer satisfaction rating of 93.40 percent, while the second survey was conducted from July to December 2024, achieving a rating of 94.20 percent.

The average results of both surveys indicated a customer satisfaction level of 93.80 percent, surpassing the target of 80 percent and reflecting an improvement from the previous year's survey outcomes. The survey was designed to assess satisfaction across various domains, including products, sales, services, and product delivery. Notably, satisfaction scores in each area exhibited an upward trend, particularly in sales and services, which garnered an average score of 95.3 percent across both surveys.

The results of the customer satisfaction surveys and customer contact reports were analyzed according to the survey topics to prioritize actions, taking into account factors influencing customer satisfaction alongside the company's operational capabilities. This analysis aimed to identify opportunities for enhancing and developing products and services, with a focus on addressing issues impacting customer satisfaction and incorporating customer feedback and suggestions.

**In 2024, there were no reported cases of customer data breaches or incidents related to violations of consumer rights, serving as a benchmark for ongoing product and service development.**



## Equitable labor practices

AMC places great importance on human resources as a key factor in driving the organization towards success. The company focuses on developing the potential of its employees, creating a positive work environment, and promoting equality, so that employees can grow and develop alongside the organization.

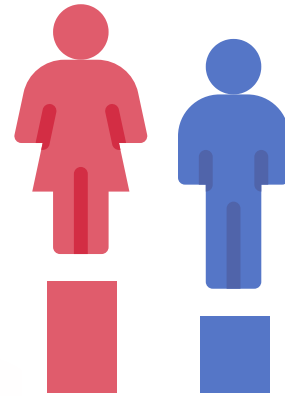
### Employment

Employment is a crucial process in enhancing the potential and development towards the company's success. AMC emphasizes diverse employment practices to create equality and growth opportunities for all employee groups. The following information presents details about the company's employment practices from 2021 to 2024, categorized by gender, age, job level, and geographic location, in order to provide an overview and trends of the company's employment practices.

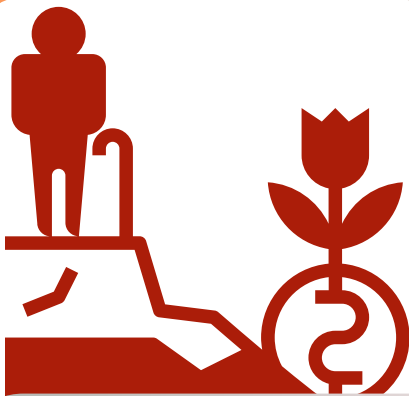
Information	Unit	2021			2022			2023			2024		
<b>Employee demographics categorized by gender, age, position level, and area of residence.</b>		female	man	Total	female	man	Total	female	man	Total	female	man	Total
Total employee count	person	99	239	338	108	231	339	125	298	423	133	316	449
<b>Number of employees categorized by age</b>													
- Below 30 years of age	person	23	49	72	28	58	86	33	114	147	39	115	154
- Age 30 to 50 years	person	64	147	211	69	135	204	82	153	235	80	164	244
Over the age of 50	person	12	43	55	11	38	49	10	31	41	14	37	51
<b>Employee count by position level</b>													
- Tactical level	person	95	234	329	104	226	330	120	292	412	127	305	432
- Executive tier	person	1	3	4	1	3	4	2	4	6	3	9	12
- Executive leadership	person	3	2	5	3	2	5	3	2	5	3	2	5
<b>Employee distribution by location</b>													
<b>Thai citizenship</b>													
- Bangkok and its environs	person	42	33	75	44	31	75	45	30	75	46	32	78
the Northern region	person	5	4	9	4	4	8	6	7	13	4	4	8
- Central region	person	7	10	17	5	14	19	6	3	9	8	3	11
- Northeast	person	10	34	44	12	27	39	15	27	42	13	29	42
- South	person	1	1	2	1	1	2	1	1	2	1	2	3
- Eastern region	person	23	30	53	22	29	51	27	28	55	27	39	66
- Western region	person	0	3	3	1	3	4	1	3	4	1	2	3
<b>Other nationalities</b>													
- Karen	person	0	7	7	0	6	6	0	7	7	0	6	6
- Cambodia	person	5	6	11	6	8	14	5	8	13	6	10	16
- Myanmar	person	6	108	114	12	105	117	18	181	199	23	187	210
- Laos	person	0	3	3	1	3	4	1	3	4	1	3	4
- China	person	0	0	0	0	0	0	0	0	0	0	2	2
<b>Number of employees with disabilities and/or seniors</b>	person	2	1	3	2	1	3	2	1	3	3	1	4

## Employee remuneration

AMC maintains a policy of offering compensation to employees at a competitive rate to encourage and retain talent for long-term engagement with the company. In 2024, the total compensation for personnel (excluding executives), which includes salaries, wages, overtime pay, bonuses, and provident fund contributions, amounted to 97,310,945.71 baht, highlighting a disparity in compensation between male and female employees.



**The female-to-male compensation ratio stands at 1.02:1**



Furthermore, the company acknowledges the significance of long-term employee welfare. Consequently, it has instituted a provident fund with the voluntary agreement of both employers and employees. This fund aims to assist employees in saving for retirement, disability, or resignation. The provident fund comprises contributions from employees as well as monthly contributions from the company, in compliance with applicable laws and regulations.

**In 2024, employees who are members of the provident fund accounted for 14.25%.**

# Human Rights

AMC recognizes the importance of human rights and individual equality. Consequently, it has established a human rights policy to serve as a framework for managing human rights and preventing violations in alignment with the organization's values. The complete human rights policy is available at <https://www.asiametal.co.th/Human Rights Policy>

AMC is currently undertaking a human rights risk assessment for its operations in 2025 and is mandated to review human rights risks annually to address fundamental rights, including discrimination, the prohibition of child and forced labor, respect for labor rights, equality in all dimensions, and the maintenance of a safe working environment. The human rights risk assessment must consider the potential impacts on stakeholders resulting from AMC's business activities. To mitigate these risks, AMC has established a robust human rights risk management system that includes annual monitoring of human rights impacts, ongoing risk assessments, the evaluation of remedial measures, and the reporting of assessment outcomes to stakeholders to foster transparency and accountability. In 2025, a committee comprising representatives from all organizational departments will be formed to ensure that the risk assessment process is thorough and capable of addressing potential situations with flexibility and effectiveness.



## Target

- There are no instances of labor disputes or human rights violations.



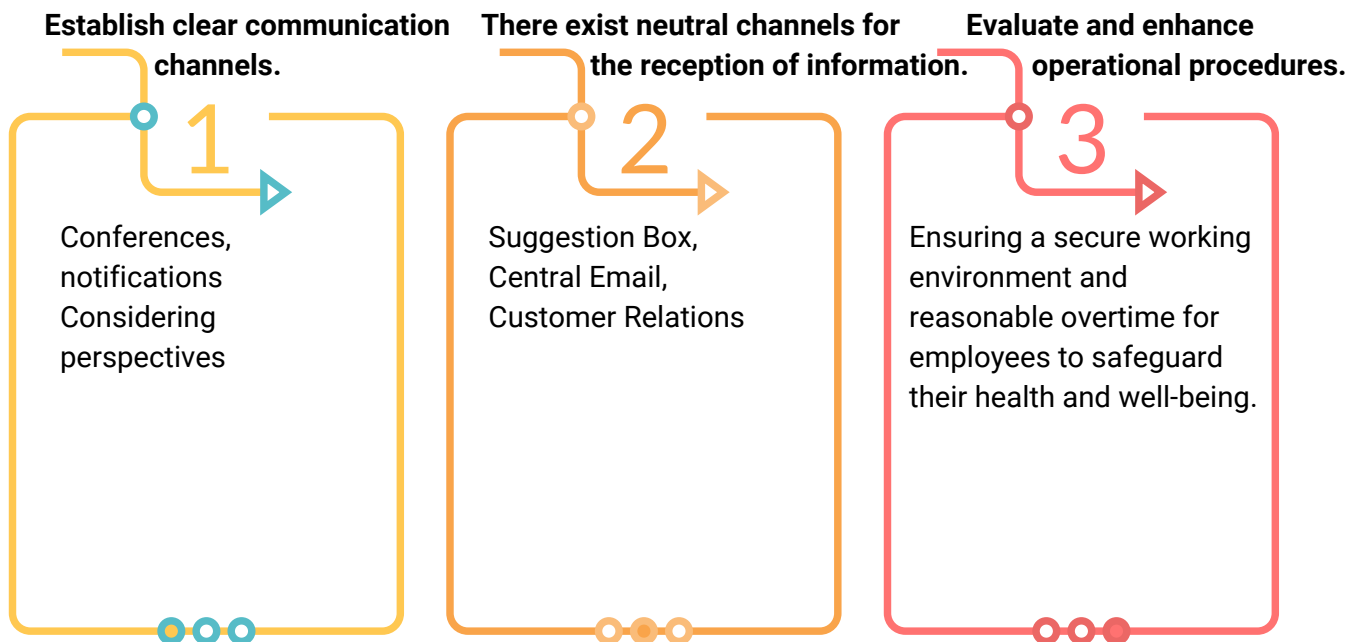
## Operational plan

The Company's human rights management action plan involves establishing criteria for assessing and identifying human rights risks associated with various activities. This is achieved through the development of a comprehensive human rights policy and the training of employees at all levels to raise awareness of the rights of both employees and stakeholders. Furthermore, the Company has implemented transparent and secure channels for reporting rights violations, along with a process for monitoring and evaluating performance to facilitate continuous improvement. Performance results are disseminated to all stakeholders to foster confidence and trust in the Company's human rights management process. The steps in the action plan are as follows:

- Inform stakeholders regarding human rights.
- Formulate a clear and comprehensive human rights policy grounded in fundamental rights.
- Assess human rights risks
- A procedure exists for the receipt of reports concerning rights violations.
- Act in accordance with the principles of universal human rights.

Monitor and report performance results transparently.

## Operation



## Performance results

In 2024, AMC had no significant labor disputes, and there were no incidents or complaints related to human rights violations. The company has established measures to remedy and compensate those affected by complaints in a just and human rights-compliant manner, as follows:

1. Review and assess the impact of actions with speed and transparency.
2. Compensation and assistance to affected individuals, including:
  - Monetary compensation: The Board of Directors has conducted an assessment of the damages and considered other compensation for the harm caused by making payments as deemed appropriate by the Board. The Board will determine whether the affected parties are entitled to compensation, and if so, the amount to be awarded, considering the severity of the impact on the affected individuals, along with the potential for other remedies for the damages.
  - Non-monetary compensation: Providing assistance after an incident, such as medical support, psychological rehabilitation, or implementing damage control and preventive measures to avoid recurrence.
3. Improvement of work processes to prevent future violations and communication with the community.



