

ESG Performance

Company Name : ASIA METAL PUBLIC COMPANY LIMITED Symbol : AMC

Market : SET Industry Group : Industrials Sector : Steel

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Noise Pollution Management

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.

Reference link for environmental policy and guidelines : <https://www.asiametal.co.th/Sustainable-Environmental-Management-Policy>

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

In 2024, AMC has continuously reviewed, improved, and developed its sustainability management policies while adhering to the company's official announcements. Interested parties can find details regarding policies, practices, and environmental goals from the past year in the **2024 Sustainability Report of Asia Metal Public Company Limited**.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other : Company Policy

Compliance with energy management principles and standards

Energy management principles and standards : Other : Company Policy

Compliance with water management principles and standards

Water management principles and standards : Other : Company Policy

Compliance with waste management principles and standards

Waste management principles and standards : Other : Company Policy

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	: Company
Total number of disclosure boundaries	: 1
Actual number of disclosure boundaries	: 1
Data disclosure coverage (%)	: 100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

- 1.Implementing advanced technology and efficient processes to reduce energy consumption at every stage of operations, such as automated production systems and energy-loss reduction equipment.
- 2.Utilizing renewable energy sources, such as solar energy, in production processes and office operations to reduce dependence on fossil fuels and minimize greenhouse gas emissions.
- 3.Installing a Smart Energy Management System (SEMS), using LED lighting, and incorporating high-efficiency equipment, such as energy-saving air conditioning systems and motors.
- 4.Fostering an energy conservation culture through employee training programs and campaigns promoting efficient energy use.
- 5.Conducting regular energy audits across all activities to identify areas for improvement and reduce energy costs.
- 6.Transitioning from fuel-powered vehicles to electric vehicle (EV) systems to enhance sustainability and reduce carbon emissions.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : Yes
management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2023 : energy consumption 7,222,143.00 Kilowatt-Hours	2025 : Reduced by 3% or 216,664.29 Kilowatt-Hours
Increase of electricity consumption from renewable energy sources	2024 : electricity consumption from renewable sources 2,079,446.49 Kilowatt-Hours	2024 : Increased by 15% or 975,913.95 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

1. Solar Rooftop Project – Installation of Solar Power Generation Systems

1.1 Solar Rooftop Phase 1 – 883.28 kW Installation at Headquarters (Nham Daeng – Bang Phli)

In 2024, this project successfully generated 914,111.40 kWh per year, resulting in an estimated electricity cost savings of 4,570,557 THB per year. Additionally, it contributed to a reduction in greenhouse gas emissions by approximately 633.75 tons per year, highlighting the project's effectiveness in minimizing environmental impact and energy costs.

1.2 Solar Rooftop Efficiency Enhancement – 997.92 kW Installation at Phanat Nikhom, Chonburi Branch

As a result of this improvement, the total solar power generation reached 1,165,335.08 kWh per year, leading to electricity cost savings of approximately 5,826,675.41 THB per year and a greenhouse gas emissions reduction of

approximately 807.93 tons per year.

2. Smart Move Project – Transition to Electric Vehicles

This project aims to shift towards electric vehicle (EV) transportation. The effectiveness of the initiative is measured by collecting fuel consumption data from conventional fuel-powered vehicles to assess the efficiency and impact of the transition.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,669,073.00	8,711,738.90	8,585,539.49
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	4,943,846.00	7,222,143.00	6,506,093.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	725,227.00	1,489,595.90	2,079,446.49
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	16,722.93	20,595.13	19,121.47

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.04607113	0.04328134	0.04235942

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	26,036,202.32	39,069,320.78	31,711,589.75
Percentage of total electricity expense to total expenses (%) ^(**)	0.46	0.52	0.44
Percentage of total electricity expense to total revenues (%) ^(**)	0.47	0.49	0.43
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	76,802.96	92,362.46	70,627.15

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	24,664.64	58,320.71	55,854.77

	2022	2023	2024
Gasoline (Litres)	21,434.99	21,537.64	19,261.13

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	1,242,256.50	1,300,346.60	1,238,237.95
Percentage of total fuel expense to total expenses (%) ^(**)	0.02	0.02	0.02
Percentage of total fuel expense to total revenues (%) ^(**)	0.02	0.02	0.02

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	6,106.03	9,490.08	9,319.09

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00109696	0.00119651	0.00127336
Intensity of total energy consumption within the organization (Megawatt-Hours / Person (employee))	18.01000000	22.44000000	20.76000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : No

AMC's water usage is divided into two main categories: office facilities and manufacturing processes, accounting for 21% and 79%, respectively. Office Water Usage (21%): This water is primarily used for general consumption and sanitation. Wastewater is discharged in compliance with legal requirements and treated through the centralized wastewater treatment system managed by government agencies. Factory Water Usage (79%): Water is used in the pipe rolling process, mixed with coolant solutions, and recycled for reuse. The company follows a Zero Discharge policy, ensuring that no industrial wastewater is released into the environment. By 2025, the company plans to implement a wastewater treatment system to ensure proper treatment before discharging into public water sources.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	9,572.00	12,499.00	10,664.00
Water withdrawal by third-party water (cubic meters)	9,572.00	12,499.00	10,664.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	28.24	29.55	23.75
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	9,572.00	12,499.00	10,664.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	7,508.00	10,670.00	8,472.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00171963	0.00157587	0.00145713
Intensity of total water consumption (Cubic meters / Person (employee))	28.24000000	29.55000000	23.75000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	164,303.36	207,427.32	167,813.53
Total water withdrawal expense from third-party water (Baht)	164,303.36	207,427.32	167,813.53
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	484.67	490.37	373.75

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

- 1.Assign the Occupational Health, Safety, and Environmental Committee to oversee the waste management process, ensuring proper waste segregation, disposal, and storage.
- 2.Implement waste segregation points in designated areas based on a structured layout plan, providing adequate waste bins with clear signage to indicate waste categories.
- 3.Develop communication materials, including guidelines, presentations, and posters, to educate employees at all levels about proper waste management practices.
- 4.Conduct continuous awareness campaigns to promote employee engagement in waste reduction and recycling efforts. Encourage reintroducing segregated waste into the production process or selling recyclable waste to licensed buyers.
- 5.Summarize and report waste management performance, ensuring that outcomes are communicated and publicized to employees at all levels.
- 6.Properly dispose of hazardous and non-recyclable waste through legally authorized waste disposal providers to ensure compliance with environmental regulations.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 2,710.31 Kilograms	2024 : Increased by 99% or 2,683.21 Kilograms	• Other : The quantity of scrap iron generated during the production process can be recycled
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2023 : non-hazardous waste and hazardous waste 3,156.53 Kilograms	2024 : Reduced by 3% or 94.70 Kilograms	• Other : Reduced industrial waste per production unit.

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

1. Industrial Waste Reduction Project

AMC initiated a project to reduce the use of water-wiping cloths in November 2024. The initiative aims to decrease the length of the cloth used from 20 cm to 10 cm.

After the project's implementation, data on cloth usage will be collected throughout 2025. The goal is to compare this

data with the usage levels from 2024, assess the project's success, and refine the process to enhance efficiency.

2. Scrap Metal Management Project

AMC has set a target to improve production management by optimizing the separation of scrap metal in the production process. The goal is to achieve a recycling rate of no less than 99% of the scrap metal generated.

In 2024, the project successfully met its target by separating a total of 2,710.31 tons of scrap metal from the production process, with 100% of the sorted scrap metal being sold. This achievement highlights the effectiveness of resource management and material reuse.

3. "How to Dispose" Project

After providing waste separation training to 100% of both Thai and foreign employees, some incorrect waste disposal practices were still observed.

To fully achieve the waste separation goal, further process improvements and additional training sessions will be required. Moving forward, the company will focus on clear communication, awareness-building activities, and continuous monitoring to ensure that all employees understand and implement proper waste separation practices effectively.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	1,713,010.00	3,156,530.00	2,822,230.00
Total non-hazardous waste (kilograms)	1,713,010.00	3,154,950.00	2,820,790.00
Non-hazardous waste – Others (kilograms)	1,713,010.00	3,154,950.00	2,820,790.00
Total hazardous waste (kilograms)	0.00	1,580.00	1,440.00
Hazardous waste – Others (kilograms)	0.00	1,580.00	1,440.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.31	0.40	0.39
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.31	0.40	0.39
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	1,648,400.00	3,033,510.00	2,710,310.00
Reused/Recycled non-hazardous waste (Kilograms)	1,648,400.00	3,033,510.00	2,710,310.00
Recycled non-hazardous waste (Kilograms)	1,648,400.00	3,033,510.00	2,710,310.00
Percentage of total reused/recycled waste to total waste generated (%)	96.23	96.10	96.03

	2022	2023	2024
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	96.23	96.15	96.08

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

- 1.The organization is enhancing its greenhouse gas (GHG) accounting to comply with the requirements of the Thailand Greenhouse Gas Management Organization (TGO). This includes comprehensive data collection, reporting, and verification by accredited external agencies.
- 2.For the years 2023-2024, the organization has planned to transition from fuel-powered vehicles to electric vehicles and increase the proportion of renewable energy (solar cells) used in the production process.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2021 : Greenhouse gas emissions 3,613.00 tCO ₂ e	2024 : Reduced by 5% or 180.65 tCO ₂ e in comparison to the base year	2029 : Reduced by 10% or 361.30 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

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.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	282,515.00	3,910.00	488,960.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	464.00	299.00	315.00

	2022	2023	2024
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	2,472.00	3,611.00	3,253.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	279,579.00	0.00	485,392.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.050755	0.000493	0.066812
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	833.38	9.24	1,089.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Metric ton of product)	0.02380000	0.01940000	0.01760000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : ECEE Company Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : ASIA METAL PUBLIC COMPANY LIMITED Symbol : AMC

Market : SET Industry Group : Industrials Sector : Steel

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier 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.

Reference link for social and human rights policy and guidelines : <https://www.asiametal.co.th/คู่มือด้านมนุษย>

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

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.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Others : Company Policy

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

Employee Training and Development

- 1.Training Officer surveys and identifies training needs and requirements for employee capability development in various departments to create an annual training plan.
- 2.Plans and prepares training content with clearly defined training durations.
- 3.Prepare course registration forms. Trainees sign in on the course-specific training attendance form and undergo post-training evaluations.
- 4.Evaluates the training outcomes of employees in each division/department and defines work-related skills after training. Training results and course content are submitted to the Human Resources Department.
- 5.Communicates the skill levels gained from assessments and tests to employees within the relevant departments.
- 6.Follows up on skill assessment results at least twice a year.
- 7.The Training Officer compiles training documents and records them in each employee's training history.

Employee Relations and Engagement

- 1.Builds organizational values to attract talented and capable individuals to join the company.
- 2.Ensures fair and comprehensive employee care to foster organizational commitment.
- 3.Develops employee capabilities to meet business competitiveness, ensuring happiness at work and effective teamwork.

