



Asiametal

Sustainability Report

2025

 Environment |  Social |  Governance

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SUMMARY TABLE OF SUSTAINABILITY PERFORMANCE FOR THE YEAR 2025.



EXECUTIVE MESSAGE



Chusak Yongvongphaiboon

Chief Executive Officer

In 2025, Asia Metal Public Company Limited (AMC) continues to face challenges from a volatile global economy, intense competition, fluctuating costs, and uncertainties from various factors. However, the company has been able to maintain business continuity by adapting its strategies, focusing on cost management, increasing production efficiency, systematically managing inventory, and developing the capabilities of its personnel. This ensures the company's ability to maintain competitiveness and consistently deliver quality products that meet customer needs. AMC believes that business growth must go hand-in-hand with responsibility towards the environment, society, and good governance. Therefore, the company operates within an ESG framework, prioritizing renewable energy, efficient waste management, personnel development, creating value for society, and transparent and fair governance to foster stable and sustainable growth in all dimensions. Throughout the past year, the company has driven concrete sustainability initiatives in several areas, including increasing the proportion of renewable energy, utilizing solar power, promoting clean energy, reducing and separating waste from production processes, employee care, and developing management systems to better align with sustainable development principles. These results reflect AMC's commitment not only to financial performance but also to considering the impact on stakeholders, society, and the environment.

In terms of governance, the company has appointed a Sustainability Committee and Working Group to guide, monitor performance, and systematically integrate ESG issues into its management. It is also preparing to upgrade its risk management and operational processes to continuously encompass environmental, social, and governance dimensions. Building on the foundation laid in 2025, the company is clearly expanding its operations into 2026, focusing on enhancing its environmental management system to be more systematic and efficient. This led to the official certification of the ISO 14001:2015 environmental management system in 2026. This achievement not only reflects the organization's readiness to operate according to international standards but also marks a crucial starting point for improving greenhouse gas management, efficient energy and water use, proper waste reduction and management, and stricter compliance with environmental regulations. In 2026, AMC will continue to build on the results of the past year by continuously improving resource efficiency in production processes, strengthening the sustainability culture at all levels, and integrating ESG goals more concretely with business operations. The company believes that sustainable development is not just a short-term project, but a long-term business approach that will strengthen the organization, increase confidence among customers, partners, shareholders, and all stakeholders. The company will remain committed to conducting business responsibly, developing product and service quality, and enhancing operational efficiency. And to create shared value for the economy, society, and environment, in order to become an organization that grows steadily, transparently, and sustainably.

SCOPE OF THE REPORT

This sustainability report covers the economic, social, and environmental (ESG) performance of Asia Metal Public Company Limited (AMC), including both its head office and branches. AMC manufactures and distributes various structural steel products, including round pipes, square pipes, flat pipes, and C-channel steel, produced at two plants: the Bang Phli-Samut Prakan plant and the Phanat Nikhom-Chonburi plant.

This sustainability report presents performance data for the year 2025, from January 1, 2025 to December 31, 2025. It has been prepared in accordance with the Sustainability Reporting Guidelines for Listed Companies of the Stock Exchange of Thailand and the ESG Metrics guideline for the industrial products sector, specifically the steel and metal products category. This demonstrates the company's commitment to sustainable development, focusing on meeting the needs and expectations of all stakeholders regarding both the company's operations and the impact of its activities.

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01

BASIC INFORMATION



- Types of business operations.**
Vision, Mission, Values
Product and service characteristics
Intellectual property

- Business value chain**
Main activities
Supporting activities

- Company stakeholders**
Stakeholder expectations
Responding to stakeholders.
Communication channels

Vision, Mission, and Values

➔ Vision

We are committed to being a steel manufacturer that operates sustainably, creating quality products for society.

➔ Mission

Create sustainability in all dimensions of the business while reducing environmental impact, and add value to society and stakeholders.



Values

I

Integrity

Always adhere to correctness, act with transparency and honesty.

Innovation

Challenge the old, create new ideas, and continuously strive for development without ceasing.

E

Excellence

Committed to the highest quality in all activities, products, and services.

Ownership

Dedicated at heart, driving results, and possessing ownership.