## Policies and guidelines pertaining to local employment

AMC prioritizes the recruitment of local workers to foster economic and social development in the regions where the company operates. The focus is on generating employment opportunities, enhancing skills, and supporting the sustainability of local communities. The complete policy and guidelines regarding the hiring of local workers can be found at [https://www.asiametal.co.th/Policy\\_and\\_Guidelines\\_on\\_Local\\_Labor\\_Employment](https://www.asiametal.co.th/Policy_and_Guidelines_on_Local_Labor_Employment)

### Proportion of employees from local communities

information	2021	2022	2023	2024
Percentage of local employees in Bangkok and its surrounding areas, including Chonburi, Rayong, and Chachoengsao.	35%	37%	31%	30%

**Policies and practices regarding the respect for diversity and equality within the organization and its supply chain.**

AMC maintains a policy that honors diversity and fosters equality across all facets of its business operations throughout the supply chain, ensuring no discrimination or segregation occurs based on gender, age, nationality, disability, religion, or other personal attributes. This commitment aims to cultivate a welcoming and equitable environment for all employees, business partners, and stakeholders. The complete policy and guidelines regarding the respect for diversity and equality within the organization and supply chain can be found at

<https://www.asiametal.co.th/Policy and Guidelines on Respect for Diversity and equality within the organization and supply chain>

### Employee data categorized by gender and nationality

[illegible]

AMC has created opportunities for female employees in roles that align with the nature of the work and their capabilities. From 2021 to 2024, the number of female employees within the company has consistently risen. This can be categorized by age and position level as follows:

### Number of female employees categorized by position level

information	unit	2021	2022	2023	2024
<b>Number of female employees categorized by age and position level</b>					
Total employee count	person	99	108	125	133
<b>Employee demographics by age</b>					
- Below 30 years of age	person	23	28	33	39
- Age 30 to 50 years	person	64	69	82	80
Over the age of 50	person	12	11	10	14
<b>Number of employees categorized by position level</b>					
- Tactical level	person	95	104	120	127
- Executive tier	person	1	1	2	3
- Executive leadership	person	3	3	3	3

In 2024, AMC did not encounter any incidents or complaints regarding the violation of rights, equality, or unfair treatment of employees. In the event such incidents occur, the company has established corrective and remedial measures as follows:

1. Quick and transparent investigation of the incident to identify the cause and extent of the issue.
2. Support for affected individuals both legally and mentally:
  - 2.1 Legal support: AMC provides legal advisors to assist and offer guidance to those affected.
  - 2.2 Psychological support: Offering counseling services from psychological experts to help employees or individuals affected recover from stress or anxiety.
  - 2.3 Welfare support: Providing health benefits such as health insurance or medical treatment.

# Sustainable Human Resource Advancement

## Policy

AMC asserts that human resources are central to creating and enhancing organizational value for sustainable growth. Consequently, a development policy for directors, executives, and employees has been instituted to promote and facilitate training, equipping personnel at all levels with the knowledge, skills, and potential necessary to become a vital force in the company's operations and to achieve its objectives. The complete development policy for directors, executives, and employees at all levels can be accessed at <https://www.asiametal.co.th/Policy on the Development of Directors, Executives and Employees at All Levels>



### Target

- Employees receive an average of **10** hours of training per person per year



## Operational plan

1. Training Officers perform training needs assessments to identify the requirements for enhancing employee potential across various departments, thereby facilitating the preparation of annual training plans.
2. Develop and organize training materials by explicitly defining the training duration.
3. Develop a training registration form for the course. Trainees will record their names on the training registration form and assess their training outcomes following the completion of the course.
4. Assess the training outcomes of employees within the department/division, evaluate their work skills post-training, and forward the training curriculum to the human resources department.
5. Inform employees in relevant areas about the skill levels achieved from assessments and tests.
6. Conduct follow-ups on employee skill assessment results a minimum of twice annually.
7. Training personnel gathers training documents and archives them in the employee training history.

## Operation

AMC is committed to the continuous development of its employees, enhancing their capabilities and increasing efficiency to meet the demands of customers and the industry.

The company's employee development initiatives commence with fundamental training in compliance with legal requirements, particularly for high-risk roles within the steel sector. Additionally, AMC emphasizes technical training in the operation of machinery, including cranes, film welding, and side spraying machines, to ensure that employees can perform their tasks efficiently and safely.

Furthermore, AMC is dedicated to fostering growth opportunities for employees at all levels by encouraging participation in the development of management and leadership skills through training courses and projects, which also include initiatives aimed at improving work processes to enhance sustainable productivity.

## Performance results

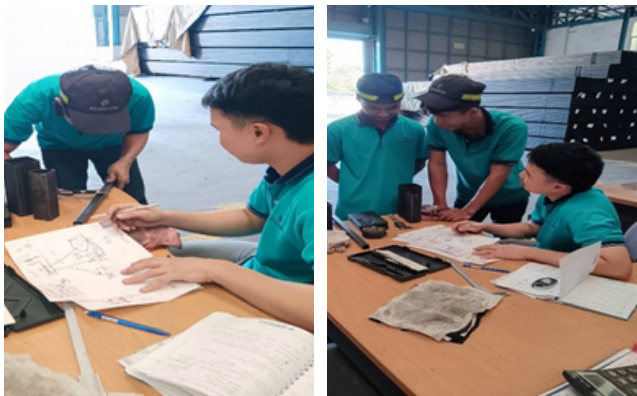
AMC promotes learning to enhance skills and reduce work deficiencies among employees by developing an annual training and development plan. This also includes creating methods for managing knowledge within the organization, such as providing training through an online system (Microsoft Teams). The Human Resources department will monitor job performance evaluations (On-the-job training) to assess the readiness and work efficiency of all new employees. An example of personnel development in terms of potential development is as follows:

### 1. Training course on "Utilization and Sharpening of Saw Blades"

Saw blades are essential tools in the steel industry, utilized for production, material shaping, various cutting tasks, and maintenance activities. Each material and tool necessitates a specific type of saw blade. Employing the appropriate saw blade enhances efficiency in quality work and adds value to the business.



### 2. Training course on "AMC Product Standards and Grading"



To improve employees' knowledge and comprehension of AMC product standards and grading, a training course was organized for QA/QC and QC Line employees. This initiative aims to clarify their responsibilities and assist them in making informed decisions regarding product conditions, ensuring alignment with the company's product standards and accurately assessing product grades to fulfill customer requirements.

### 3. Training Course: "Requirements and Internal Audit of ISO 9001:2015 & ISO 14001:2015/Amd.1-2024"

To enhance employees' knowledge, work skills, and comprehension of work processes, as well as to establish work procedures that align with ISO 9001:2015 / Amd.1-2024 quality management system standards, which will serve as guidelines for the preparation and evaluation for certification of ISO 14001:2015 / Amd.1-2024 environmental management system standards.

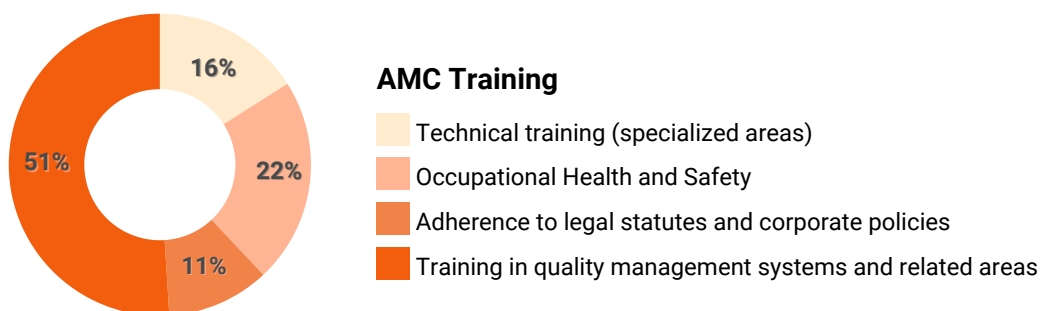




In 2024, AMC enhanced the capabilities of its employees through a combination of internal and external training programs, offering a total of 30 courses. In this context, both executives and employees accrued 5,510 hours dedicated to knowledge and skill development, averaging 12.27 hours per individual annually, with an overall training expenditure of 320,983.46 baht.



#### Training distribution across each course group



#### Advantages that employees or organizations gain from employee development

1. Foster the enhancement of employee competencies to increase work efficiency.
2. Foster the generation of new knowledge within the organization that enhances and advances work processes.
3. Enhance the company's overall operational efficiency.
4. Minimize operating expenses by enhancing efficiency and operational precision.

# Safety, occupational health, and workplace environment

AMC is dedicated to a business philosophy that prioritizes safety, occupational health, and the working environment. It is committed to ensuring that all units within the organization adhere to the three safety rules:

1. Mitigate accidents and occupational illnesses.
2. Comply with occupational health and safety regulations and the work environment.
3. Advocate for the implementation of occupational safety as a responsibility shared by all executives and employees.

You may access the complete Safety, Occupational Health, and Work Environment Policy at <https://www.asiametal.co.th/Safety Occupational Health, and Workplace Environment Policy>



## Target

- Work-related accidents that lead to a cessation of work for more than three days are **0**



## Operational plan

- Foster an organizational culture that prioritizes safety at all levels, highlighting shared responsibility through campaigns, training, and initiatives that encourage employees to recognize the significance of occupational safety.
- Regularly conduct risk assessments within the work process to monitor and mitigate risks that may impact employee health and safety, while also preparing preventive measures to minimize potential effects.
- Prepare personal protective equipment (PPE) including safety glasses, hard hats, safety shoes, earplugs, cloth or leather gloves, cut-resistant jeans, safety belts, and carbon nose masks, among others. Additionally, implement measures to monitor or ensure the proper use of appropriate personal protective equipment (PPE) throughout the work process.
- Develop employee healthcare initiatives, including annual health assessments and evaluations of occupational health risk factors, to ensure that employees can work safely and maintain optimal health.
- Enhance the workspace to ensure ergonomic suitability and implement measures to mitigate risk factors such as noise, lighting, temperature, and chemical exposure, thereby fostering an environment that promotes employee safety and well-being.
- Deliver ongoing safety training to all employee levels to improve their abilities in recognizing risks, preventing accidents, and adhering to safety protocols accurately.
- Encourage employees to engage in the formulation of safety practices by establishing a Safety, Health, and Environment Committee (Safety Committee) to offer recommendations and collaboratively develop work processes.
- Evaluate and document safety data, including accident and occupational illness records, while analyzing this information to enhance safety measures for greater efficiency.
- Enhance and foster a secure working environment.