Occupational Health and Safety

- 1.Promotes a safety-oriented organizational culture at all levels, emphasizing shared responsibility through campaigns, training, and activities that raise safety awareness in the workplace.
- 2.Conducts regular risk assessments in work processes to monitor and reduce risks that may affect employees' health and safety, along with implementing preventive measures to mitigate potential impacts.
- 3.Provides personal protective equipment (PPE) such as safety goggles, helmets, safety shoes, earplugs, fabric/leather cut-resistant gloves, denim arm sleeves, safety belts, and carbon filter masks. Enforces PPE usage through control and inspection measures to ensure proper wear during operations.
- 4.Develops health care programs for employees, such as annual health check-ups and health screenings based on occupational risk factors, to ensure employees can work safely and maintain good health.
- 5.Improves the workplace according to ergonomic principles and implements control measures for risk factors like noise, lighting, temperature, and chemicals to create a safe and healthy working environment.
- 6.Provides continuous safety training for employees at all levels to enhance risk identification, accident prevention, and compliance with proper safety procedures.
- 7.Encourages employee participation in developing safety practices by establishing a Safety, Occupational Health, and Environmental Committee to offer recommendations and assist in improving work processes.
- 8.Inspects and reports safety data, such as accident and work-related illness records, and analyzes this data to improve safety measures effectively.
- 9.Strengthens and promotes a safe working environment.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : No
and labor management goals?

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

In 2024, AMC recorded an employee turnover rate of 26.06%, which did not meet the targeted goal. As a result, the company has developed plans to improve and enhance various activities aimed at strengthening the relationship between employees and the organization.

Regarding labor disputes in 2024, no significant incidents were reported.

Nevertheless, AMC has established proactive guidelines and measures to handle potential disputes, as follows:

- Provide employees with the opportunity to express their views, expectations, and conflicts directly to the management to foster mutual understanding.
- Offer options or solutions that are beneficial to both employees and the company.
- Seek collaborative resolutions to existing problems and establish preventive measures to avoid future disputes.

AMC has also established a Welfare Committee in accordance with Section 96 of the Labor Protection Act B.E. 2541 (1998).

This committee enables employees to form groups and engage in dialogue with the company regarding benefits and welfare matters. This is considered a fundamental right, empowering employees to share their opinions and constructive suggestions to improve their quality of work life and enhance employer-employee relations.

Such negotiations contribute to a more positive working environment and help ensure that employees receive appropriate benefits and welfare.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	339	423	449
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	339	423	449
Male employees (persons)	231	298	316
Percentage of male employees (%)	68.14	70.45	70.38
Female employees (persons)	108	125	133
Percentage of female employees (%)	31.86	29.55	29.62

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	86	147	154
Percentage of employees under 30 years old (%)	25.37	34.75	34.30

	2022	2023	2024
Total number of employees 30-50 years old (Persons)	204	235	244
Percentage of employees 30-50 years old (%)	60.18	55.56	54.34
Total number of employees over 50 years old (Persons)	49	41	51
Percentage of employees over 50 years old (%)	14.45	9.69	11.36

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	58	114	115
Percentage of male employees under 30 years old (%)	25.11	38.26	36.39
Total number of male employees 30-50 years old (Persons)	135	153	164
Percentage of male employees 30-50 years old (%)	58.44	51.34	51.90
Total number of male employees over 50 years old (Persons)	38	31	37
Percentage of male employees over 50 years old (%)	16.45	10.40	11.71

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	28	33	39
Percentage of female employees under 30 years old (%)	25.93	26.40	29.32
Total number of female employees 30-50 years old (Persons)	69	82	80
Percentage of female employees 30-50 years old (%)	63.89	65.60	60.15
Total number of female employees over 50 years old (Persons)	11	10	14
Percentage of female employees over 50 years old (%)	10.19	8.00	10.53

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	330	412	432
Percentage of employees in operational level (%)	97.35	97.40	96.21

	2022	2023	2024
Total number of employees in management level (Persons)	4	6	12
Percentage of employees in management level (%)	1.18	1.42	2.67
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	1.47	1.18	1.11

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	226	292	305
Percentage of male employees in operational level (%)	97.84	97.99	96.52
Total number of male employees in management level (Persons)	3	4	9
Percentage of male employees in management level (%)	1.30	1.34	2.85
Total number of male employees in executive level (Persons)	2	2	2
Percentage of male employees in executive level (%)	0.87	0.67	0.63

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	104	120	127
Percentage of female employees in operational level (%)	96.30	96.00	95.49
Total number of female employees in management level (Persons)	1	2	3
Percentage of female employees in management level (%)	0.93	1.60	2.26
Total number of female employees in executive level (Persons)	3	3	3
Percentage of female employees in executive level (%)	2.78	2.40	2.26

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees
Administrative Department	12
Sales and Marketing Department	26
Operations Department	398
Accounting and Financial Department	13
Total number of employees	449

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : Yes
Years

In 2024, AMC increased its employee recruitment efforts, particularly in the production line, to support the upcoming launch of galvanized steel coil production in the near future.

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	31	30	32
Northern (Person)	4	7	4
Central (Person)	17	6	5
Northeastern (Person)	27	27	29
Southern (Person)	1	1	2
Eastern (Person)	29	28	39

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	44	45	46
Northern (Person)	4	6	4
Central (Person)	6	7	9
Northeastern (Person)	12	15	13
Southern (Person)	1	1	1
Eastern (Person)	22	27	27

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	3	3	4

	2022	2023	2024
Percentage of disabled workers to total employment (%)	0.88	0.71	0.89
Total number of employees with disabilities (Persons)	3	3	4
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	2	2	3
Percentage of disabled employees to total employees (%)	0.88	0.71	0.89
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	68,370,718.56	115,685,827.19	97,310,945.71
Total male employee remuneration (baht)	47,513,668.65	80,980,079.03	68,663,277.07
Percentage of remuneration in male employees (%)	69.49	70.00	70.56
Total female employee remuneration (baht)	20,857,049.91	34,705,748.16	28,647,668.64
Percentage of remuneration in female employees (%)	30.51	30.00	29.44
Average remuneration of employees (Baht / Person)	201,683.53	273,488.95	216,728.16
Average remuneration of male employees (Baht / Person)	205,686.87	271,745.23	217,288.85
Average remuneration of female employees (Baht / Person)	193,120.82	277,645.98	215,396.00
Ratio of average remuneration of female employees to male employees	0.94	1.02	0.99

Provident fund management policy

Provident fund management policy : Have

Provident Fund (PVD)

AMC recognizes the importance of long-term financial security for its employees. To promote savings and provide a reliable source of income for the future, the company has established a Provident Fund (PVD) as a voluntary savings program jointly supported by both the employer and employees.

Operational Guidelines

Membership: Eligible employees may voluntarily enroll in the provident fund.

Contributions: Both employees and the company contribute to the fund at predetermined rates to build long-term savings.

Fund Management: The fund is managed by an authorized asset management company under the supervision of a designated

Provident Fund Committee.

Benefits: Members are entitled to tax benefits and will receive their accumulated savings upon retirement or resignation, in accordance with applicable conditions.

Provident Fund for Employees (PVD)

AMC recognizes the importance of long-term employee welfare and has therefore established a Provident Fund (PVD) on a voluntary basis between the employer and employees. The primary objective of the fund is to encourage systematic savings and serve as a financial reserve for employees in the event of retirement, disability, resignation, or fund termination.

The Provident Fund consists of monthly contributions made by both the employees and the company, in accordance with applicable laws and relevant regulations.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	46	34	64
Proportion of employees who are PVD members (%)	13.57	8.04	14.25
Total amount of provident fund contributed by the company (baht)	314,801.60	335,885.72	671,558.14
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.46	0.29	0.69

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	7.00	6.46	12.27
Total amount spent on employee training and development (Baht)	31,512.00	564,355.62	320,983.46
Percentage of training and development expenses to total expenses (%) ^(*)	0.000006	0.000076	0.000044
Percentage of training and development expenses to total revenue (%) ^(*)	0.000006	0.000071	0.000044

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	8.00	8.00	8.00
Total number of hours worked by employees (Hours)	8.00	8.00	8.00

	2022	2023	2024
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	21	16	12
Total number of employees that lost time injuries for 1 day or more (Persons)	21	16	12
Percentage of employees that lost time injuries for 1 day or more (%)	6.19	3.78	2.67
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	131	131	117
Total number of male employee turnover leaving the company voluntarily (persons)	90	97	76
Total number of female employee turnover leaving the company voluntarily (persons)	41	34	41
Proportion of voluntary resignations (%)	38.64	30.97	26.06
Percentage of male employee turnover leaving the Company voluntarily (%)	26.55	22.93	16.93
Percentage of female employee turnover leaving the Company voluntarily (%)	12.09	8.04	9.13
	2022	2023	2024
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	: Yes
Consumer data privacy and protection guidelines	: Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	: https://www.asiametal.co.th/นโยบายและแนวปฏิบัติการรักษาข้อมูลส่วนบุคคลของลูกค้า และผู้มีส่วนได้เสีย

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	: Yes
Responsible sales and marketing guidelines	: Others : Sustainability Report 2024 – Page 37

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	: Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	: Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels, Others : Sustainability Report 2024 – Page 37

Information on customer management plan

Customer management plan

Company's customer management plan	: Yes
Customer management plan implemented by the company in the past year	: Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

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.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	: Yes
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Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Evaluation Results	2023: Customers are satisfied at least 80%	2024: Customers are satisfied at least 80%
• Protection of customer personal information	Number of Customer Data Leakage Cases	2024: No incidents of customer data leakage were reported.	2024: No incidents of customer data leakage were reported.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

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.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes

customers/consumers

Telephone : 02-3387222

Fax : 02-3834102

Email : ia@asiametal.co.th

Company's website : www.asiametal.co.th

Address : Asia Metal Public Company Limited
55, 55/1 No. 2, Soi Wat Nam Daeng, Srinakarin Road,
Bangkaew Subdistrict, Bangplee District, Samut
Prakarn 10540

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	: Yes
Reference link for community development and engagement policies	: https://www.asiametal.co.th/Investor/Policy/2024/TH/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%8A%E0%B8%B8%E0%B8%A1%E0%B8%8A%E0%B8%99%E0%B8%AA%E0%B8%B1%E0%B8%A1%E0%B8%9E%E0%B8%B1%E0%B8%99%E0%B8%98%E0%B9%8C.pdf

Information on community and social management plan

Community and social management plan

Company's community and social management plan	: Yes
Community and social management plan implemented by the company over the past year	: Employment and professional skill development, Education, Religion and culture, Disadvantaged and vulnerable groups, Water and sanitation management
<ul style="list-style-type: none">• Communicate and promote understanding of the company's sustainability-based business operations to local communities. Create positive experiences through various activities or projects that benefit the community.• Prevent potential operational impacts by actively listening to community feedback through regular annual joint meetings and engagement activities.	

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals	: Yes
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Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Others : There were no more than 4 community complaints per year.	Cases of Community Grievances Related to Operational Deficiencies	2024: There were no more than 4 community complaints per year.	2024: There were no more than 4 community complaints per year.

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management	: Yes
<p>In 2024, AMC received no complaints from the community or society.</p> <p>In the event that any complaints arise, AMC is committed to conducting thorough investigations and implementing preventive measures to address the concerns. The company emphasizes transparent communication with the community and stakeholders, and has established clear channels for receiving community concerns and complaints.</p> <p>AMC also regularly assesses the potential impact of its activities on the community. In case of any issues, the company prioritizes prompt resolution through mediation or negotiation, ensuring mutual understanding and minimizing negative impact. or more information, please refer to the AMC Sustainability Report 2024.</p>	

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : Yes
development?

	2022	2023	2024
Donations / Grants (Baht)	300,690.00	2,766,445.91	551,355.84

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : ASIA METAL PUBLIC COMPANY LIMITED Symbol : AMC

Market : SET Industry Group : Industrials Sector : Steel

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors recognizes that good corporate governance is a fundamental factor in enhancing the company's operational standards, ensuring transparency, and strengthening trust among shareholders, investors, and all stakeholders. It also plays a vital role in improving the company's competitiveness.

To this end, the Board has established a written Corporate Governance Policy aligned with the Principles of Good Corporate Governance for Listed Companies issued by the Stock Exchange of Thailand, as well as the concept of Corporate Social Responsibility (CSR). This policy serves as a framework for directors, executives, and employees to uphold in managing the company with responsibility toward all stakeholders, including employees, customers, and shareholders, while actively contributing to society.

The Company Secretary Office is responsible for ensuring that the company, its directors, and executives comply with the relevant regulations of the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC), the Public Limited Companies Act, and other applicable laws.

Reference link for the full version of corporate governance policy and guidelines : <https://www.asiametal.co.th/Investor/index.php?page=policy=0>

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

AMC is committed to recruiting qualified and experienced board members to support the organization's long-term strategy and sustainable growth. The nomination process is conducted with transparency, fairness, and in full compliance with applicable laws and corporate regulations. Board members play a key role in guiding the company toward achieving its objectives and enhancing the effectiveness of management and decision-making.

The Board of Directors has assigned the Nomination and Remuneration Committee to be responsible for identifying, selecting, and proposing candidates who meet the company's established criteria. The selection process takes into account professional experience, diversity of skills, expertise (Board Skill Matrix), and other relevant qualifications aligned with the company's strategic direction.

In addition, the committee is responsible for preparing a Succession Plan to ensure a smooth transition in the event of the retirement, resignation, or departure of directors and senior executives, or in cases where replacements are required by the Board or under legal provisions. Proposed candidates are submitted to the Board of Directors and/or the shareholders' meeting, as the case may be, for approval.

The process is governed by clear criteria and procedures for the nomination and appointment of directors and the Chief Executive Officer (CEO).

Reference link for Nomination of Directors : <https://www.asiametal.co.th/Investor/index.php?page=policy=0>

Determination of Director Remuneration

AMC has established a remuneration policy for directors and senior executives that is appropriate, fair, and transparent.

The policy takes into consideration responsibilities, performance, and alignment with the company's strategic objectives.

According to Article 14 of the Company's Articles of Association, directors are entitled to receive remuneration. The Board of Directors has approved total remuneration not exceeding THB 4 million, as proposed by the Nomination and Remuneration Committee.

This policy is intended to encourage directors and senior executives to perform their duties effectively and to lead the company toward sustainable success.

Reference link for Determination of Director Remuneration : https://www.asiametal.co.th/Investor/Policy/2025/EN/AMC-CG_Remuneration%20Policy.pdf

Independence of the Board of Directors from the Management

The Board of Directors must be able to perform its duties independently from management in order to ensure proper checks and balances and make decisions that are prudent and fair.

The company must have independent directors in accordance with the criteria set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), comprising no less than one-third of the total number of directors, and with a minimum of three independent directors.

The Chairman of the Board must not be the same person as the Chief Executive Officer (CEO) or Managing Director, in order to clearly separate the roles of governance and management.

Sub-committees such as the Audit Committee or the Remuneration Committee must consist solely of independent directors, or at least have a majority of independent directors.

Director Development

AMC believes that human resources are a vital and valuable asset to the development and long-term sustainability of the organization. Therefore, the company has established a policy for the development of directors, executives, and employees to promote and facilitate training, ensuring that personnel at all levels possess the necessary knowledge, skills, and competencies. This aims to enhance the company's business capabilities and achieve its goals successfully. You can read the full policy on the development of directors, executives, and employees at all levels.

Board Performance Evaluation

The Board of Directors has established a policy to conduct performance evaluations for the Board as a whole, individual directors, all sub-committees, and the Chief Executive Officer/Managing Director (MD). The evaluations are conducted at least once a year, allowing the Board to collectively review past performance and use the evaluation results to improve and enhance the effectiveness of the Board's operations and ensure optimal corporate governance.

In 2024, the Board conducted a self-assessment with three main evaluation areas:

1. Structure and qualifications of the Board of Directors and sub-committees
2. Meetings of the Board of Directors and sub-committees
3. Roles, duties, and responsibilities of the Board of Directors and sub-committees

Corporate Governance of Subsidiaries and Associated Companies

AMC operates under the principles of good corporate governance (CG) to ensure that its subsidiaries and affiliates conduct their operations in alignment with the Group's policies, strategies, and risk management practices. The Board of Directors has established a clear management structure and internal control system, and has assigned qualified directors and executives to oversee the operations of the subsidiaries and affiliates. This is to promote transparency and prevent conflicts of interest.

Furthermore, AMC has put in place a regular monitoring and audit process to ensure that all entities within the Group comply with applicable laws, regulations, and standards in areas such as finance, accounting, and risk management. These efforts aim to create long-term value for shareholders and stakeholders. AMC also appoints representatives to serve as directors in its subsidiaries and affiliates in proportion to its shareholding.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business partner, Government agencies, Community and society

Shareholder

AMC places great importance on the fundamental rights of shareholders, such as the right to buy or transfer shares, the right to receive adequate and timely information, the right to attend shareholder meetings, and the right to express

opinions and vote at such meetings, including the right to receive a share of the company's profits. AMC treats all shareholders equally and fairly, whether they are major or minor shareholders. This includes ensuring equal rights to attend and vote in meetings, as well as preventing the misuse of insider information for personal gain.

Employee

AMC is committed to treating all employees equally and fairly, without discrimination based on gender, age, race, religion, or any other beliefs. AMC supports the continuous development of employees' skills and knowledge to enhance work performance and promote career advancement. AMC places great importance on creating a safe and hygienic working environment to ensure the well-being of all employees. AMC encourages open and transparent communication between management and employees to ensure that employees receive accurate and timely information.

Customer

AMC places great importance on treating customers fairly and transparently. The company's Good Corporate Governance Policy outlines the commitment to providing equal treatment to all customers. AMC is dedicated to delivering high-quality services while maintaining customer confidentiality. The company also ensures accurate and complete disclosure of information, enabling customers to make well-informed decisions.

Business partner

AMC conducts proper procurement planning, specifying product requirements clearly in every purchase order. The company ensures invoice acceptance and disbursement according to scheduled payment cycles. Additionally, AMC follows a vendor selection and evaluation process (Approved Vendor List – AVL) and ensures timely payments to all suppliers.

Government agencies

AMC strictly complies with all applicable laws, regulations, and requirements set forth by government authorities and regulatory agencies. The company also cooperates in providing business-related information and actively participates in activities organized by government bodies and regulatory organizations.

Community and society

The Board of Directors places great importance on social and environmental responsibility alongside business operations, with a strong awareness that sustainable business growth must be built upon a stable and thriving society and environment. Therefore, AMC promotes various initiatives focused on development and environmental friendliness across multiple areas—such as production processes, workplace environment, surrounding communities, safety measures, and both physical and mental well-being of employees. The company also actively creates and supports activities that reflect its commitment to corporate social responsibility (CSR).

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

AMC places importance on ethics and code of conduct for directors, executives and employees, with the aim of promoting business policies and practices to create business success with responsibility, fairness, sustainability, and long-term results, while at the same time creating a balance between stakeholders.

AMC is committed to conducting business with honesty and integrity in accordance with the principles of good corporate governance. Therefore, decisions and actions related to business must be made transparently, carefully and cautiously in order not to cause damage to the company.

Therefore, the Business Ethics and Code of Conduct Handbook has been prepared as a basic standard to communicate to directors, executives and employees to be aware of its importance, as well as to provide guidelines that can be used as a basis for considering the appropriateness of behaviors that may be at risk of violating ethics and business ethics, and to warn employees to act with caution, prevent any actions that violate rules, regulations and rules that lead to damage to the company's reputation, as well as create credibility and maximum benefits for the company.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

AMC is committed to conducting its business with honesty, integrity, and in accordance with the principles of good corporate governance. All business-related decisions and actions must be carried out with transparency, prudence, and due care to prevent any potential harm, while also building trust and maximizing the company's long-term benefits.

Anti-corruption

AMC places importance on combating corruption and has established clear policies and measures to prevent corruption in all forms, including communication and training of employees at all levels to foster an organizational culture that upholds honesty and integrity. In addition, it has joined the Private Sector Collective Action Coalition Against Corruption (CAC) to demonstrate its commitment to conducting business transparently and ethically.

Whistleblowing and Protection of Whistleblowers

AMC has established a Whistleblowing Policy to demonstrate its commitment to conducting business with honesty, integrity, and in accordance with the principles of good corporate governance. All business-related decisions and actions must be carried out with transparency, prudence, and care to prevent any damage to the company. The Board of Directors, management, and all employees are expected to perform their duties ethically and in alignment with the company's code of conduct, placing strong emphasis on the prevention and suppression of both internal and external corruption. Any violations of the company's business ethics or actions that go against corporate policies will be subject to disciplinary action based on the nature and severity of the misconduct, and handled appropriately on a case-by-case basis.

Prevention of Misuse of Inside Information

In the digital age, where information technology plays a crucial role in both business operations and daily life, cybersecurity and the protection of personal data have become essential responsibilities for all organizations and individuals. Risks such as data breaches, cyberattacks, and unauthorized access to information can significantly impact the reputation, trust, and financial stability of both organizations and individuals.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

AMC places great importance on adherence to business ethics and has developed a Business Ethics and Code of Conduct Handbook as a guideline for all directors, executives, and employees to follow. The handbook covers ethical principles in business operations, treatment of stakeholders, and compliance with relevant laws and regulations.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : -

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

Over the past year, AMC conducted a review of its corporate governance policies, practices, and the Board charter to ensure alignment with relevant standards and best practices. However, there were no significant changes or developments made to these policies and practices during the year.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

AMC is committed to adhering to the principles of good corporate governance (CG Code) to strengthen the organization's sustainability and credibility. The Board of Directors plays a vital role in setting policies and guiding the company's direction based on key principles, including:

recognizing roles and responsibilities, defining clear objectives and goals, enhancing board effectiveness, recruiting and developing executives and personnel, promoting innovation, managing risks and ensuring effective internal controls, ensuring transparent disclosure of information

Communicating with shareholders. Adhering to these principles enables the organization to operate efficiently, transparently, and fairly—forming a solid foundation for long-term sustainability.

Other corporate governance performance and outcomes

In 2024, AMC conducted its business with transparency under the principles of good corporate governance. The company was overseen by an independent board of directors, who carefully monitored operations and ensured thorough disclosure of Environmental, Social, and Governance (ESG) information. Furthermore, the board and executive structure was clearly defined, with ongoing performance evaluations in place to ensure that all decisions aligned with governance principles. AMC continued to prioritize all stakeholders by establishing mechanisms to gather feedback, implementing risk management measures within a robust internal control system, and operating in full compliance with applicable laws and regulations. AMC also remained committed to greenhouse gas emission reduction initiatives, while simultaneously enhancing employee capabilities through ESG-related training programs. These efforts aim to foster long-term sustainability for both the organization and society at large.