## Operation

### 1. Compliance with laws, regulations, and other relevant requirements, including safety management system standards.

- A professional occupational safety officer is tasked with monitoring laws and related regulations, as well as reviewing, evaluating, and updating them biannually.
- Regularly review and practice emergency prevention and suppression plans at least once annually, commencing in 2024.

A fundamental fire extinguishing and evacuation training course was held on December 25, 2024.



## 2. The reduction of work-related hazards and the prevention of work-related accidents.

AMC has instituted risk mitigation and accident prevention strategies in the workplace through the following initiatives:

### 2.1 Three-Dimensional Project

This project seeks to motivate employees in the production department to prioritize safety and minimize accidents by emphasizing safe behaviors, machine maintenance, and cleanliness within the work environment.

Monthly scores are compiled, and awards are presented to employee groups achieving a score of 80% or higher, leading to the production department maintaining an accident-free record for six consecutive months.

### 2.2 Safety Star Initiative

This project seeks to minimize work-related accidents within the production and warehouse departments. Safety officers will administer a survey assessing employees' work behaviors, focusing on procedures, the proper use of personal protective equipment (PPE), and work environments to foster safety awareness among employees. Each department will be organized into groups, and a competition will be held to recognize safe work practices, secure environments, and the absence of work-related accidents, with winners receiving a star and the chance to share safety guidelines with their colleagues.



As a result of these measures, the participating departments have experienced no accidents for six consecutive months, from June to November 2024.

### 2.3 KYT Project, Safety Briefing, Toolbox Discussion



Safety officers coordinated activities by segmenting employees from each department into groups to facilitate discussions and the exchange of opinions regarding workplace safety. This initiative emphasized safe work practices, identified hazardous points in the work process, and reviewed safety regulations to enhance employees' awareness of the significance of accident prevention and to enable them to work more safely.



### 3. Promoting health and hygiene and preventing disease

AMC promotes health and disease prevention through the following projects:

#### Annual Employee Health Checkup Project



AMC conducts annual employee health check-up and annual occupational health check-up to continuously monitor and care for employees' health. In 2024, 425 employees out of 476 employees, or 89.29 percent, received annual health check-ups.

The results of health check-ups and medical treatment did not find any employees with symptoms of occupational diseases in both the office and the factory. In addition, AMC has organized health promotion activities to keep employees healthy, such as exercising before starting work, to support employees to have good health and be able to work efficiently.



### 4. Promoting safety for employees

AMC operates occupational health and safety management to develop and promote safe working knowledge for employees. It has continuously developed an annual safety training plan, which covers general knowledge, basic fire drills, annual fire escape drills, and specialized knowledge for high-risk work, which requires continuous review. In 2024, AMC organized various activities to promote safety behaviors for employees, including:

4.1 Communicating safety and roles to factory employees

4.2 Safety Review Course for Safety in Production and Warehouse Departments. There were 90% of participants in the course.

4.3 Safety awareness training course for production and warehouse departments. The participants in the training course accounted for 67.33 percent.

4.4 Organize a Safety Day activity for factory employees, with 60.97 percent of participants.

## 5. Enhancing the workplace environment

AMC conducts Safety Patrol activities, which involve monthly walk-throughs of the work area to identify hazardous conditions that could lead to workplace accidents. These activities include implementing preventive measures and enhancing the environment for improved safety. Furthermore, daily and weekly safety inspections are carried out to reinforce safety standards within the workplace.



## 6. Assessment of environmental quality in the workplace



AMC performs annual environmental quality assessments in the workplace to ensure a safe working environment. In 2024, the results of the measurements for temperature, lighting, noise levels, and chemical concentrations in the work environment were found to be within the established standards.

## 7. Preparation of steel coil rolls

In 2024, we will commence the installation of steel coil rolls in all raw material storage areas, accompanied by the implementation of safety guards to enhance safety and mitigate risks to employees during their work.



## 8. Enhance traffic signage and refresh safety signs within the factory.

AMC has been enhancing traffic signs and updating safety signage within the factory to improve the safety of employees, business partners, and customers who interact with the company.



## Performance results

- In 2024, there were twelve incidents of work-related injuries that led to work stoppages.
- Lost Time Injury Frequency Rate (LTIFR) 2.13 times per working hour

Indicators	2021	2022	2023	2024
Number of work-related injury incidents or cases leading to work stoppages	24	21	16	12
Number of incidents or cases of work-related injuries leading to work stoppage exceeding 3 days	N/A	N/A	6	8
Lost Time Injury Frequency Rate (LTIFR) per 200,000 hours of labor	5.65	4.96	3.02	2.13

- No employees were reported to have died while on duty.
- Project aimed at mitigating the risk of occupational hazards and decreasing workplace accidents, 3 projects
- 1 initiative to enhance hygiene and mitigate occupational diseases
- In terms of the working environment, it meets the legal standards established.
- There were eight work-related accidents that resulted in employees being unable to work for more than three days, which did not align with the established objectives due to various challenges and impediments. Consequently, guidelines for improvement and rectification have been formulated to prevent and mitigate future accidents, emphasizing the enhancement of workplace safety and the training of employees to ensure they possess the knowledge and understanding necessary for safe work practices, as outlined below:

Challenges and Hurdles	Guidelines for the Implementation of Enhancements and Corrections
1. Insufficient knowledge and comprehension regarding operational procedures.	1. Facilitate training and impart knowledge regarding operations.
2. Absence of inspection and maintenance for equipment, tools, and machinery.	2. Develop a maintenance plan for equipment, tools, and machinery that outlines specific time intervals for inspections and ensures safety checks prior to use, designating a responsible individual for oversight.
3. Improper utilization of equipment, tools, and machinery	3. Educate employees on the proper use of equipment, tools, and machinery, including the implementation of safety control measures.
4. Improper utilization of personal protective equipment (PPE)	4. Instruction on the proper utilization of personal protective equipment (PPE) tailored to the specific nature of the work, accompanied by subsequent follow-up and evaluation post-training.
5. Employees disregard safety protocols or fail to adhere to regulations.	5. Foster a safety culture by encouraging communication and active employee involvement in adherence to standards.
6. Oversight of hazardous work environments, including confined spaces	6. Enhance the working environment by designating a safe and convenient workspace.

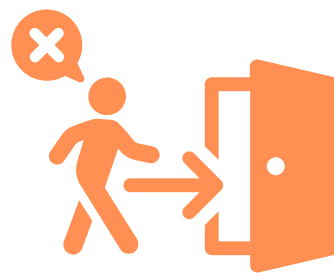
# Fostering employee relationships and engagement

AMC has consistently performed workforce planning analyses and concentrated on enhancing employee development strategies to foster opportunities for engagement and satisfaction, which are essential drivers of the organization. AMC has offered valuable and suitable welfare benefits, such as provident funds, which contribute to stability and quality of life post-retirement, alongside initiatives that promote relationships and teamwork, including annual outings, group off-site activities, employee lunches, annual celebrations, and awards for employees who have made sustained contributions to the organization.



## Target

- The turnover rate is no more than **10%**



## Operational plan

- Cultivate organizational value to entice talented and capable individuals to join the team.
- Treat employees equitably and justly to foster organizational commitment.
- Enhance employees' capabilities to address business competition, foster a positive work environment, and collaborate effectively as a team.

## Operation

AMC prioritizes the care and development of all employees, adhering to principles and policies that ensure the company's business activities align with its objectives and values. This commitment fosters credibility and strengthens relationships with employees. In 2024, the following significant actions were undertaken:

**1. Evaluate the leave policy and annual leave provisions for employees** to facilitate their time off by augmenting the number of annual leave days based on the length of service, in accordance with the criteria established by the company (referencing Announcement HR-65-007 dated December 7, 2022).

**2. The Scholarship Support Project for Employees' Children** annually organizes a scholarship initiative aimed at supporting the children of employees who demonstrate commitment to their work and achieve commendable performance. This initiative serves as a criterion for awarding scholarships, thereby fostering morale and motivation among employees. This year, 36 individuals expressed interest, of which 32 met the eligibility criteria, resulting in a scholarship of 2,500 baht awarded to each qualifying recipient.





### 3. Coordinate initiatives to encourage engagement and foster positive relationships.



Organize activities that encourage participation and foster positive relationships among employees within the organization, such as bathing Buddha images during Songkran, sports competitions to strengthen bonds, and annual excursions. This year, employees visited Wat Mani Wong and Khun Dan Prakan Chon Dam in Nakhon Nayok Province.



### 4. Enhance the environment and facilities to foster a high quality of life for employees, such as constructing a roof over the employee resting/smoking area.

### 5. Coordinate lunch activities for employees.



### 6. Enhancement initiative for employee accommodations, employee housing benefits



### 7. Yearly celebratory events



### 8. Yearly tourism initiatives





## Performance results

In 2024, AMC experienced a resignation rate of 26.06%, which remains inconsistent with the established target. Consequently, a plan has been formulated to enhance and implement initiatives aimed at strengthening the relationship between employees and the organization. Regarding labor disputes in 2024, no significant incidents were reported. Nevertheless, AMC has prepared guidelines and measures to provide support in the event of disputes as follows:

Facilitate a platform for employees to articulate and communicate their needs, expectations, and conflicts directly to management, fostering mutual understanding.

- Propose alternatives or solutions that are advantageous for both employees and the organization.
- Identify a shared resolution to address the existing issues and establish preventive measures to avert future conflicts.
- AMC has established an employee welfare committee within its business operations in accordance with Section 96 of the Labor Protection Act B.E. 2541. This initiative empowers employees to organize and engage in discussions with the company regarding benefits and welfare, which is recognized as a fundamental right. It provides a platform for employees to voice their opinions and suggestions, contributing to the enhancement of working conditions and the employer-employee relationship. Such negotiations can lead to an improved work environment for the company and ensure that employees receive suitable benefits and welfare.



# Community Relations Management

## Policy

AMC prioritizes the cultivation of strong relationships with communities and society, alongside enhancing the quality of life for those in proximity to its business operations. The organization is dedicated to adhering to principles of sound corporate governance, a human rights policy, a sustainable development policy, and a community relations management policy, all aimed at fostering effective collaboration and promoting sustainability within surrounding communities. The complete Community Relations Management Policy is available at

<https://www.asiametal.co.th/Community Relations Management Policy>



### Target

- There are no more than **4** community complaints per year.

## Operational plan

- Facilitating and enhancing comprehension of the company's business strategy centered on sustainable development within the community.
- Foster positive experiences through initiatives or projects that serve the community.
- Mitigate work-related impacts. Gather community feedback through annual joint meeting activities.