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	5	5
Executive directors	4	
	2	2
Non-executive directors	6	
	3	3
Independent directors	3	
	2	1
Non-executive directors who have no position in independent directors	3	
	1	2

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	50.00	50.00
Executive directors	40.00	
	20.00	20.00
Non-executive directors	60.00	
	30.00	30.00
Independent directors	30.00	
	20.00	10.00
Non-executive directors who have no position in independent directors	30.00	
	10.00	20.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	57	
	66	49

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mrs. TAISIKHA PHRAISANGOB</p> <p>Gender: Female</p> <p>Age : 75 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	13 Aug 2004	Law, Corporate Management, Steel, Risk Management, Sustainability
<p>2. Mr. CHUSAK YONGVONGPHAIBOON</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 76,700,000 Shares (15.975962 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 76,700,000 Shares (15.975962 %) 	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	13 Aug 2004	Steel, Corporate Management, Marketing, Sustainability, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. VIRACHAI SUTEERACHAI</p> <p>Gender: Male</p> <p>Age : 74 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 46,432,400 Shares (9.671477 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 46,432,400 Shares (9.671477 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	31 May 2008	Steel, Corporate Management, Risk Management, Accounting, Law
<p>4. Ms. CHANANYA YONGVONGPHAIBOON</p> <p>Gender: Female</p> <p>Age : 31 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 21,791,000 Shares (4.538881 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 21,791,000 Shares (4.538881 %) 	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	23 Apr 2015	Accounting, Marketing, Steel, Corporate Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PIBOONSAK ARTHABOWONPISAN</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Apr 2015	Audit, Accounting, Law, Steel, Engineering
<p>6. Ms. METHIKAN CHUTIPONGSIRI</p> <p>Gender: Female</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	28 Apr 2017	Steel, Corporate Management, Marketing, Accounting, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. PEERADA YONGVONGPHAIBOON</p> <p>Gender: Female</p> <p>Age : 32 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 19,000,000 Shares (3.957540 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 19,000,000 Shares (3.957540 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	28 Apr 2021	IT Management, Steel, Human Resource Management, Sustainability, Corporate Management
<p>8. Mr. SUNTORN COMPHIPHOT</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	28 Apr 2021	Steel, Risk Management, Sustainability, Corporate Management, IT Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. ORAWAN PONGTUNYALUK</p> <p>Gender: Female</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	27 Apr 2023	Steel, Accounting, Finance, Corporate Management, Risk Management
<p>10. Mr. THORANIT TANTIKULWICHIT</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	23 Apr 2024	Accounting, Finance, Internal Control, Law, Steel

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Sub.Lt. Suree Buranathanit</p> <p>Gender: Female</p> <p>Age : 90 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p>	22 Apr 2024	<p>Mr. THORANIT TANTIKULWICHIT</p> <p>Appointment date of replacement director : 23 Apr 2024</p>

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mrs. TAISIKHA PHRAISANGOB	Director		✓	✓		
2. Mr. CHUSAK YONGVONGPHAIBOON	Director	✓				✓
3. Mr. VIRACHAI SUTEERACHAI	Chairman of the Board of Directors		✓		✓	
4. Ms. CHANANYA YONGVONGPHAIBOON	Director	✓				✓
5. Mr. PIBOONSAK ARTHABOWONPISAN	Director		✓	✓		
6. Ms. METHIKAN CHUTIPONGSIRI	Director		✓		✓	
7. Ms. PEERADA YONGVONGPHAIBOON	Director	✓				✓
8. Mr. SUNTORN COMPHIPHOT	Director	✓				
9. Ms. ORAWAN PONGTUNYALUK	Director		✓		✓	
10. Mr. THORANIT TANTIKULWICHIT	Director		✓	✓		
Total (persons)		4	6	3	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Steel	10	100.00
2. Law	5	50.00
3. Marketing	3	30.00
4. Accounting	6	60.00
5. Finance	2	20.00
6. Human Resource Management	1	10.00
7. Sustainability	4	40.00
8. IT Management	2	20.00
9. Corporate Management	8	80.00
10. Engineering	1	10.00
11. Risk Management	6	60.00
12. Audit	1	10.00
13. Internal Control	1	10.00

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors' meeting

The Board of Directors should establish a charter or formal documentation clearly defining the roles and responsibilities of the Board and management. This is to prevent any overlap or conflict in the execution of duties. The Audit Committee, comprised of independent directors, plays a vital role in monitoring and balancing the power of management to ensure that operations comply with relevant policies and laws.

Independent directors, who are not involved in day-to-day management, should be appointed to help maintain a balance of power and ensure impartial decision-making. The Board should also set out clear policies and control mechanisms to ensure

that management is conducted efficiently, transparently, and with accountability.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors is accountable to shareholders for overseeing the Company's business operations and ensuring that management is conducted in accordance with established goals and policies. This is to maximize benefits for shareholders and all stakeholders, while operating within the framework of ethical conduct.

The Board is responsible for managing the Company in compliance with applicable laws, the Company's objectives, Articles of Association, and shareholders' resolutions passed in accordance with the law. Directors are expected to perform their duties with honesty, integrity, and due care in protecting the Company's interests—except for matters that require prior approval from the shareholders' meeting, such as matters requiring a shareholder resolution by law, related party transactions, and the acquisition or disposal of material assets in accordance with the regulations of the Stock Exchange of Thailand or other relevant regulatory bodies.

The Board may delegate authority to any director or individual to act on its behalf. It is also responsible for considering and approving other significant matters that concern the Company or are deemed beneficial to the Company, unless such matters require prior approval from the shareholders' meeting.

In any matter where a director or any person may have a conflict of interest or vested interest, such director shall have no right to vote on the matter.

Matters Requiring Shareholders' Approval Include:

Transactions stipulated by law to require a resolution from the shareholders' meeting;

Transactions in which directors have vested interests, as defined by law or the Stock Exchange of Thailand regulations, which require shareholders' approval;

The following matters must be approved by both the Board of Directors and the shareholders' meeting by a vote of not less than three-fourths of the total votes of shareholders attending the meeting and eligible to vote:

- The sale or transfer of the whole or significant part of the Company's business;

- The acquisition or acceptance of the transfer of another company's or private company's business to the Company;

- The execution, amendment, or termination of contracts relating to the leasing of all or significant parts of the Company's business, assigning others to manage the Company's business, or the merger with another party with the intention of profit and loss sharing;

- Amendments to the Memorandum of Association or Articles of Association;

- Capital increases, capital reductions, issuance of debentures, mergers, or dissolutions of the Company;

- Any other matters required by law.

The Board may delegate one or more directors or any person to perform specific tasks on its behalf, subject to oversight by the Board. The delegation may grant powers as deemed appropriate and for a defined period, with the authority to revoke, amend, or change such delegation as necessary.

The Board may delegate certain operational powers to the Executive Committee, subject to defined scopes and responsibilities. However, such delegation must not include authority that would enable the Executive Committee to approve transactions in which they or related persons have any conflict of interest—unless the transactions are in accordance with previously approved policies and guidelines set by the Board.

The Board is responsible for setting the Company's vision, strategic direction, policies, plans, and budgets, and for overseeing the Executive Committee's performance to ensure compliance with those policies—except in matters requiring prior shareholder approval as stipulated by law.

The Board also has the authority to:

Determine the organizational structure, appoint the Executive Committee, CEO, and other committees as deemed appropriate;

Monitor the Company's performance against approved plans and budgets;

Ensure that directors do not operate businesses that are in direct competition with the Company, or become partners or directors in such competing businesses, unless disclosure is made to shareholders prior to the appointment resolution;

Require that directors promptly disclose any direct or indirect interests in contracts made by the Company, or any changes in shareholding or debenture holding in the Company or its affiliates.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit and Good Governance Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

ESG Committee

Role

- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. PIBOONSAK ARTHABOWONPISAN ^(*) Gender: Male Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	23 Apr 2015	Audit, Accounting, Law, Steel, Engineering
2. Mrs. TAISIKHA PHRAISANGOB ^(*) Gender: Female Age : 75 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	13 Aug 2004	Law, Corporate Management, Steel, Risk Management, Sustainability
3. Mr. THORANIT TANTIKULWICHIT ^(*) Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director	23 Apr 2024	Accounting, Finance, Internal Control, Law, Steel

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Sub.Lt. Suree Buranathanit ^(*) Gender: Female Age : 90 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	22 Apr 2024	Mr. THORANIT TANTIKULWICHIT Appointment date of replacement committee member : 23 Apr 2024

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. CHUSAK YONGVONGPHAIBOON Gender: Male Age : 62 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	13 Aug 2005
2. Ms. PEERADA YONGVONGPHAIBOON Gender: Female Age : 32 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	28 Apr 2021
3. Ms. CHANANYA YONGVONGPHAIBOON Gender: Female Age : 31 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	23 Apr 2015
4. Mr. SUNTORN COMPHIPHOT Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	28 Apr 2021
5. Ms. Anyarin Direkrojwut Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	23 Apr 2024

List of executive committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Prapod Jitrong Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	31 Aug 2024	-

Other Subcommittees

Subcommittee name	Name list	Position
Audit and Good Governance Committee	Mr. PIBOONSAK ARTHABOWONPISAN	The chairman of the subcommittee (Independent director)
	Sub.Lt. Suree Buranathanit	Member of the subcommittee (Independent director)
	Mrs. TAISIKHA PHRAISANGOB	Member of the subcommittee (Independent director)
Executive Nomination and Remuneration Committee	Mr. CHUSAK YONGVONGPHAIBOON	The chairman of the subcommittee
	Mrs. TAISIKHA PHRAISANGOB	Member of the subcommittee (Independent director)
	Mr. SUNTORN COMPHIPHOT	Member of the subcommittee
	Ms. PEERADA YONGVONGPHAIBOON	Member of the subcommittee
Risk Management Committee	Mr. CHUSAK YONGVONGPHAIBOON	The chairman of the subcommittee
	Mrs. TAISIKHA PHRAISANGOB	Member of the subcommittee (Independent director)
	Ms. PEERADA YONGVONGPHAIBOON	Member of the subcommittee
	Mr. SUNTORN COMPHIPHOT	Member of the subcommittee
ESG Committee	Mr. CHUSAK YONGVONGPHAIBOON	The chairman of the subcommittee
	Ms. PEERADA YONGVONGPHAIBOON	Member of the subcommittee
	Mr. SUNTORN COMPHIPHOT	Member of the subcommittee
	Ms. Anyarin Direkrojwut	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. CHUSAK YONGVONGPHAIBOON Gender: Male Age : 62 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	MANAGING DIRECTOR (The highest-ranking executive)	28 Apr 2005	Steel, Corporate Management, Marketing, Sustainability, Law
2. Ms. CHANANYA YONGVONGPHAIBOON ^(*) ^(**) Gender: Female Age : 31 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	Chief Marketing Officer	29 Apr 2015	Accounting, Marketing, Steel, Corporate Management, Risk Management
3. Ms. PEERADA YONGVONGPHAIBOON Gender: Female Age : 32 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief of Strategy and Central Administration	26 Apr 2018	IT Management, Steel, Human Resource Management, Sustainability, Corporate Management
4. Mr. SUNTORN COMPHIPHOT Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	COO	3 Jan 2018	Steel, Risk Management, Sustainability, Corporate Management, IT Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

Remuneration policy for executive directors and executives

AMC has established a fair, appropriate, and transparent remuneration policy for directors and senior executives, taking into consideration their responsibilities, performance, and alignment with the organization's strategic objectives. In accordance with Article 14 of the Company's Articles of Association, directors are entitled to receive remuneration. The Board of Directors has resolved to approve the total remuneration for directors at an amount not exceeding THB 4 million, as proposed by the Remuneration Committee. This policy is designed to motivate directors and senior executives to perform their duties effectively and to drive the organization toward sustainable success.