## Operation

### Effective Community Relations Initiative with Organizations

#### In the realm of education



AMC recognizes the significance of youth development within the community and society at large. Consequently, it has been supporting educational initiatives, providing educational resources, and enhancing school facilities since 2017. In 2024, the following activities are available:

1. Support communication technology media for Ban Sara Si Liam School as a tool for teaching and learning, enabling students to access knowledge through contemporary teaching media and utilizing it for organizing school development committee meetings.



2. Construct playgrounds and swings for schools within the community to foster children's development through shared play and collaborative activities.



3. Initiatives to enhance the school, including repainting the school fence to foster relationships and engaging in community activities.



4. Engage in supporting the Pha Pa initiative for educational and school development.



## Social / Quality of Life



AMC prioritizes community culture and the quality of life for individuals within the community and society at large, leading to the organization of the following activities:

1. Support medical equipment for community health to ensure that villagers receive treatment with adequate and appropriate medical resources, and effectively respond to emergencies in delivering essential medical care.







2. Construct residences for the underprivileged in Wang Yen Subdistrict, Plaeng Yao District, at a cost of 100,000 baht, to address the issue of homelessness in Wang Yen Subdistrict and enhance the quality of life for the impoverished.



3. Collaborate with the Community Health Division to execute a proactive health promotion initiative aimed at reducing premature births and providing supplies to mothers in need of infant care equipment.



4. Construct a community restroom facility at Laem Pradu Temple in Sara Si Liam Subdistrict to provide villagers engaged in social activities at the temple with access to sanitary restrooms, including those for merit-making ceremonies, meetings, and other events utilizing the temple as a venue.



5. Contribute funds to Wat Ban Nai Bon for the construction of a merit-making pavilion that will support local religious practices and cultural heritage.

6. A sterilization initiative for pets, specifically dogs and cats, aimed at preventing zoonotic diseases.



## Project to mitigate impacts from work processes

AMC prioritizes the mitigation of impacts arising from its work processes. To ensure sustainable operations within the community, the company has publicized, monitored, and inspected factors that may influence the local populace, implementing immediate corrective measures as necessary. The activities planned for 2024 are as follows:

### 1. Establish a barrier to inhibit water flow from elevated areas adjacent to the factory.

To safeguard agricultural products from varying levels of flooding during the rainy season and to ensure the protection of life and property.



### 2. Construct a dam to inhibit water from entering the community water source.

To safeguard the community water well from the intrusion of water from external sources that may lead to contamination.



In late 2024, the Committee on Work Impact Prevention and Public Relations was established to implement and determine measures aimed at preventing and mitigating potential impacts from the Company's operations on both employees and communities, while also enhancing positive relations with these communities. This committee will be tasked with evaluating the potential effects of the Company's activities, managing operational risks, and offering guidance as well as taking action to address issues or complaints from both communities and employees.

## Performance results

In 2024, AMC did not receive any complaints from the community or society. Should any complaints arise, AMC will conduct an investigation and implement measures to mitigate future issues by prioritizing transparent communication with the community and stakeholders, establishing channels to address concerns and complaints, and assessing the impact of the company's activities. In the event of a problem, a mediation or negotiation process will be employed to resolve the complaint promptly.





## Advantages derived from initiatives or endeavors aimed at community and societal development and support.

Through the diverse projects undertaken for the community and society, numerous advantages have been fostered for both the company and the community, as outlined below:

### 1. Education

- Enhance the educational experience for students through a project that supports contemporary teaching media, including computers, the internet, and various educational tools. This initiative enables over 270 students and 14 teachers at Ban Sa Si Liam School to engage in more effective learning. Previously, educational practices were constrained by the available tools. The integration of modern media not only elevates the quality of teaching and learning but also fosters essential technological skills required in today's world, providing both students and teachers with opportunities to acquire new knowledge and prepare for future professional environments.
- Development and Health of Students The initiative to construct a playground and swings for the school not only fosters enjoyment for students but also establishes a space for collaborative activities. Previously, the playground area was constrained and in disrepair. Consequently, this project enhances development and cultivates relationships through shared activities.
- Enhance the quality and environment of teaching and learning by renovating deteriorating educational institutions, thereby creating a clean and inviting atmosphere for both educators and students.

### 2. Society and the quality of life

- Quality of life and adequate medical treatment are essential. The initiative to enhance medical equipment for community health serves approximately 1,000 to 2,000 service users annually, highlighting the inadequacy of current resources for treatment. Consequently, villagers often lack access to fundamental health services, including health check-ups, basic disease management, and blood pressure monitoring. This project facilitates local treatment, minimizing the need for villagers to travel long distances to urban hospitals, thereby reducing medical expenses and improving overall quality of life.
- Enhance and elevate the quality of life within the community. The various initiatives undertaken by AMC include constructing homes for the underprivileged in Wang Yen Subdistrict, collaborating with the Community Health Division to implement a health promotion project, establishing a community restroom facility at Laem Pradu Temple, contributing funds to Ban Nai Bon Temple for the construction of a merit-making pavilion, and executing a pet sterilization program. The company plays a vital role in addressing issues of poverty and inadequate living conditions in the community, thereby improving the villagers' quality of life in terms of health, public health, and environmental standards, while also fostering the preservation of religious practices and the transmission of local culture.
- The safety of life and property within the community is paramount. The initiative to construct a flood barrier extending from the factory to the community area will safeguard against flooding during the rainy season and from other water sources. This barrier will prevent water from inundating and damaging agricultural products, as well as contaminating the community's tap water supply and affecting personal property and residences. Consequently, this project will enhance residents' confidence in living near the factory, fostering a positive long-term impact on both the company and the community.



In 2024, AMC incurred expenses of approximately **551,355.84 baht** for organizing projects and activities aimed at developing and supporting the community or society.

# Corporate Governance and Economic dimensions



## Good Corporate Governance

### Policy

AMC is dedicated to conducting its business with transparency, sound governance, and strict adherence to legal requirements. The company prioritizes effective corporate governance, guided by the principles and best practices established by the Securities and Exchange Commission (SEC), to foster confidence among all stakeholders and generate sustainable value for the organization. The complete corporate governance policy can be accessed at <https://www.asiametal.co.th/Good Governance Policy>



## Target

- The CGR assessment score of **80** points is expected to be achieved by the year 2025.

## Operational plan

- Adhere rigorously to regulations, rules, laws, and associated requirements.
- Review and enhance internal processes and the Company's practices to align with the current landscape and adhere to the principles of sound corporate governance for publicly listed companies (CGR Checklist) consistently.
- Foster transparency in business operations by developing a comprehensive sustainability report or annual report, and enhance communication channels with stakeholders.

## Operation

1. Conduct evaluations of the Company's manuals, rules, regulations, and good corporate governance policies and guidelines, along with other policies and practices, to ensure compliance with applicable laws and regulations.
2. Implement the principles of effective corporate governance for publicly listed companies appropriately.
3. Join the Coalition for Collective Action Against Corruption in the Private Sector (CAC)

## Performance results

- In 2024, the CGR assessment score of **79** points was received.
- Member of the Private Sector Collective Action Coalition in Thailand (CAC)



## Compensation of directors and senior executives

AMC has implemented a remuneration policy for directors and senior executives that is equitable, transparent, and commensurate with their responsibilities and performance, while aligning with the organization's strategic objectives. In accordance with Article 14 of the Company's regulations, which affirms that directors are entitled to remuneration, the Board of Directors has resolved to approve a remuneration package not exceeding 4 million baht, as recommended by the Remuneration Committee, to incentivize directors and senior executives to fulfill their duties effectively and guide the organization toward sustainable success. The complete remuneration policy can be accessed at [https://www.asiametal.co.th/Remuneration Policy](https://www.asiametal.co.th/RemunerationPolicy)

AMC discloses the remuneration of individual directors to provide transparency regarding the compensation each director receives during the specified fiscal year, thereby informing shareholders of such payments. During the first board meeting of 2024, held on February 22, 2024, it was resolved to propose to the annual shareholders' meeting of 2024 the approval of the Board of Directors' remuneration not exceeding 4,000,000 baht, maintaining the same rate as in 2023. AMC compensated 6 non-executive directors of the Company, namely:

	Name - Surname	Position	Position remuneration Annual remuneration (baht)	
			Year 2023	Year 2024
1	Mr. Virachai Suteerachai	Chairman of the Company	480,000	480,000
2	Mr. Piboonsak Arthabowornpisan	Chairman of the Audit Committee and Independent Director	480,000	480,000
3	Mr. Thoranit Tantikulwichit	Chairman of the Audit Committee, Independent Director	N/A	200,000
	Sub Lt.Suree Buranathanit	Independent Director and Audit Committee	240,000	40,000
4	Mrs. Taisika Praisangob	Independent Director and Audit Committee	240,000	240,000
5	Ms. Metikan Chutipongsiri	Company Director	240,000	240,000
6	Ms. Orawan Pongtunyaluk	Company Director	160,000	240,000

On April 23, 2024, Mr. Thoranis Tantikunwichit was appointed as an independent director and member of the audit committee, succeeding Lieutenant Commander Suriya Boonthanit.

### Executive compensation for the fiscal year concluding December 31, 2024

	Name - Surname	position	Position remuneration Annual remuneration (baht)	
			Year 2023	Year 2024
1	Mr. Chusak Yongvongphaiboon	Director	12,281,250 (Aggregate sum for all four individuals)	10,740,000 (total sum for all four individuals)
2	Ms. Chananya Yongvongphaiboon	Director		
3	Ms. Peerada Yongvongphaiboon	Director		
4	Mr. Suntorn Comphiphot	Director		

In 2024, no remuneration will be disbursed to the directors, as all four directors hold executive positions. Consequently, they receive compensation in their capacity as executives. The remuneration for executives who are not directors encompasses salary, bonuses, and contributions to the provident fund.

#### Remuneration for non-executive directors

Meeting allowance for designated topics: 5,000 baht per individual per meeting attended.

#### Additional remuneration for non-executive directors

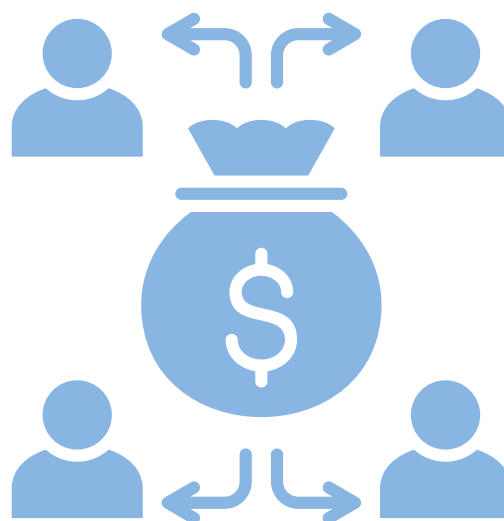
There are no additional benefits. Furthermore, in 2024, no specific meeting allowances will be compensated on a per-meeting basis for attendance at meetings.