Does the board of directors or the remuneration committee : Yes
have an opinion on the remuneration policy for executive
directors and executives

AMC discloses the remuneration of each individual director, providing detailed information on the compensation received by each director during the specified fiscal year. This disclosure is made to ensure transparency and to keep shareholders informed about the remuneration practices.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	10,535,000.00	12,281,250.00	10,740,000.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	10,535,000.00	12,281,250.00	10,740,000.00

In 2024, no remuneration was paid in the capacity of directors, as all four directors also served as members of the executive management team. Accordingly, they received compensation in their executive capacity.

The remuneration for executives who are not members of the Board included salaries, bonuses, and provident fund contributions.

AMC paid a total of THB 10,740,000 in remuneration to senior executives, which included position-based compensation, salaries, and bonuses.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	159,889.17	168,148.00	281,697.18
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

In 2024, directors who also held senior executive positions received additional benefits beyond monetary compensation such as salaries and bonuses. These additional benefits included provident fund contributions and group insurance coverage.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Anyarin Direkrujwut	account@asiametal.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Sasithorn Limpiyachart	secretary@asiametal.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Prapod Jittrong	ia@asiametal.co.th	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Prapod Jittrong	compliance@asiametal.co.th	-

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Prapod Jittrong	ir@asiametal.co.th	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	2,220,000.00	-	<p>1. Ms. NAREEWAN CHAIBANTAD Email: nareewan@kpmg.co.th License number: 9219</p> <p>2. Ms. SUJITRA MASENA Email: sujitra@kpmg.co.th License number: 8645</p> <p>3. Ms. SIRINUCH SURAPAITOONKORN Email: sirinuch@kpmg.co.th License number: 8413</p> <p>4. Ms. AREE GORPINPAITON Email: Aree@kpmg.co.th License number: 10882</p>

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	380,000.00	-	<p>1. Ms. NAREEWAN CHAIBANTAD Email: nareewan@kpmg.co.th License number: 9219</p> <p>2. Ms. SUJITRA MASENA Email: sujitra@kpmg.co.th License number: 8645</p> <p>3. Ms. SIRINUCH SURAPAITOONKORN Email: sirinuch@kpmg.co.th License number: 8413</p> <p>4. Ms. AREE GORPINPAITON Email: aree@kpmg.co.th License number: 10882</p>

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

The Corporate Governance Committee has fully carried out its duties over the past year, with a strong focus on enhancing transparency, accountability, and adherence to good governance principles in all aspects. The Committee reviewed and monitored various areas of the Company's operations, including effective risk assessment and risk management. It also examined and reviewed compliance with relevant regulations and policies to ensure that the Company operates in strict accordance with established standards and requirements.

In addition, the Committee promoted consistent and transparent disclosure of operational performance to stakeholders, reinforcing confidence in the Company's commitment to sustainable business practices.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHUSAK YONGVONGPHAIBOON	Director	13 Aug 2004	Steel, Corporate Management, Marketing, Sustainability, Law
Mr. PIBOONSAK ARTHABOWONPISAN	Director	23 Apr 2015	Audit, Accounting, Law, Steel, Engineering

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. THORANIT TANTIKULWICHIT	Director	23 Apr 2024	Accounting, Finance, Internal Control, Law, Steel

Selection of independent directors

Criteria for selecting independent directors

AMC places great importance on the selection of independent directors who meet the standards of good corporate governance. Independent directors must possess the qualifications outlined in Section 68 of the Public Limited Companies Act B.E. 2535 (1992).

AMC complies with the criteria set by the Office of the Securities and Exchange Commission (SEC), which stipulate that independent directors must not have any business or professional service relationships with the Company, its parent company, subsidiaries, associates, major shareholders, or any persons with controlling authority—if such relationships could affect their independence. In cases where such relationships exist, the service fees must not exceed THB 2 million per year, and the individual must have ceased such relationships for at least two years prior to appointment. Further details can be found under the section titled “Information on Subcommittees.”

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 3
over the past year (persons)

Rights of minority shareholders on director appointment

AMC encourages the participation of minority shareholders in the Company's governance by allowing them to nominate qualified individuals for directorship through the Nomination and Remuneration Committee, in accordance with the prescribed criteria.

In addition, AMC grants all shareholders the right to vote in the election of directors as stipulated in the Company's Articles of Association. This ensures that the Board comprises individuals with the necessary knowledge and expertise, and who genuinely represent the interests of all shareholder groups.

Method of director appointment : Method whereby each director requires approval votes
more than half of the votes of attending shareholders
and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mrs. TAISIKAI PHRAISANGOB (Director)	Non-participating	-
2. Mr. CHUSAK YONGVONGPHAIBOON (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Sustainability Data Development Project for Listed Companies (ESG)
3. Mr. VIRACHAI SUTEERACHAI (Chairman of the Board of Directors)	Non-participating	-
4. Ms. CHANANYA YONGVONGPHAIBOON (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Sustainability Data Development Project for Listed Companies (ESG) • 2024: Environmental Management System Standard (ISO 14001) • 2024: Carbon Footprint of Product (CFP)
5. Mr. PIBOONSAK ARTHABOWONPISAN (Director)	Non-participating	-
6. Ms. METHIKAN CHUTIPONGSIRI (Director)	Non-participating	-
7. Ms. PEERADA YONGVONGPHAIBOON (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Sustainability Data Development Project for Listed Companies (ESG) • 2024: Environmental Management System Standard (ISO 14001) • 2024: Carbon Footprint of Product (CFP)
8. Mr. SUNTORN COMPHIPHOT (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: โครงการพัฒนาข้อมูลความยั่งยืนบริษัทจดทะเบียน (ESG) (Display information in Thai language only) • 2024: มาตรฐานระบบการจัดการสิ่งแวดล้อม (ISO14001) (Display information in Thai language only) • 2024: คาร์บอนฟุตพริ้นท์ผลิตภัณฑ์ (CFP) (Display information in Thai language only)
9. Ms. ORAWAN PONGTUNYALUK (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Director Accreditation Program (DAP)
10. Mr. THORANIT TANTIKULWICHIT (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Insight in SET AC Focus: Knowledge for Sustainable Growth in the Capital Market
11. Sub.Lt. Suree Buranathanit (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors has resolved to implement performance evaluations for the Board as a whole, individual directors, all sub-committees, and the Chief Executive Officer/Managing Director (MD). These evaluations are to be conducted at least once a year to allow the Board to collectively review past performance and utilize the results to improve efficiency and enhance the effectiveness of corporate governance.

In 2024, the Board conducted a self-assessment based on three key evaluation areas:

Structure and qualifications of the Board and its sub-committees

Board and sub-committee meetings

Roles, duties, and responsibilities of the Board and its sub-committees

The evaluation employed the following rating scale:

0 = Strongly disagree or no action taken

1 = Disagree or minimal action taken

2 = Agree or moderate action taken

3 = Mostly agree or good level of action taken

4 = Strongly agree or excellent level of action taken

Evaluation of the duty performance of the board of directors over the past year

In 2024, performance evaluations were conducted for the Chief Executive Officer, the Board of Directors as a whole, each sub-committee, and individual members of the Board by the evaluations covered the performance of the Board.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	82.76	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit and Good Governance Committee	Group assessment	96.55	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	80.36	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	89.00	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Nomination and Remuneration Committee	Group assessment	84.48	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
ESG Committee	Group assessment	82.29	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	96.55	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Performance Evaluation of the Chief Executive Officer / Managing Director

The performance evaluation of the Chief Executive Officer (CEO) / Managing Director (MD) in 2024 was conducted based on three key areas:

Part 1: Organizational Goals

1.1 Business Results – Assessed based on the net profit margin and whether sales revenue or sales volume met the annual targets.

1.2 Economic, Industry, and Innovation – Evaluated by the increase in production volume according to annual targets.

1.3 Social / Environmental Performance – Considered employee satisfaction levels, with an aim of zero external complaints from communities/society, and measured the amount of carbon dioxide emissions.

1.4 Good Corporate Governance – Assessed alignment with the principles of good corporate governance and the Company's Code of Business Conduct.

Part 2: Performance Execution

Assessment of the CEO's actual performance against the goals and targets set in each area.

Part 3: CEO Development

Based on feedback and suggestions from the Board regarding areas in which the CEO should develop or improve in the coming year.

Evaluation Criteria

0 = Strongly disagree or no action taken

1 = Disagree or minimal action taken

2 = Agree or moderate action taken

3 = Mostly agree or good level of action taken

4 = Strongly agree or excellent level of action taken

In 2024, the CEO's performance evaluation yielded an average score of 91.98%.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 4
(times)

Date of AGM meeting : 23 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. TAISIKA PHRAISANGOB (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
2. Mr. CHUSAK YONGVONGPHAIBOON (Director)	4	/	4	1	/	1	N/A	/	N/A
3. Mr. VIRACHAI SUTEERACHAI (Chairman of the Board of Directors)	4	/	4	1	/	1	N/A	/	N/A
4. Ms. CHANANYA YONGVONGPHAIBOON (Director)	4	/	4	1	/	1	N/A	/	N/A
5. Mr. PIBOONSAK ARTHABOWONPISAN (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
6. Ms. METHIKAN CHUTIPONGSIRI (Director)	4	/	4	1	/	1	N/A	/	N/A
7. Ms. PEERADA YONGVONGPHAIBOON (Director)	4	/	4	1	/	1	N/A	/	N/A
8. Mr. SUNTORN COMPHIPHOT (Director)	4	/	4	1	/	1	N/A	/	N/A
9. Ms. ORAWAN PONGTUNYALUK (Director)	4	/	4	1	/	1	N/A	/	N/A
10. Mr. THORANIT TANTIKULWICHIT (Director, Independent director)	3	/	3	0	/	0	N/A	/	N/A
11. Sub.Lt. Suree Buranathanit (Director, Independent director)	0	/	1	0	/	0	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

In 2024, certain directors were unable to attend Board meetings due to prior commitments. However, their absence did not

affect the quorum or the Company's operations, as the meetings proceeded and resolutions were passed in accordance with the Company's Articles of Association.

Directors who were unable to attend received meeting documents in advance and were able to provide their input through alternative channels, such as email or direct communication with the Chairman of the Board. This ensured that the decision-making process remained thorough and transparent. To prevent future attendance issues, AMC has implemented preventive measures, including early notification of meeting schedules, consideration of online or hybrid meeting formats, and allowing directors to submit their comments in advance through electronic means. These efforts are intended to ensure the highest level of meeting effectiveness and corporate governance.

Remuneration of the board of directors

Types of remuneration of the board of directors

AMC has established a remuneration policy for directors and senior executives that is appropriate, fair, and transparent. The policy takes into account individual responsibilities, performance, and alignment with the Company's strategic objectives.

In accordance with Article 14 of the Company's Articles of Association, directors are entitled to receive remuneration. The Board of Directors has resolved to approve total director remuneration not exceeding THB 4 million, as proposed by the Remuneration Committee. This approach aims to support directors and senior executives in effectively fulfilling their duties and driving the Company toward long-term success.

The full Remuneration Policy is available at: <https://www.asiametal.co.th/Remuneration Policy>

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mrs. TAIKA PHRAISANGOB (Director)			240,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	240,000.00	0.00	240,000.00	No	
Executive Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Audit and Good Governance Committee	0.00	0.00	0.00	No	
2. Mr. CHUSAK YONGVONGPHAIBOON (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
ESG Committee	0.00	0.00	0.00	No	
3. Mr. VIRACHAI SUTEERACHAI (Chairman of the Board of Directors)			480,000.00		0.00
Board of Directors	480,000.00	0.00	480,000.00	No	
4. Ms. CHANANYA YONGVONGPHAIBOON (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
5. Mr. PIBOONSAK ARTHABOWONPISAN (Director)			480,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	480,000.00	0.00	480,000.00	No	
Audit and Good Governance Committee	0.00	0.00	0.00	No	
6. Ms. METHIKAN CHUTIPONGSIRI (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	-	
7. Ms. PEERADA YONGVONGPHAIBOON (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
ESG Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Executive Nomination and Remuneration Committee	0.00	0.00	0.00	No	
8. Mr. SUNTORN COMHIPHOT (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Executive Nomination and Remuneration Committee	0.00	0.00	0.00	No	
ESG Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
9. Ms. ORAWAN PONGTUNYALUK (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
10. Mr. THORANIT TANTIKULWICHIT (Director)			200,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	200,000.00	0.00	200,000.00	-	
11. Ms. Anyarin Direkrojwut (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
ESG Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
12. Sub.Lt. Suree Buranathanit (Director)			40,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	40,000.00	0.00	40,000.00	No	
Audit and Good Governance Committee	0.00	0.00	0.00	No	
13. Mr. Prapod Jitrong (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	960,000.00	0.00	960,000.00
2. Audit Committee	960,000.00	0.00	960,000.00
3. Executive Committee	0.00	0.00	0.00
4. Audit and Good Governance Committee	0.00	0.00	0.00
5. Executive Nomination and Remuneration Committee	0.00	0.00	0.00
6. Risk Management Committee	0.00	0.00	0.00
7. ESG Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,920,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	1,920,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00
directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies

The governance of subsidiaries and affiliated companies is a critical process that enables the parent company to manage and oversee the operations of group entities in alignment with established policies, strategies, and ethical standards.

Key governance mechanisms include:

1. Establishing a clear governance structure, such as appointing boards of directors or representatives to subsidiaries and affiliates to oversee their operations.
2. Establishing policies and practices consistent with those of the parent company, such as financial policies, risk management, and legal compliance.
3. Implementing regular monitoring and audit systems through financial reporting and internal audits to ensure consistent performance oversight.
4. Managing conflicts of interest and risks that may affect the corporate group's operations and reputation.
5. Promoting a corporate culture that emphasizes transparency and accountability to all stakeholders. Effective governance helps mitigate risks, enhance operational efficiency, and strengthen the long-term credibility of the corporate group.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

To enhance transparency and credibility in business operations, and to build trust among shareholders and all stakeholders:

- In accordance with Thai Accounting Standard No. 24: *Related Party Disclosures*, companies are required to disclose relationships between parent and subsidiary companies in all cases—regardless of whether any transactions have occurred. The disclosure must include the name of the parent company and the identity of any individual or entity that has ultimate control over the company.
- The Company also complies with the notifications issued by the Securities and Exchange Commission (SEC) regarding related party transactions. This includes disclosing information and details of significant agreements between the Company and shareholders concerning the management of its subsidiaries and affiliates, ensuring that shareholders and investors have access to complete and accurate information.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

AMC is committed to conducting business with transparency and integrity, placing strong emphasis on the prevention of

conflicts of interest in order to build credibility and trust among all stakeholders. The Company has established the following guidelines to prevent conflicts of interest:

- 1.AMC has established an anti-corruption policy to ensure that all directors, executives, and employees comply with it.
- 2.The company oversees the use of insider information to prevent personal gain or conflicts of interest.
- 3.The company monitors the misuse of corporate assets or information and regularly tracks performance to ensure compliance.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes
information to seek benefits over the past year

AMC has established guidelines to prevent the misuse of insider information for personal gain, as follows:

- 1.Directors, executives, and employees are strictly prohibited from using the Company's insider information for personal benefit or for the benefit of external parties.
- 2.Employee training is provided to raise awareness of the importance of safeguarding insider information and the consequences of violations.
- 3.Clear procedures are in place regarding access to and use of insider information, including confidentiality agreements for relevant parties.
- 4.Strict monitoring and enforcement of compliance with the policy is conducted to prevent the improper use of insider information.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past : Yes
year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines

- AMC has adopted an anti-corruption policy that applies across all levels of the organization, from employees to senior executives. All employees are required to comply with the guidelines, including refraining from accepting gifts or benefits from business partners and disclosing any transactions that may pose a conflict of interest. This is to foster a clear understanding of the policy throughout the organization.
- Training programs on anti-corruption practices have been conducted for both employees and executives.
- A whistleblowing system is in place, allowing employees and external parties to anonymously report suspected misconduct or corrupt practices. This enables the Company to investigate and take legal action as appropriate.
- In the past year, AMC implemented risk-based transaction reviews, including financial transaction audits and internal audits, to prevent potential violations and ensure compliance with anti-corruption measures.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

- Over the past year, AMC has continued to uphold its Anti-Corruption Policy and Business Code of Conduct in its operations, with the aim of preventing and mitigating the risks of corruption and inappropriate behavior. The Company has provided secure channels for whistleblowing and complaints, allowing employees and stakeholders to report concerns or misconduct safely.
- AMC is committed to protecting the confidentiality of whistleblowers and ensures that all complaints are investigated fairly and promptly. This reinforces the Company's commitment to conducting its business in accordance with ethical standards and applicable laws.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

In the past year, AMC did not receive any whistleblower reports or related complaints.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PIBOONSAK ARTHABOWONPISAN (Chairman of the audit committee)	4	/	4
2 Mrs. TAISIKA PHRAISANGOB (Member of the audit committee)	4	/	4
3 Mr. THORANIT TANTIKULWICHIT (Member of the audit committee)	3	/	3
4 Sub.Lt. Suree Buranathanit (Member of the audit committee)	0	/	1

The results of duty performance of the audit committee

AMC's Audit Committee plays a crucial role in overseeing and monitoring the Company's operations to ensure adherence to relevant standards and regulations. In 2024, the Audit Committee undertook the following activities:

Review of Financial Statements: The Audit Committee reviewed the quarterly and annual financial statements for the year 2024 in collaboration with the external auditors and management to ensure that the financial reports were prepared in accordance with generally accepted accounting standards and that adequate disclosures were made.

Review of Related Party Transactions: The Audit Committee considered transactions that may involve conflicts of interest to ensure that such transactions were conducted fairly and in the best interests of the Company and its shareholders.

Compliance with Laws and Business Ethics Oversight: The Audit Committee monitored the Company's compliance with the Securities and Exchange Act and oversaw the communication and dissemination of the Company's Code of Conduct to employees in order to prevent conflicts of interest.

Performance Evaluation: The Audit Committee reported its performance to the Board of Directors at every meeting, along with providing useful comments and recommendations, which management has appropriately taken into consideration and implemented.

Appointment of External Auditor: The Audit Committee assessed the independence and remuneration of the external auditor and recommended that the Board of Directors appoint KPMG Audit (Thailand) Company Limited as the Company's external auditor for the fiscal year 2024.

Through these operations, the Audit Committee has executed its responsibilities with independence, transparency, and efficiency, thereby bolstering the confidence of shareholders and stakeholders.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 1

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHUSAK YONGVONGPHAIBOON (The chairman of the executive committee)	1	/	1
2 Ms. PEERADA YONGVONGPHAIBOON (Member of the executive committee)	1	/	1
3 Ms. CHANANYA YONGVONGPHAIBOON (Member of the executive committee)	1	/	1
4 Mr. SUNTORN COMPHIPHOT (Member of the executive committee)	1	/	1
5 Ms. Anyarin Direkrojwut (Member of the executive committee)	1	/	1
6 Mr. Prapod Jittrong (Member of the executive committee)	0	/	0

The results of duty performance of Executive Committee

Over the past year, the Executive Committee diligently carried out its duties as delegated by the Board of Directors. The Committee played a key role in policy formulation, performance monitoring, and providing strategic recommendations to support the Company's sustainable growth. It also placed strong emphasis on risk management, good corporate governance, and accountability to all stakeholders.

Meeting attendance of Audit and Good Governance Committee ⁽¹⁾

List of Directors	Meeting attendance of Audit and Good Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PIBOONSAK ARTHABOWONPISAN (The chairman of the subcommittee)	4	/	4
2 Sub.Lt. Suree Buranathanit (Member of the subcommittee)	0	/	0
3 Mrs. TAISIKA PHRAISANGOB (Member of the subcommittee)	4	/	4

The results of duty performance of Audit and Good Governance Committee

AMC's Audit Committee plays a crucial role in overseeing and monitoring the Company's operations to ensure adherence to relevant standards and regulations. In 2024, the Audit Committee undertook the following activities:

Review of Financial Statements: The Audit Committee reviewed the quarterly and annual financial statements for the year 2024 in collaboration with the external auditors and management to ensure that the financial reports were prepared in accordance with generally accepted accounting standards and that adequate disclosures were made.

Review of Related Party Transactions: The Audit Committee considered transactions that may involve conflicts of interest to ensure that such transactions were conducted fairly and in the best interests of the Company and its shareholders.

Compliance with Laws and Business Ethics Oversight: The Audit Committee monitored the Company's compliance with the Securities and Exchange Act and oversaw the communication and dissemination of the Company's Code of Conduct to employees in order to prevent conflicts of interest.

Performance Evaluation: The Audit Committee reported its performance to the Board of Directors at every meeting, along with providing useful comments and recommendations, which management has appropriately taken into consideration and implemented.

Appointment of External Auditor: The Audit Committee assessed the independence and remuneration of the external auditor and recommended that the Board of Directors appoint KPMG Audit (Thailand) Company Limited as the Company's external auditor for the fiscal year 2024.

Through these operations, the Audit Committee has executed its responsibilities with independence, transparency, and efficiency, thereby bolstering the confidence of shareholders and stakeholders.