#### Alternative non-monetary remuneration for directors

In 2024, the Company's directors will receive compensation solely in the form of salary, meeting allowances, and performance-based bonuses, with no additional non-cash compensation or benefits provided.

#### Additional remuneration and long-term advantages for senior executives

In 2024, executive directors receive additional compensation beyond their monetary salary and bonus, which includes contributions to a provident fund.





## Board Advancement

AMC asserts that human resources are central to creating and enhancing organizational value for sustainable growth. Consequently, a development policy for directors, executives, and employees has been instituted to promote and facilitate training, equipping personnel at all levels with the knowledge and skills necessary to augment the company's operational potential and achieve its objectives. The complete development policy for directors, executives, and employees at all levels can be accessed at [https://www.asiametal.co.th/Investor/Policy\\_on\\_the\\_Development\\_of\\_Directors,\\_Executives\\_and\\_Employees\\_at\\_All\\_Levels](https://www.asiametal.co.th/Investor/Policy_on_the_Development_of_Directors,_Executives_and_Employees_at_All_Levels)

AMC has developed the Board Skill Matrix as a framework for cultivating the knowledge, expertise, and specific competencies necessary for the company's board of directors. This matrix takes into account the appropriate and diverse qualifications regarding professional credentials, skills, experience, and expertise. It has delineated the specific skills and competencies required for all nine boards of directors as follows:

### Board Competency Matrix

- |   |   |
|---|---|
| 1. Steel sector                                 | 2. Organizational management                    |
| 3. Business Risk Mitigation and Crisis Response | 4. Community and Environment                    |
| 5. Legislation                                  | 6. Financial Accounting and Management          |
| 7. Innovation and Technology                    | 8. Marketing, Product Research, and Development |
| 9. Logistics and distribution                   |   |

List of Directors	1	2	3	4	5	6	7	8	9
Mr. Virachai Suteerachai	✓	✓	✓	✓	✓	✓		✓	
Mr. Chusak Yongvongphaiboon	✓	✓	✓	✓	✓	×	✓	✓	✓
Mr. Piboonsak Arthabowornpisan	✓	✓	✓	✓	✓	✓	✓	✓	
Mr. Thoranit Tantikunwichit	✓	✓	✓	✓	✓	✓			
Mrs. Taisika Praisangob	✓	✓	✓	✓	✓				
Ms. Peerada Yongvongphaiboon	✓	✓	✓	✓	×	✓	✓	✓	✓
Ms. Chananya Yongvongphaiboon	✓	✓	✓	✓	×	✓	×	✓	✓
Mr. Suntorn Comphiphot	✓	✓	✓	✓	×	×	✓	✓	✓
Ms. Metikan Chutipongsiri	✓	✓	✓	✓	×	✓	✓	✓	
Ms. Orawan Pongtunyaluk	✓	✓	✓	✓	×	✓			

Note: ✓ Possess knowledge and expertise × Seek to further develop



In 2024, the Board of Directors evaluated the Board Skill Matrix, which encompasses nine specialized areas of knowledge and expertise. All directors have conducted self-assessments regarding the topics they wish to further develop. The outcomes of the Board Skill Matrix evaluation will inform the selection of suitable development courses and formats for the Board of Directors in 2025.

AMC actively encourages and facilitates the participation of directors, senior executives, and company secretaries in training programs aimed at enhancing their knowledge and skills. A sufficient budget has been allocated to ensure the ongoing application of the skills, knowledge, and experience acquired to advance the Company. In 2024, directors, senior executives, and company secretaries engaged in training provided by various institutions and courses organized by the Company, based on the findings of the training needs assessment, as follows:

Number	Name	Position	Training Programs
1	Mr. Chusak Yongvongphaiboon	Board of Directors	<ul style="list-style-type: none"> <li>Listed Company Sustainability Data Development Initiative (ESG)</li> </ul>
2	Ms. Peerada Yongvongphaiboon	Board of Directors	<ul style="list-style-type: none"> <li>Listed Company Sustainability Data Development Initiative (ESG)</li> <li>Environmental Management System Standards (ISO 14001)</li> <li>Product Carbon Footprint (PCF)</li> </ul>
3	Ms. Chananya Yongvongphaiboon	Board of Directors	<ul style="list-style-type: none"> <li>Listed Company Sustainability Data Development Initiative (ESG)</li> <li>Environmental Management System Standards (ISO 14001)</li> <li>Product Carbon Footprint (PCF)</li> </ul>
4	Mr. Suntorn Comphiphot	Board of Directors	<ul style="list-style-type: none"> <li>Listed Company Sustainability Data Development Initiative (ESG)</li> <li>Environmental Management System Standards (ISO 14001)</li> <li>Product Carbon Footprint (PCF)</li> </ul>
5	Ms. Sasithorn Limpiyachart	Corporate Secretary	<ul style="list-style-type: none"> <li>Listed Company Sustainability Data Development Initiative (ESG)</li> <li>Environmental Management System Standards (ISO 14001)</li> </ul>
6	Mr. Thoranit Tantikunwichit	Audit Committee	<ul style="list-style-type: none"> <li>Insight in SET AC Focus: Understanding growth and sustainability in the capital market.</li> </ul>
7	Ms. Orawan Pongtunyaluk	Board of Directors	<ul style="list-style-type: none"> <li>Director Accreditation Program (DAP) Training</li> </ul>



## Performance assessment of the Board of Directors and Chief Executive Officer (CEO) / Managing Director (MD)

The Board of Directors has deliberated on the assessment of its performance, both collectively and individually, as well as that of all subcommittees and the Chief Executive Officer/Managing Director (MD). This performance evaluation will occur at least annually, enabling the Board to collectively reflect on past performance and utilize the evaluation outcomes to enhance the efficiency of its operations and optimize the advantages of corporate governance.

In 2024, the Board conducted a self-assessment focusing on three primary evaluation topics:

1. Structure and Attributes of the Board of Directors and Subcommittees
2. Meetings of the Board of Directors and its Subcommittees
3. Roles, duties, and responsibilities of the Board of Directors and its subcommittees

The specifics of the evaluation results are as follows:

### Performance assessment of the Board of Directors and its subcommittees

The results of the evaluation are as follows:

Self-assessment outcomes (by faculty)	Average score (percentage)
Board of Directors	82.76 %
Audit and Governance Committee	96.55 %
Risk Management Committee	80.36 %
Executive Committee	89.00 %
Nomination and Compensation Committee	84.48 %
Sustainability Committee (Environmental, Social, and Governance)	82.29 %

### The performance evaluation of the Chief Executive Officer/Managing Director consists of three main evaluation areas as follows:

#### Part 1: Organizational Goals

1.1 Regarding business outcomes, the percentage of net profit (or loss) is deemed acceptable, and the revenue from sales or sales volume aligns with the annual targets established.

1.2 Economic, industrial, and innovation dimensions, taking into account the production volume that escalates in accordance with the annual targets.

1.3 Social/Environmental aspect, taking into account the percentage of employee satisfaction alongside community/external society complaints, which are both zero, as well as the volume of carbon dioxide emissions.

1.4 Effective corporate governance is assessed based on business operations that align with the principles of sound corporate governance and the Company's ethical standards.



**Part 2: Execution**

Evaluate the CEO's performance in relation to the objectives established for each area.

**Part 3: Executive Development**

Evaluation of the Board of Directors' recommendations regarding matters that the CEO should address annually.

**The criteria for scoring in the performance evaluation form are categorized into:**

- 0 = Strongly disagree or no action has been taken regarding the issue.
- 1 = Disagree or minimal action taken regarding the issue.
- 2 = Consent or adequate measures have been implemented regarding the issue.
- 3 = Agree to some extent or the issue is being adequately addressed.
- 4 = Strongly agree, or the issue is being managed exceptionally well.

In 2024, the performance of the CEO, the Board of Directors, each subcommittee, and individual committees was evaluated as follows:

Performance evaluation outcomes	Average Percentage
Chief Executive Officer	91.98 %
Academic Committee	85.91 %
Each subcommittee	86.54 %
Individual Board Members	88.23 %



## Code of Conduct

AMC prioritizes the Code of Ethics and Conduct for Directors, Executives, and Employees to foster business policies and practices that cultivate a responsible, equitable, and sustainable enterprise with a lasting impact, while maintaining a balance among stakeholders.

The complete version of the Business Ethics and Code of Conduct is available at

[https://www.asiametal.co.th/Business ethic and Code of conduct](https://www.asiametal.co.th/Business%20ethic%20and%20Code%20of%20conduct)

## Anti-Corruption Policy and Procedures

AMC recognizes the significance of operating in accordance with the principles of sound corporate governance by upholding the standards of conducting business with honesty, integrity, transparency, fairness, responsibility, and prudence in compliance with the laws, regulations, rules, and standards of Thailand. Consequently, to demonstrate its intention and commitment to combat corruption in all its forms, the company has signed the declaration of intent to participate in the “Collective Anti-Corruption of the Private Sector (CAC).”



To furnish directors, executives, and employees with suitable guidelines and practices for their operations, the Company has delineated responsibilities, guidelines, and requirements aimed at preventing corruption in all business activities, including mitigating risks associated with corruption. The Company has established a written “Anti-Corruption Policy” to provide a clear framework for compliance and to advance the organization towards sustainability. The complete Anti-Corruption Policy is available at [https://www.asiametal.co.th/Anti Corruption Policy](https://www.asiametal.co.th/Anti%20Corruption%20Policy)

In 2024, AMC did not identify any incidents of Code of Conduct violations or corruption. AMC has established measures to address violations, which include a thorough investigation process conducted by an appointed committee tasked with gathering facts and evidence. Should a genuine offense be established, disciplinary actions will be implemented in accordance with the organization's regulations, including warnings, suspensions, demotions, or terminations. Furthermore, in cases of legal infractions, appropriate legal procedures will be initiated. Subsequently, efforts will be made to enhance relevant processes or systems to prevent recurrence, including providing guidance to those involved.



## Policies and procedures for addressing complaints and whistleblowing

AMC has implemented a Whistleblowing Policy to affirm its dedication to conducting business with honesty and integrity, in alignment with the principles of sound corporate governance. Consequently, decisions and actions pertaining to the business must be executed with transparency, caution, and diligence to avoid causing harm to the company. The board of directors, executives, and all employees are committed to ethical conduct and moral principles, prioritizing the prevention and eradication of corruption that may arise both within and outside the organization. In instances of violations of the code of conduct or actions that contravene the company's policies, disciplinary measures will be considered based on the nature of the offense, with appropriate attention given to each case.

The complete whistleblowing and complaints policy is available for your review at <https://www.asiametal.co.th/Whistle Blowing and Compliant Policy>

## Strategies to avert breaches of business ethics

AMC recognizes the significance of adherence to the Code of Conduct for all employees by offering training on the Code and compliance with applicable laws. The company has established a transparent channel for the anonymous reporting of violations, enabling employees to safely voice concerns regarding misconduct and corruption. In instances of complaints or breaches of the Code of Conduct, the supervisors will implement disciplinary measures in accordance with company regulations. These measures may include warnings, mandates for self-improvement, wage deductions, unpaid suspensions, or termination. Additionally, legal repercussions may apply if the actions are deemed unlawful, contingent upon the specific circumstances.



# Cybersecurity and Personal Data Protection

## Policy

In this digital era, where information technology is integral to business operations and daily life, cybersecurity and personal data protection are critical responsibilities that every organization and individual must prioritize. The threat of data breaches, cyberattacks, and unauthorized access to information can undermine the reputation, trust, and financial stability of both organizations and individuals. Consequently, AMC is acutely aware of and dedicated to upholding data security to prevent breaches of stakeholders' personal data and the loss of vital company information. The complete IT security policy can be accessed at

<https://www.asiametal.co.th/Information Technology Security Policy>



### Target

- There is no record of incidents or cases in which the company was targeted.
- The number of employees trained in cybersecurity and personal data protection will be no less than **100%** of all employees by the year 2029

## Operational plan

1. Develop programs tailored to user requirements by employing contemporary, highly secure software to enhance operational efficiency and mitigate cyber threats.
2. Fostering a culture of cybersecurity and personal data protection within the organization.
3. Continuously enhance security systems to bolster the protection of data and systems within the organization.

## Operation

1. Develop programs tailored to user requirements by employing contemporary, highly secure software to enhance operational efficiency and mitigate cyber threats.
  - Comprehend the specifics and prerequisites of users in SAP, analyze and resolve issues, and ensure that the developed program incorporates safeguards against personal data breaches and cyber security threats.
  - Address issues in alignment with user requirements while ensuring data security remains uncompromised.
  - Perform system testing with users to evaluate program accuracy, appropriateness, and data security.
  - Continuously enhance the system by incorporating user feedback to guarantee its smooth and safe operation.

2. Foster a culture of cybersecurity and personal data protection within the organization by implementing training programs for employees at all levels, aimed at enhancing their understanding of how to mitigate cyber threats. The topics are as follows:

#### 2.1 Fundamental System Functionality

- IT Information System Access Request Procedure (FM-IT-02 Information System Access Request Form)
- IT Information System Issue Reporting Procedure (FM-IT-25 REV.03 IT Request)
- Procedure for reporting IT system issues within the SAP information system (FM-IT-28 SAP Service Request)
- How to gain access to your organization's computers and networks
- Establishing a secure password (Password Security) and the recommended guidelines to adhere to.

#### 2.2 Fundamentals of Systems Utilized in Organizations

- Training on the software and tools essential for employees' daily tasks: Microsoft Office (Word, Excel, PowerPoint, Outlook).
- SAP ERP (pertinent departments only)
- CRM system or intranet within the organization.

#### 2.3 Utilization of Email and Internal Communication Tools

- Utilizing Microsoft Outlook Securely
- Utilizing Microsoft Teams or Zoom for virtual meetings
- Email usage policies prohibit the transmission of sensitive information to external email addresses without prior authorization.
- How to Identify and Prevent Phishing Emails

#### 2.5 Fundamental System Troubleshooting

- How to reset your password.
- How to effectively update software and install security patches.

#### 2.6 Data Security and Cyber Threat Mitigation

- Personal Data Security (Data Protection and PDPA Compliance)
  - The significance of PDPA/GDPR and the practices surrounding personal data protection.
  - How to effectively manage and share data in accordance with security standards.
- Cyber Threat Awareness
  - Training on Phishing, Ransomware, and Malware Threats
  - Strategies for Identifying Fraudulent Emails and Preventing Scams (Phishing Awareness)

3. Regularly enhance security systems to bolster the protection of data and systems within the organization.

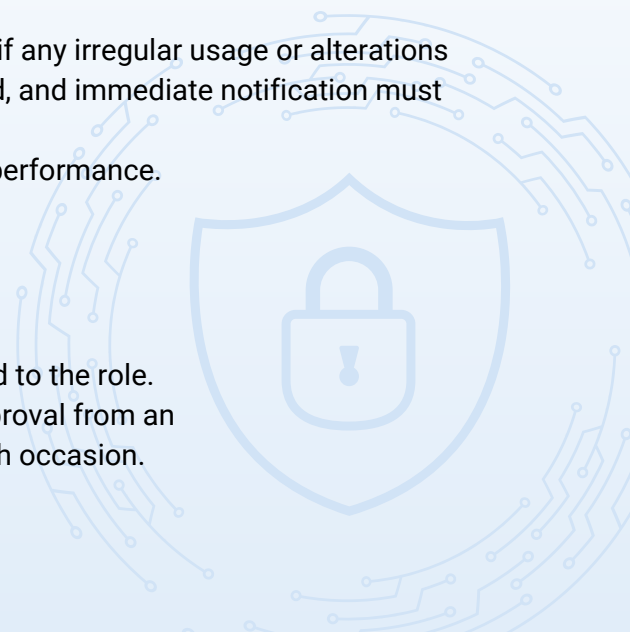
#### 3.1 Security

- Establish protocols for assessing computer security, and if any irregular usage or alterations are detected, corrective measures should be implemented, and immediate notification must be made to the supervisor.
- Consistently evaluate software systems for security and performance.
- Install security software, including a firewall.
- Clearly assign responsible personnel for the operation.

#### 3.2 Authentication verification

##### 3.2.1 Allocating rights to users

- Assign access rights to data and systems that correspond to the role.
- The delegation of rights to another individual requires approval from an authorized person, with justifications documented on each occasion.



### 3.2.2 Regulate the utilization of user accounts and passwords.

- Change your password every three months for both regular users and administrators.
- New passwords must differ from previous ones and should be kept confidential.
- If your password has been compromised, change it without delay.

### 3.2.3 The management of user code assignment involves the following steps:

- Passwords are structured in a complex manner to ensure security.
- Avoid incorporating your first or last name in your password.
- Active codes must be updated every 90 days, and previous codes cannot be utilized until they have been changed eight times.
- Entering an incorrect password more than four times will result in the account being locked. You must reach out to IT to have it unlocked.
- The password for your computer and email accounts is identical and must be updated on other devices whenever you change it.

## Policies and procedures concerning the utilization of personal data

AMC acknowledges the significance of personal data protection, a fundamental right to privacy enshrined in the Constitution of the Kingdom of Thailand, and recognizes the necessity of adhering to the Personal Data Protection Act of Thailand. Consequently, this Personal Data Protection Policy has been formulated to delineate the specifics and procedures for managing and processing personal data received by AMC, encompassing the objectives of collection, usage, disclosure, and processing, as well as the duration for which such personal data will be retained. Your rights as the owner of personal data may be exercised solely with the consent of the employees.

## Performance results

AMC has instituted robust measures to thwart all forms of cyber attacks, thereby safeguarding the company's critical data, including the personal information of customers, employees, and partners. Looking ahead, the company intends to collaborate with the human resources department to facilitate cyber security training, incorporating this material into the orientation process for new employees to foster comprehensive awareness and understanding across all employee levels.

In 2024, AMC reported no incidents or cases of cyber attacks, yet maintains stringent cyber security protocols to mitigate potential risks, as outlined below:

1. Install an antivirus program and ensure it is updated regularly to enhance protection efficacy.
2. Always verify for viruses prior to opening a file by configuring the scan to automatic (Scan Auto)
3. Utilize an antivirus program at least once a week to safeguard against malware attacks that may compromise your system.
4. Refrain from utilizing media from unverified sources to avert the risk of introducing viruses or malware into the system.

In 2024, the Company reported no incidents or cases of personal data leakage. Nevertheless, the Company has established data backup and recovery measures to mitigate potential risks as follows:

1. Backup: The company systematically backs up all data to Qnap to ensure optimal utilization and mitigate the risk of data loss.
2. Daily Backup: The designated personnel will conduct daily data backups on the Qnap system to guarantee that the most current information is fully preserved.
3. Assignment of Responsibilities: There is a definitive allocation of responsible personnel tasked with overseeing and maintaining data security, ensuring that data management processes remain secure and transparent.
4. Backup storage: Backup data is securely stored to safeguard against damage or unauthorized access.

# Innovation in Development, Processes, Products, and Services

## Policy

AMC fosters innovations aimed at optimizing work processes, products, and services to ensure efficiency and alignment with current and future market demands. The organization is dedicated to advancing the application of modern technology and innovation across all operational dimensions to enhance competitiveness and generate value for stakeholders, address customer needs, and establish itself as an industry leader in the production of steel pipes and structural steel sections. Additionally, AMC emphasizes the provision of professional services by empowering employees at all levels to engage in the ideation and implementation of creative enhancements to their work processes. The complete policy on innovation development, work processes, products, and services can be accessed at [https://www.asiametal.co.th/Policy on Innovation Development in Work Processes, Products and Services](https://www.asiametal.co.th/Policy%20on%20Innovation%20Development%20in%20Work%20Processes,%20Products%20and%20Services)



### Target

- Achieve customer satisfaction with products of more than **80%**
- Utilize technology to improve work processes with at least **1** project per year.

## Operational plan

In accordance with the innovation policy, the Company has established guidelines for management operations and the implementation of innovative concepts within the organization as follows:

1. Facilitate training for supervisors focused on cost reduction and the enhancement of production processes to improve efficiency and develop skills in workforce development.
2. Assist supervisors in presenting ideas and enhancements aimed at improving production efficiency.
3. Facilitate the process of ideation and strategy formulation from supervisory-level personnel to operational-level staff.

## Operation

AMC is dedicated to the ongoing development of innovations, processes, products, and services to fulfill customer needs and attain excellence in all areas. The subsequent projects and activities are being implemented:





**A project initiated through the brainstorming and collaboration of AMC executives**, designed to integrate modern technology to enhance the production process, thereby increasing efficiency, reducing costs, improving production quality, addressing customer needs, and bolstering competitiveness in a rapidly evolving industry.

### 1. Installation project for the Automatic Cutting Machine (Cold Saw)

AMC has implemented an Automatic Cutting Machine (Cold Saw) in the production line to ensure consistent quality in the cutting process, streamline the finishing stages, and enhance customer satisfaction regarding product quality. Furthermore, the installation of this machinery has increased the speed of the production line from the original 30-35 meters per minute to 60-70 meters per minute, effectively doubling production volume and improving overall efficiency in the production process.