Remark: ⁽¹⁾ On April 23, 2024, Mr.Thoranit Tantikunwichit was appointed as Independent Director and Audit Committee Member, replacing Sub LT Suree Buranathanit

Meeting attendance of Executive Nomination and Remuneration Committee

List of Directors	Meeting attendance of Executive Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHUSAK YONGVONGPHAIBOON (The chairman of the subcommittee)	1	/	1
2 Mrs. TAISIKA PHRAISANGOB (Member of the subcommittee)	1	/	1

List of Directors	Meeting attendance of Executive Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mr. SUNTORN COMPHIPHOT (Member of the subcommittee)	1	/	1
4 Ms. PEERADA YONGVONGPHAIBOON (Member of the subcommittee)	1	/	1

The results of duty performance of Executive Nomination and Remuneration

Committee

Over the past year, the Nomination and Remuneration Committee has fully carried out its duties as assigned by the Board of Directors. The

Committee has reviewed and proposed qualified candidates for directorship and established a remuneration structure that is fair, transparent, and aligned with the scope of responsibilities. Additionally, the Committee has monitored and reviewed the remuneration practices to ensure they remain appropriate and responsive to the current business environment.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 1

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHUSAK YONGVONGPHAIBOON (The chairman of the subcommittee)	1	/	1
2 Mrs. TAISIKHA PHRAISANGOB (Member of the subcommittee)	1	/	1
3 Ms. PEERADA YONGVONGPHAIBOON (Member of the subcommittee)	1	/	1
4 Mr. SUNTORN COMPHIPHOT (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

In 2024, the Risk Management Committee convened meetings to monitor and review enterprise-level risks, with a focus on key risks such as operational and financial risks. Although ESG-related risks have not yet been fully covered, the Committee is currently in the process of reviewing and updating relevant criteria. Additionally, efforts have been made to promote risk management awareness at all levels of the organization. The Committee has continuously reported its performance and proposed risk mitigation measures to the Board of Directors.

Meeting attendance of ESG Committee

Meeting ESG Committee (times) : 2

List of Directors	Meeting attendance of ESG Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHUSAK YONGVONGPHAIBOON (The chairman of the subcommittee)	2	/	2
2 Ms. PEERADA YONGVONGPHAIBOON (Member of the subcommittee)	2	/	2
3 Mr. SUNTORN COMPHIPHOT (Member of the subcommittee)	2	/	2
4 Ms. Anyarin Direkrojwut (Member of the subcommittee)	2	/	2

The results of duty performance of ESG Committee

The Corporate Governance and Sustainable Development Committee has diligently fulfilled its responsibilities over the past year, emphasizing the promotion of sound governance and transparency in business practices. This includes the oversight and supervision of operations to ensure adherence to sustainable development principles. The Committee has facilitated the development of environmentally conscious, socially responsible policies and financial governance aimed at fostering stability and sustainability for the organization and all its stakeholders.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

AMC is committed to being a leader in the structural steel industry, operating with a focus on sustainability. The Company emphasizes the production of high-quality products while simultaneously caring for the environment, promoting social well-being, and conducting business under the principles of good corporate governance to ensure stable and sustainable growth. This approach considers the interests of all stakeholders.

Sustainability management goals

Does the company set sustainability management goals : Yes

In the current landscape of the Thai steel industry (Megatrend), the business must adapt to changes in environmental, social, and governance (ESG) factors, which serve as the foundation for sustainable organizational development. The industry also faces rapid changes in technology and global trade. To meet these evolving demands, AMC has developed control processes and product development strategies to address current and future needs.

AMC continues to focus on technological advancements in production to enhance energy efficiency and reduce greenhouse gas emissions. The company utilizes programs to monitor and maintain machinery in optimal working condition, as well as investing in new machinery to improve production efficiency and reduce waste. In addition, the company ensures quality control of products to meet changing consumer demands and expands its product range to serve various industries, including continuous industrial sectors, modern trade furniture, and construction materials.

The company has the capability and readiness to invest in technology for transportation management, ensuring timely delivery of products to enhance customer satisfaction. Additionally, AMC focuses on controlling energy consumption to reduce unnecessary costs.

However, due to environmental, social, and governance changes, the increasing competition both directly and indirectly, as well as shifting market dynamics and policies, AMC has set the following strategic direction:

1. Environmental Dimension

Goal: Reduce environmental impact in all production processes.

- Increase the share of renewable energy used in the Company's activities and production.
- Reduce energy consumption in the production process by utilizing high-efficiency technologies.
- Manage scrap metal to ensure 99% of it is recycled.
- Set goals to continuously reduce greenhouse gas emissions in the production process.

2. Social Dimension

Goal: Create stability and value for employees, communities, and stakeholders.

- Implement a comprehensive sales assistant program to build and maintain relationships with customers and gather feedback to improve product and service quality.
- Enhance workplace safety standards through training and the use of technology.
- Support employee skill development.
- Develop a fair wage structure and ensure migrant workers receive appropriate rights.
- Participate in community development with a focus on education, healthcare, and religion.

3. Governance Dimension

Goal: Manage with transparency, ethics, and consideration for all stakeholders.

- Establish an ESG committee to oversee and monitor ESG performance.
- Disclose ESG information to create transparency for stakeholders.
- Implement anti-corruption policies and measures at all levels.
- Conduct ethics training for employees.
- Select and evaluate partners and suppliers based on ESG standards.
- Use transportation control programs to ensure timely delivery of goods.
- Create a cybersecurity system to protect data and ensure information security for the Company's stakeholders.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action
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Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

1. Environmental Dimension

Goal: Reduce environmental impact in all production processes.

Increase the share of renewable energy used in the Company's activities and production.

Reduce energy consumption in the production process by utilizing high-efficiency technologies.

Manage scrap metal to ensure 99% of it is recycled.

Set goals to continuously reduce greenhouse gas emissions in the production process.

2. Social Dimension

Goal: Create stability and value for employees, communities, and stakeholders.

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Enhance workplace safety standards through training and the use of technology.

Support employee skill development.

Develop a fair wage structure and ensure migrant workers receive appropriate rights.

Participate in community development with a focus on education, healthcare, and religion.

3. Governance Dimension

Goal: Manage with transparency, ethics, and consideration for all stakeholders.

Establish an ESG committee to oversee and monitor ESG performance.

Disclose ESG information to create transparency for stakeholders.

Implement anti-corruption policies and measures at all levels.

Conduct ethics training for employees.

Select and evaluate partners and suppliers based on ESG standards.

Use transportation control programs to ensure timely delivery of goods.

Create a cybersecurity system to protect data and ensure information security for the Company's stakeholders.

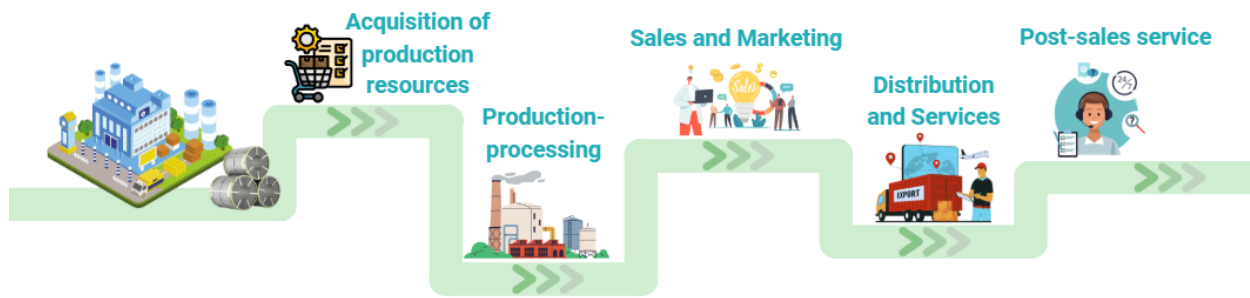
Information on impacts on stakeholder management in business value chain

Business value chain

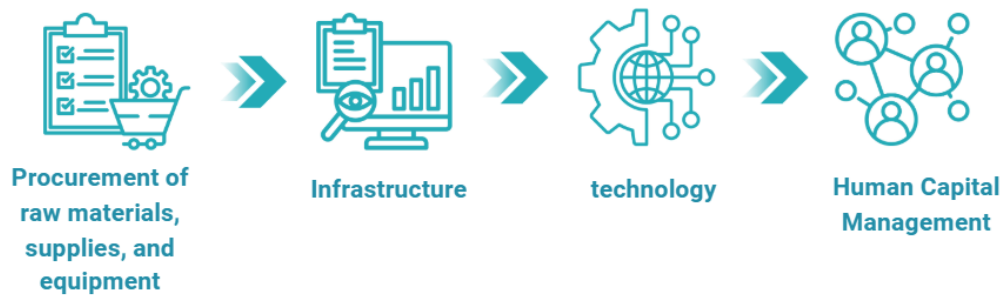
AMC operates its business with a strong focus on and consideration for all stakeholders. The Company is committed to sustainable management, which covers the entire process of structural steel production, from upstream to downstream, in order to meet customer needs and achieve the highest level of customer satisfaction. This includes both core activities and supporting activities within the value chain.

Business value chain diagram

Primary activities



Support initiatives



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> Employees 	<p>Appropriate compensation</p> <p>Welfare protection and workplace safety</p> <p>Basic legal welfare benefits</p> <p>Job security and career advancement</p> <p>Opportunities for learning and self-development</p> <p>Participation in activities and consideration of opinions</p>	<p>-The starting wage is set in accordance with legal requirements.</p> <p>-Increases are made based on experience and performance evaluations.</p> <p>-Employees are entitled to equal rights and benefits comparable to those in the same industry.</p> <p>-Training programs are provided as required by law.</p> <p>-Basic welfare benefits exceed the minimum legal requirements.</p>	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media E-Mail Suggestion Box Communication activities MS. Team / Intranet Employment contract Meeting

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> -Products meet customer needs and comply with standards. -Reasonable and fair pricing. -Quality assurance, after-sales service, and product warranty/claims. 	<ul style="list-style-type: none"> Deliver quality products that meet standards, at a reasonable price, and on time. 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media E-Mail Sales Representative (Field / Telemarketing) Sales and Purchase Agreement
<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Supplier / Vendor 	<ul style="list-style-type: none"> -Clear purchase agreements with appropriate delivery timelines -Timely payments in accordance with terms and conditions -Defined conditions and specifications -Ongoing repeat purchases -Fair competition / Non-discrimination 	<ul style="list-style-type: none"> -Plan purchases appropriately based on needs -Specify product requirements in every purchase order -Implement invoicing and payment processes according to the company's schedule -Process invoices and payments on schedule and ensure timely settlement -Vendor selection and evaluation (Approved Vendor List - AVL) 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media E-Mail / Postmail Sales and Purchase Agreement Meeting
<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Service Provider / Outsource 	<ul style="list-style-type: none"> -Timely and complete payment -Repeat service usage / product repurchase -Fair and transparent procurement process -Workplace safety 	<ul style="list-style-type: none"> Implement a fair procurement policy Verify the qualifications of service providers Ensure timely payments Evaluate performance in alignment with purchase objectives Provide appropriate equipment and workspace for operations 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media E-Mail/Postmail Contract / Memorandum of Understanding (MOU) Meeting
<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Regulatory authorities 	<ul style="list-style-type: none"> -Adhere to the guidelines. -Manufacture standard products -Elevate factory standards to meet international benchmarks. 	<ul style="list-style-type: none"> -Adhere to regulations and implement policies for employees to follow in order to enhance safety. -Establish plans for product quality control. 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website E-mail / Postmail Meeting Annual Report Sustainable Report