### 2. Installation Project for Direct Forming Machine

AMC has initiated a project to import and install two Direct Forming machines, scheduled to commence operations in the production process by the first quarter of 2025. This initiative aims to enhance the production process, making it more efficient and contemporary. The primary objective is to augment production capacity to sufficiently satisfy customer demand and to position the company for future sales growth. In addition to expanding production capacity, the project emphasizes the development of more automated production technologies to adapt to industry changes and competition. Enhancing the production process through automation will contribute to increased overall productivity, reduced operating costs, and a systematic improvement in production efficiency.

The project decreases the time required for roller changing and sizing in the production process by 80%, thereby minimizing production line downtime, enhancing operational flexibility, and necessitating only one operator.

One individual is responsible for inputting and adjusting the parameter values, leading to a reduction in roller manufacturing costs by no less than 60-70% based on production size. This also enhances production speed compared to the original system, allowing for a more rapid and efficient response to customer needs.



It also decreases the time needed to prepare the machine for production from 480 minutes to merely 60 minutes, representing a reduction of up to 420 minutes or 3,456 hours annually. Additionally, it reduces the number of personnel required for setup from 8 to just 1, leading to a cost savings of up to 230,400 baht per year.

The integration of automation and contemporary technology in the manufacturing process enhances overall efficiency, reduces costs, and boosts long-term productivity. Additionally, it raises production standards and fosters customer confidence, showcasing AMC's capacity for ongoing development and refinement of its manufacturing processes.

**The project is a collaborative initiative among supervisors** dedicated to advancing and implementing technology aimed at enhancing the production process, thereby reducing costs and elevating the company's production standards. Additionally, it contributes to improved safety and efficiency within the production workflow.

### 3. Installation Project for Automatic Packing Machines

AMC has implemented an Automatic Packing Machine in its production process, commencing at the beginning of 2023, with plans for installation across all production lines by 2025. The project is currently underway, focusing on the machine's ability to transport products according to system specifications, thereby enhancing operational efficiency, minimizing errors, and reducing the risk of accidents during production by utilizing a crane to transfer products from Auto Packing to the scale. Previously, the process required 5 minutes per bundle, totaling 600 minutes per day. Following the project's completion, the time required for each bundle has been reduced to 30 seconds, resulting in a daily total of 60 minutes and a time savings of 540 minutes per day. This initiative is part of the company's ongoing commitment to improving production standards to enhance efficiency and safety in operations.

### 4. Installation project for an inkjet machine featuring an airbrush system.

AMC has adopted Inkjet machines in the TIS standard spraying process, replacing the Airbrush (paint spraying) system. Inkjet machines contribute to long-term cost reduction and minimize environmental impacts due to their efficiency and eco-friendly technology.



## Performance results

Innovation development significantly enhances operational efficiency by minimizing production time, lowering costs, and improving output quality. It also bolsters an organization's competitiveness by swiftly addressing customer needs and establishing a distinctive selling proposition relative to competitors. Furthermore, innovation contributes positively to the environment by optimizing resource utilization and diminishing waste and pollution during the production process, aligning with sustainable development goals. Additionally, innovation generates value for stakeholders by elevating customer and partner satisfaction and fostering collaboration with communities at the organizational level. It also cultivates a culture that encourages creativity and learning, leading to increased employee pride and commitment to the organization.



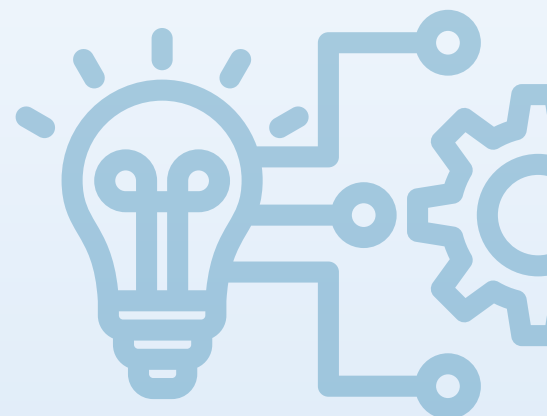
In 2024, AMC achieved a customer satisfaction score of 92.5% for its products, underscoring its effectiveness in addressing customer needs. Furthermore, AMC has implemented technology in its operations across four projects, with an investment of approximately 39,884,262.23 million baht, aimed at restructuring production to emphasize modern manufacturing techniques. This initiative is designed to enhance responsiveness to customer demands for prompt delivery and comprehensive product availability, facilitated by an automated production system. Additionally, the integration of computer controls diminishes reliance on manual labor skills, enhances precision, and generates feedback data for ongoing process improvement.

## Advantages of innovation development

AMC fosters innovation within the organization, enabling employees to acquire current knowledge, minimize work-related accidents, decrease errors, enhance work efficiency, and improve customer service, thereby positioning the company for sustainable competition.

Employee participation at all levels leads to enhanced efficiency in the following areas:

- The production process exhibits greater flexibility, accommodating a broader array of products and effectively addressing customer demands.
- Enhance production efficiency and diminish reliance on labor skills.
- Production costs are diminished as a result of automation and the enhanced speed of machinery.
- It can decrease the time required to introduce new products, enabling the company to more effectively address market and customer demands.





# Risk Management

## Policy

In a rapidly changing business environment, risk management is crucial for an organization's sustainability. Consequently, AMC has established a risk management policy aimed at creating an effective risk warning system that prioritizes the prevention and management of potential issues within the company. This system empowers executives and employees to make prompt decisions and mitigate risks, fosters transparency, and encourages proactive risk management across all levels to bolster business stability and sustainability. The complete risk management and internal control policy can be accessed at [https://www.asiametal.co.th/Risk management Policy](https://www.asiametal.co.th/Risk%20management%20Policy).



### Target

- There exist extensive criteria for assessing ESG risks.

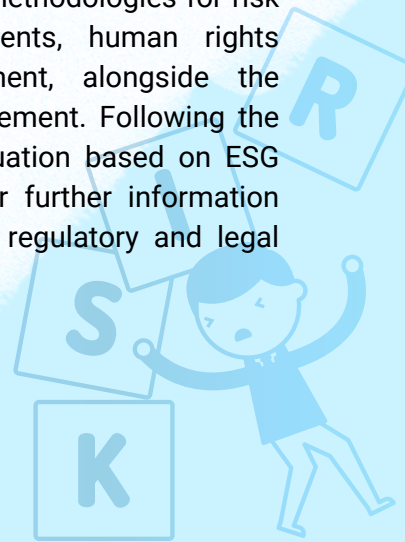
## Operational plan

In 2024, AMC is undertaking a comprehensive review and enhancement of its risk assessment criteria to encompass various dimensions in accordance with the principles of environment, society, and economy/corporate governance (ESG). A dedicated working group has been established to collaboratively evaluate the risk assessment criteria and processes to ensure alignment with the current organizational context.

This group has gathered pertinent information, including the company's prior policies, historical risk assessment outcomes, insights from relevant internal and external departments, and employee feedback, to thoroughly address risks within the ESG framework. The data has been analyzed to pinpoint the strengths, weaknesses, opportunities, and challenges of the existing policy, and a draft of an updated policy that adequately addresses ESG risks will be prepared for consideration by the relevant committees prior to approval by the authorized signatory. Following approval, the outcomes of the organization's risk assessment criteria will be reported, and the revised policy will be communicated to all relevant stakeholders at every level.

## Performance results

In 2024, AMC undertook a thorough review of its risk assessment criteria pertaining to ESG (Environmental, Social, and Governance), which evaluates risks across environmental, social, and governance domains. The assessment criteria encompass the identification of potential risks arising from the Company's activities and the implementation of suitable management strategies to ensure compliance with sustainable ESG standards. Effective tools and methodologies for risk assessment are employed, including environmental impact assessments, human rights compliance evaluations, and transparent governance risk management, alongside the establishment of a comprehensive monitoring system for ongoing improvement. Following the review of the risk assessment criteria, AMC will perform a detailed evaluation based on ESG standards and will disclose the results of this assessment in 2025. For further information regarding business operational risks, management and operational risks, regulatory and legal risks, and financial risks, please refer to the Company's 56-1 One report.



# Sustainable Supply Chain Management

## Policy

AMC prioritizes sustainable supply chain management throughout the procurement process, production, and delivery of products and services, aligning with the management of environmental and social impacts. This includes the promotion of sound corporate governance to enhance business competitiveness. Consequently, guidelines for the management and development of the supply chain are established to ensure responsibility and adherence to standards. The complete Sustainable Supply Chain Management Policy can be accessed at [https://www.asiametal.co.th/Sustainable Supply Chain Management Policy](https://www.asiametal.co.th/Sustainable_Supply_Chain_Management_Policy)

## Supplier Code of Conduct (SCOC)

AMC acknowledges the significance of engaging in business with environmental, social, and governance (ESG) responsibility by urging partners, contractors, and subcontractors to adhere to ethical standards and the business code of conduct, thereby fostering trust and sustainability within the supply chain. The complete Partner, Contractor, and Subcontractor Code of Conduct Policy is available at [https://www.asiametal.co.th/Code of Conduct for Business Partners, Contractors, and Subcontractors](https://www.asiametal.co.th/Code_of_Conduct_for_Business_Partners_Contractors_and_Subcontractors)



### Target

- Develop the SCOC and enhance supplier evaluation criteria to align with ESG considerations.

## Operational plan

1. Personnel within the procurement department, internal stakeholders, and business partners must consistently enhance their capabilities to facilitate and propel the attainment of the company's sustainability objectives.
2. Examine the criteria and guidelines for developing a business partner code of conduct, which serves as an ethical standard and outlines the responsibilities of business partners in their operations. This code will encompass environmental requirements, legal compliance, and sustainable resource management to ensure that all partners adhere to these standards.
3. Formation of a working group tasked with the development of a Supplier Code of Conduct, responsible for the creation and enhancement of the Code, including the selection and evaluation of suppliers, as well as the oversight of compliance with established sustainability standards.
4. Suppliers are evaluated according to sustainability criteria to facilitate strategic decision-making and enhance transparency in supply chain management processes.





## Operation

To enhance sustainability within the supply chain, a comprehensive plan has been formulated to develop the Supply Chain Operations Center (SCOC) and refine the supplier assessment criteria in alignment with environmental, social, and governance (ESG) dimensions. This initiative will commence with the establishment of a working group composed of individuals possessing diverse expertise and experience, tasked with the responsibility of developing and enhancing the supplier assessment criteria. The team will conduct a thorough analysis and review of the existing assessment criteria to pinpoint areas lacking in ESG considerations, subsequently formulating new criteria that are explicit and encompass all dimensions, including environmental factors such as waste management, energy consumption, and greenhouse gas emissions; social factors such as working conditions, equality, and community engagement; and governance factors such as anti-corruption measures and compliance.