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> -Enhance well-being -The environment does not influence the living conditions. -Safety of individuals and assets 	<ul style="list-style-type: none"> -Consistently assess the surroundings. -Waste generated during the production process is eradicated. -Engage in corporate social responsibility initiatives. -Consider the perspectives of the public. -Adherence to regulations stipulated by the Transport Act 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media Postmail Meeting Telephone
<ul style="list-style-type: none"> Financial institution 	<ul style="list-style-type: none"> -Loan/Interest repayment as scheduled -Alternative forms of financial services are utilized. -The company is stable and consistently expanding its operations. 	<ul style="list-style-type: none"> -Timely payment -Ensure comprehensive and transparent disclosure of operational outcomes. -Evaluate financial service offerings that feature competitive fees and interest rates. 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website E-Mail / Postmail Telephone Contract / Memorandum of Understanding (MOU) Meeting Annual Report Sustainable Report
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> -Substantial remuneration -Engage in activities that promote environmental and social responsibility. -Transparency and precision of disclosed information -Reliable disbursements -Enhanced and more consistent business growth -Obtain comprehensive, precise, and lucid information. 	<ul style="list-style-type: none"> -Manage performance in alignment with strategic plans while adhering to effective risk management practices. -Consider the results of dividend payments carefully. -Clarification of operational outcomes via multiple channels of the company and the Stock Exchange of Thailand. 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company Website Social media E-Mail/Postmail Meeting Annual report Sustainability Report

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Customer / Consumer Responsibility	• Customer / Consumer Responsibility
Waste and Waste Management	• Waste and Waste Management
Good Governance	• Good Governance
Sustainability Risk Management	• Sustainability Risk Management
Community / Social Responsibility	• Community / Social Responsibility
Fair Labor Practices	• Human Rights • Others : -
Sustainable Supply Chain Management	• Sustainable Supply Chain Management
Energy Management	• Energy Management
Innovation Development	• Innovation Development
Cybersecurity and Personal Data Protection	• Others : Cybersecurity and Personal Data Protection
Greenhouse Gas Management	• Greenhouse Gas Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

Sustainability risk management


Information on risk management policy and plan

Risk management policy and plan

Policy

In today's rapidly changing business environment, risk management is essential to organizational sustainability. AMC has established a Risk Management Policy to develop an effective risk alert system focused on preventing and managing potential issues within the company. This system enables executives and employees to make timely decisions and mitigate risks efficiently. It supports transparency and promotes proactive risk management at all levels, thereby strengthening business stability and sustainability.

You can read the full Risk Management and Internal Control Policy at:

 <https://www.asiametal.co.th/Risk Management and Internal Control Policy>

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Economic Uncertainty and Raw Material Price Volatility Risk

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates

ESG risk factors : No

Risk characteristics

The steel industry is highly volatile due to various factors such as fluctuations in global steel prices, intense market competition, and economic uncertainty.

Risk-related consequences

These factors may adversely affect the company's profitability and its ability to remain competitive in the market.

Risk management measures

AMC has implemented measures to mitigate the impact of economic uncertainty and volatile raw material costs by diversifying sourcing across multiple regions, adopting flexible pricing strategies based on market indices and actual costs, hedging foreign exchange risks through forward contracts, investing in energy-efficient technologies, and recycling steel scrap to enhance production efficiency and reduce reliance on virgin materials; in addition, the company has established raw material reserves, promoted proactive negotiations with customers, and supported government trade and environmental policies to strengthen its competitiveness and ensure long-term sustainability.

Risk 2 Customer/Consumer behavior and needs

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers

ESG risk factors : No

Risk characteristics

Customer needs may change according to market trends and emerging technologies.

Risk-related consequences

If AMC is unable to respond to changing customer needs, it may lose customers and market share.

Risk management measures

AMC focuses on developing new products and improving production processes to align with customer needs, such as the production of galvanized steel pipes, which are currently in high demand.

Risk 3 Risk from market competition

Related risk factors : Strategic Risk

• Other : -

ESG risk factors : No

Risk characteristics

The steel industry in Thailand faces intense competition, particularly from low-priced steel imports from China, which may impact AMC's market share.

Risk-related consequences

The entry of low-cost steel from China may compel AMC to reduce its pricing, which could result in lower profit margins and a potential loss of customers to competitors.

Risk management measures

AMC should strengthen customer relationships, improve product quality, and enhance production efficiency to reduce costs. In addition, monitoring international trade policies and implementing anti-dumping measures can help mitigate the impact of unfair competition.

Risk 4 Information or IT system security and cyberattacks

Related risk factors : Operational Risk

• Information security and cyber-attack

ESG risk factors : No

Risk characteristics

Cyberattacks or the exposure/leakage of critical company or customer data

Risk-related consequences

It can undermine the company's credibility and reputation, potentially disrupt business operations, and lead to legal penalties or regulatory sanctions.

Risk management measures

AMC has implemented a cyber threat detection system, restricted employee access to personal hardware, and stores critical data on a secure cloud platform with a two-tier backup system to safeguard against unexpected incidents.

Risk 5

Related risk factors : Operational Risk

• Product obsolescence

ESG risk factors : No

Risk 6

Related risk factors : Compliance Risk

• Change in laws and regulations

ESG risk factors : No

Risk 7

Related risk factors : Compliance Risk

• Other : -

ESG risk factors : No

Risk 8 Credit Risk from Extending Trade Credit to Business Partners

Related risk factors : Financial Risk

• Other : -

ESG risk factors : No

Risk characteristics

AMC is exposed to credit risk arising from extending credit to customers. This risk stems from the possibility that customers may encounter operational or financial difficulties, which could result in their inability to make payments on time or cause delays in debt collection.

Risk-related consequences

If customers experience financial difficulties or default on their payments, the debt collection period may be prolonged.

This could negatively impact the company's cash flow, reduce profitability, and potentially affect its long-term financial position.

Risk management measures

AMC closely monitors the quality of its receivables and enforces strict credit evaluation procedures to assess each customer's repayment ability and mitigate credit risk.

Risk 9 Risk from Foreign Currency Exchange Rate Fluctuations

Related risk factors	: <u>Financial Risk</u>
	• Fluctuation in exchange rates, interest rates, or the inflation rate
ESG risk factors	: No

Risk characteristics

AMC is exposed to foreign exchange rate volatility due to its reliance on imported raw materials, which are primarily transacted in US dollars. In addition, advance payments for purchases are also made in US dollars. As a result, the company faces risks associated with fluctuations in exchange rates between foreign currencies and the local currency.

Risk-related consequences

Exchange rate volatility may lead to fluctuations in the cost of imported raw materials, potentially impacting the company's profitability and increasing uncertainty in cash flow and expense management particularly in cases where exchange rate movements are unfavorable or significantly elevated.

Risk management measures

AMC utilizes financial instruments such as forward foreign exchange contracts and financial derivatives to hedge exchange rate risks. These tools help lock in exchange rates and mitigate the impact of currency fluctuations on import costs and the company's overall operating performance.

Risk 10 Interest Rate Risk

Related risk factors	: <u>Financial Risk</u>
	• Fluctuation in exchange rates, interest rates, or the inflation rate
ESG risk factors	: No

Risk characteristics

AMC is exposed to interest rate risk from its short-term borrowings with floating interest rates, which are subject to changes based on prevailing market conditions and monetary policies set by both domestic and international central banks. An increase in interest rates would result in higher financing costs for the company.

Risk-related consequences

An increase in market interest rates may lead to higher borrowing costs, which could negatively affect the company's cash flow and profitability. Furthermore, it may impact AMC's ability to manage working capital and conduct business operations efficiently.

Risk management measures

AMC closely monitors interest rate policies set by both domestic and international central banks, including the Bank of Thailand (Monetary Policy Committee – MPC), to adjust its borrowing strategies and select the most cost-effective funding sources. In addition, all borrowing decisions are made with careful consideration to ensure optimal control over financial costs and maintain overall efficiency.

Risk 11 Liquidity Risk

Related risk factors	: <u>Financial Risk</u>
	• Liquidity risk
ESG risk factors	: No

Risk characteristics

Liquidity risk arises when AMC is unable to effectively manage its working capital to support ongoing operations or business growth. This may result in a shortage of cash to meet debt obligations or sustain normal business activities. Such risk may stem from insufficient credit facilities or inadequate cash flow planning.

Risk-related consequences

If the company is unable to maintain adequate liquidity, it may be unable to meet its debt obligations or invest in key business opportunities. This could adversely affect operations in both the short and long term, and may also lead to

higher financial costs due to emergency borrowing or opportunity losses from missed business prospects.

Risk management measures

AMC closely monitors the quality of its receivables and applies stringent credit assessment procedures to evaluate each customer's repayment capacity, thereby reducing credit risk.

Risk 12 Emerging Risk

Related risk factors : Strategic Risk
• Other : Emerging Risk
ESG risk factors : No

Risk characteristics

AMC is aware of emerging risks such as occupational diseases and newly emerging infectious diseases, which could have a significant impact.

Risk-related consequences

It could impact future business operations and lead to increased costs and expenses.

Risk management measures

AMC analyzes potential risks and their impacts on business operations, establishing risk mitigation measures and monitoring emerging risks. These efforts aim to reduce the impact of new risks and help the company achieve its strategic goals and objectives.

Risk 13 Natural Disaster Risk

Related risk factors : Strategic Risk
• Other : -
ESG risk factors : No

Risk characteristics

Natural disasters such as floods, earthquakes, and storms can impact operations in the steel industry by causing disruptions in production processes, transportation, and raw material supply. Additionally, they may result in damage to infrastructure and machinery.

Risk-related consequences

Failure to effectively manage the risk of natural disasters could result in asset loss, disruption of operational revenue, penalties for failing to meet delivery deadlines, and potentially undermine stakeholder confidence.

Risk management measures

AMC has implemented risk mitigation measures for natural disasters, such as selecting factory and warehouse locations in low-risk areas, installing drainage and flood prevention systems, maintaining machinery, creating raw material reserves, monitoring order status, and securing comprehensive property insurance. Additionally, employee training programs are conducted to prepare staff for disaster response.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : Yes

Link for company's sustainable supply chain management policy and guidelines : <https://www.asiametal.co.th/Investor/index.php?page=policy=0>

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

Personnel in procurement functions, internal stakeholders, and business partners must undergo continuous capacity development to support and drive the achievement of the company's sustainability goals.

Studying the principles and guidelines for developing the Supplier Code of Conduct, which sets ethical and responsible business standards for suppliers, including requirements related to environmental protection, legal compliance, and sustainable resource management—ensuring that all suppliers are able to comply with these standards.

The establishment of a dedicated working group responsible for developing and updating the Supplier Code of Conduct, including overseeing the selection and evaluation of suppliers, as well as monitoring and ensuring compliance with defined sustainability standards.

Suppliers are ranked based on sustainability criteria to support strategic decision-making and promote transparency throughout the supply chain management process.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : No

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) : <https://www.asiametal.co.th/นโยบายการพัฒนานวัตกรรม>
policy กระบวนการทำงาน สินค้าและบริการ

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	1,570,000.00	19,200,000.00	39,884,262.23

Additional explanation for research and development (R&D) expenses over the past 3 years

In 2024, AMC implemented four projects that applied advanced technologies to enhance operational processes, with a total investment of approximately THB 39,884.26 million. These projects aimed to restructure the production system to focus on modern manufacturing technologies, enabling faster response to customer delivery demands and ensuring adequate and complete product availability. The integration of automation systems in production lines supports the ability to meet diverse customer needs.

Additionally, the use of computer-controlled systems has reduced reliance on manual labor skills, increased precision, and enabled the collection of feedback data for continuous process improvement.

In 2023, AMC invested in the installation of a solar rooftop electricity generation system at the Bangplee factory in Samut Prakan province, which contributes to reducing electricity consumption in the production process.

In 2022, the company invested in modern tools and equipment for its industrial operations. These computer-controlled technologies improved precision, measurement, and control capabilities within the manufacturing process.

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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