Upon successful development of the new assessment criteria that adhere to ESG standards, it will be communicated to relevant suppliers and employees, accompanied by training sessions aimed at deepening their understanding of the significance of ESG and its implications for the supply chain. The new assessment will then undergo a pilot phase with select suppliers to gather feedback and essential data for necessary adjustments prior to its official implementation across all suppliers. The team will maintain ongoing monitoring of performance and evaluate the suitability of the criteria to enhance and evolve the standards, effectively achieving sustainability objectives by 2025.

## Performance results

In 2024, AMC will advance the SCOC and revise the supplier assessment criteria to incorporate ESG considerations. The company will initiate the screening of new suppliers for sustainability concerns and will persist in conveying the business's sustainability challenges and supplier code of conduct to key suppliers, ensuring their acknowledgment and compliance with the company's policies.



# SUMMARY TABLE OF SUSTAINABILITY PERFORMANCE FOR 2024



Sustainability Assessment		2021	2022	2023	2024
<b>Environmental dimension</b>					
<b>Environmental Management Policy and Compliance</b>					
Number of cases or incidents of legal infractions or environmental repercussions.	quantity	0	0	0	0
The assessment of damages or penalties arising from legal infractions or the generation of environmental consequences.	baht	0	0	0	0
<b>Energy Management</b>					
Energy consumption (electricity/fuel)	kWh	7,104,919.29	6,106,033.99	9,490,084.78	9,319,090.14
Renewable energy utilization	kWh	766,970.00	725,227.00	1,489,595.50	2,079,446.49
Energy intensity	kWh/Ton product	47.72	49.62	47.15	45.98
<b>Water governance</b>					
Water usage	m3	16,184.00	9,572.00	12,499.00	10,664.00
Volume of recycled water	m3	13,798	7,508	10,670	8,472
Unit water consumption (water intensity)	m <sup>3</sup> /ton product	0.11	0.08	0.06	0.05
<b>Waste and waste management.</b>					
Volume of refuse and refuse	Ton	2,915.21	1,713.01	3,156.53	2,822.23
The volume of waste that undergoes the reuse and/or recycling process.	Ton	2,830.43	1,648.40	3,033.51	2,710.31
<b>Greenhouse gas oversight</b>					
Greenhouse gas Scope 1	tCO2e	634.00	464.00	299.00	315.00
Greenhouse gas Scope 2	tCO2e	2,978.00	2,472.00	3,611.00	3,253.00
Greenhouse gas Scope 3	tCO2e	334,884.00	279,579.00	-	485,392.00
Total Scope 1 and Scope 2 greenhouse gas emissions	tCO2e	3,612.00	2,936.00	3,910.00	3,568.00
Total greenhouse gas emissions from Scope 1, Scope 2, and Scope 3	tCO2e	338,497.00	282,515.00	3,910.00	488,960.00
Unit greenhouse gas emissions (carbon intensity)	tCO2e/Unit	0.0243	0.0238	0.0194	0.0176

Sustainability Metrics		2021	2022	2023	2024
<b>Environmental dimension</b>					
<b>Air quality degradation</b>					
Air pollution resulting from commercial activities					
• Total Suspended Particles (TSP)	mg/m3	N/A	N/A	N/A	0.012-0.048
• Particulate Matter (PM10)	mg/m3	N/A	N/A	N/A	0.006-0.038
<b>Social dimension</b>					
<b>Human Rights</b>					
Number of incidents of human rights violations.	quantity	0	0	0	0
<b>Employment</b>					
<b>Equitable treatment of employees</b>					
Total number of employees	person	338	339	423	449
<b>Number of employees categorized by gender</b>					
female	person	99	108	125	133
Male	person	239	231	298	316
<b>Employee demographics by age</b>					
Under 30 years of age	person	72	86	147	154
Age 30 to 50 years	person	211	204	235	244
Over 50 years of age	person	55	49	41	51
<b>Employee count by position level</b>					
Operational tier	person	329	330	413	432
Executive tier	person	4	4	6	12
Senior Executives	person	5	5	5	5

Sustainability Assessment		2021	2022	2023	2024
<b>Social dimension</b>					
<b>Number of employees by residential area</b>					
- Bangkok and its environs	person	75	75	75	78
the Northern region	person	9	8	13	8
- Central area	person	17	19	9	11
- Northeast	person	44	39	42	42
- South	person	2	2	2	3
- Eastern region	person	53	51	55	66
- Western region	person	3	4	4	3
Number of employees with disabilities and/or seniors	person	3	3	3	4
<b>Employee remuneration</b>					
Total employee compensation	baht	71,432,043.62	68,370,718.56	115,685,827.19	97,310,945.71
Percentage of employees enrolled in provident funds	%	17.46	13.57	8.04	14.25
Gender wage disparity	F : M	0.89 : 1	0.94 : 1	1.02 : 1	1.02 : 1
<b>Employee Advancement</b>					
Average hours of employee training	Hours/person/year	6.00	7.00	6.46	12.27
Expenditure on employee development	baht	131,256.77	31,512.00	564,355.92	320,983.46
Number of work-related injury incidents or cases leading to work stoppages	time	24	21	16	12
Lost Time Injury Frequency Rate (LTIFR)	Times/200,000hr.	5.65	4.96	3.02	2.13



Sustainability Assessment		2021	2022	2023	2024
<b>Social dimension</b>					
<b>Fostering employee relationships and engagement</b>					
Proportion of employees who voluntarily resigned	%	34.02	28.42	30.97	26.06
Number of significant labor disputes	quantity	0	0	0	0
<b>Accountability to customers/consumers</b>					
<b>Consumer rights</b>					
Number of incidents involving customer data breaches.	quantity	0	0	0	0
Number of incidents or complaints concerning breaches of consumer rights.	quantity	0	0	0	0
<b>Community Engagement and Social Responsibility</b>					
Number of disputes with communities/society	quantity	0	0	0	0
Total expenditure on projects or activities for community and social development and assistance .	baht	810,688.03	300,690.00	2,766,445.91	551,355.84
<b>Regional employment</b>					
Proportion of employees from local communities	%	35	37	31	30
<b>Respect for diversity and equity</b>					
Employee data categorized by nationality					
• Thai	person	203	198	200	211
• Karen	person	7	6	7	6
• Cambodia	person	11	14	13	16
• Myanmar	person	114	117	199	210
• Laos	person	3	4	4	4
• China	person	0	0	0	2

Sustainability Assessment		2021	2022	2023	2024
<b>Social dimension</b>					
<b>Respect for diversity and equality.</b>					
Number of incidents or complaints concerning violations of rights, equality, and unfair labor practices.	quantity	0	0	0	0
<b>Advancement of women's employment</b>					
Number of female employees categorized by position level					
• Staff/Operation	person	95	104	120	127
• Executive-level professionals	person	1	1	2	3
• Senior Executives	person	3	3	3	3
<b>Community Impact Evaluation and Assessment</b>					
Number of instances of disputes or complaints concerning infringements of community rights.	quantity	0	0	0	0
<b>Corporate Governance and Economic dimensions</b>					
<b>Corporate Governance Framework, Structure, and System</b>					
Board Composition					
Total number of board members	person	10	10	10	10
Number of independent board members	person	3	3	3	3
Number of non-executive directors	person	6	6	6	6
Number of women directors	person	6	6	6	5

Sustainability Assessment		2021	2022	2023	2024
<b>Corporate Governance and Economic dimensions</b>					
<b>Corporate Governance Framework, Structure, and System</b>					
Number of independent directors on each subcommittee					
• Risk Management Committee	person	1	1	1	1
• Executive Committee	person	0	0	0	0
• Nomination and Remuneration Committee	person	1	1	1	1
• Audit Committee	person	3	3	3	3
• ESG Committee	person	0	0	0	0
Tenure of individual directors					
1. Mr. Piboonsak Arthabowornpisan	year	7	8	9	10
2. Mr. Thoranit Tantikunwichit	year	-	-	-	1
3. Mrs. Taisika Praisangob	year	18	19	20	21
4. Mr. Virachai Suteerachai	year	14	15	16	17
5. Mr. Chusak Yongvongphaiboon	year	18	19	20	21
6. Ms. Peerada Yongvongphaiboon	year	1	2	3	4
7. Ms. Chananya Yongvongphaiboon	year	7	8	9	10
8. Ms. Metikan Chutipongsiri	year	5	6	7	8
9. Ms. Orawan Pongtunyaluk	year	-	-	1	2
10. Mr. Suntorn Comphiphot	year	1	2	3	4

Sustainability Assessment		2021	2022	2023	2024
<b>Corporate Governance and Economic dimensions</b>					
<b>Roles and Responsibilities of the Board</b>					
Number of committee meetings	time	4	4	4	4
Number of Audit Committee sessions	time	4	4	4	4
Number of meetings held by each committee	time	2	4	3	5
• Risk Management Committee	time	0	2	1	1
• Executive Committee	time	1	1	1	1
• Nomination and Remuneration Committee	time	1	1	1	1
• Sustainability Council	time	0	0	0	2
<b>Compensation of directors and senior executives</b>					
Compensation for individual directors					
1. Mr. Piboonsak Arthabowornpisan	baht	480,000	480,000	480,000	480,000
2. Mr. Thoranit Tantikunwichit	baht	-	-	-	200,000
3. Mrs. Taisika Praisangob	baht	240,000	240,000	240,000	240,000
4. Mr. Virachai Suteerachai	baht	480,000	480,000	480,000	480,000
5. Ms. Metikan Chutipongsiri	baht	240,000	240,000	240,000	240,000
6. Ms. Orawan Pongtunyaluk	-	160,000		240,000	240,000
7. Mr. Chusak Yongvongphaiboon	Executive Directors				
8. Ms. Peerada Yongvongphaiboon	Executive Directors				
9. Ms. Chananya Yongvongphaiboon	Executive Directors				
10. Mr. Suntorn Comphiphot	Executive Directors				
Total remuneration of senior executives	baht	11,785,000	10,535,000	12,281,250	10,740,000

Sustainability Assessment		2021	2022	2023	2024
<b>Corporate Governance and Economic dimensions</b>					
<b>Corporate Ethics</b>					
Number of instances of business ethics violations or corruption.	quantity	0	0	0	0
<b>Innovation Advancement</b>					
Research and development expenses for innovation.	baht	-	-	-	39,884,262.23
<b>Cybersecurity and Personal Data Safeguarding</b>					
Number of incidents or cases in which the company experienced cyber attacks.	quantity	0	0	0	0
Number of incidents or cases of personal data breaches.	quantity	0	0	0	0
<b>Product quality and recall management</b>					
Number of product recall incidents.	quantity	0	0	0	0