R

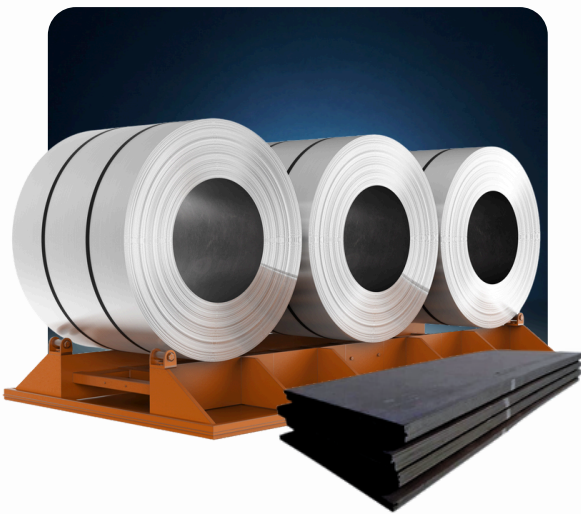
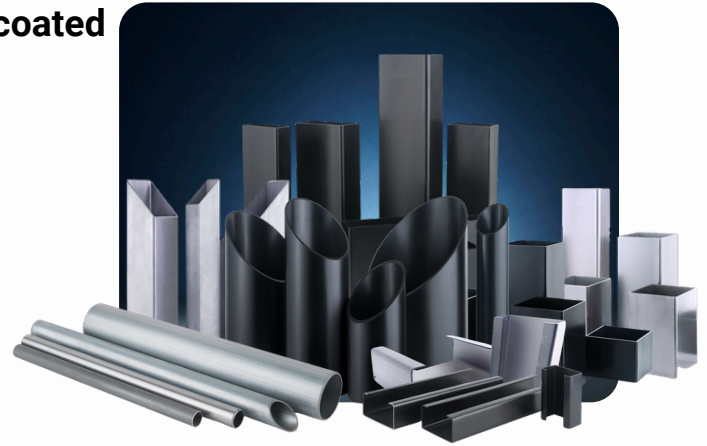
Responsibility

Care for users, employees, society, and the environment, and be responsible for utilizing resources efficiently.

Product Features and Services

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

Includes welded seam steel pipes in circular, square, and flat shapes, manufactured to the industrial product standard for carbon steel pipes for general structural work (TIS 107) and C-shaped steel, manufactured to the industrial product standard for cold-formed structural steel sections for general structural work (TIS 1228).



Sheet Metal Processing and Slitting Coil

AMC provides steel cutting services to customer-specified widths, adhering to industrial product standards that emphasize quality in both raw materials and production processes.

AMC has registered a trademark (Logo), which represents the identity of the company and prevents outsiders from using the same mark in a way that may confuse consumers. This trademark is considered a highly valuable asset and strengthens the company's image.

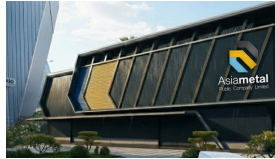
Intellectual Property

- Trademark of Asia Metal Public Company Limited, Goods Category 6
Registration Number: 201122578
Registered Country: Thailand
Protection Period: 10 years

Organization Overview

Asia Metal Public Company Limited is a leading company in Thailand's steel industry. Its main business involves the production and distribution of structural steel products, such as steel pipes and C-shaped steel structures. It also serves as a comprehensive steel service center, offering hot-rolled and cold-rolled steel coils, cutting and selling steel sheets, and slit coils according to customer specifications.

Subsidiary

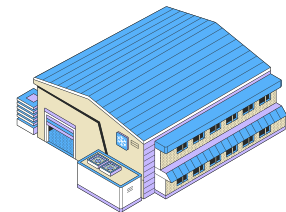


Asia Metal Public Company Limited
Registered Capital : 549.94 million baht
Paid-up Capital : 480.10 million baht
(87.30%)



STC Steel Co., Ltd.

Registered paid-up capital of 20 million baht
(99.99%)



Grand Asia Steel Processing Center Co., Ltd.

Registered capital called up: 10 million baht
(99.99%)

Joint venture company

01

PRIME STEEL MILL CO., LTD.

Paid-up registered capital:
1,100 million baht
Investment value: 500 million
baht (45.45%)

02

ASIA MODERN CONSTRUCTION AND ENGINEERING CO., LTD.

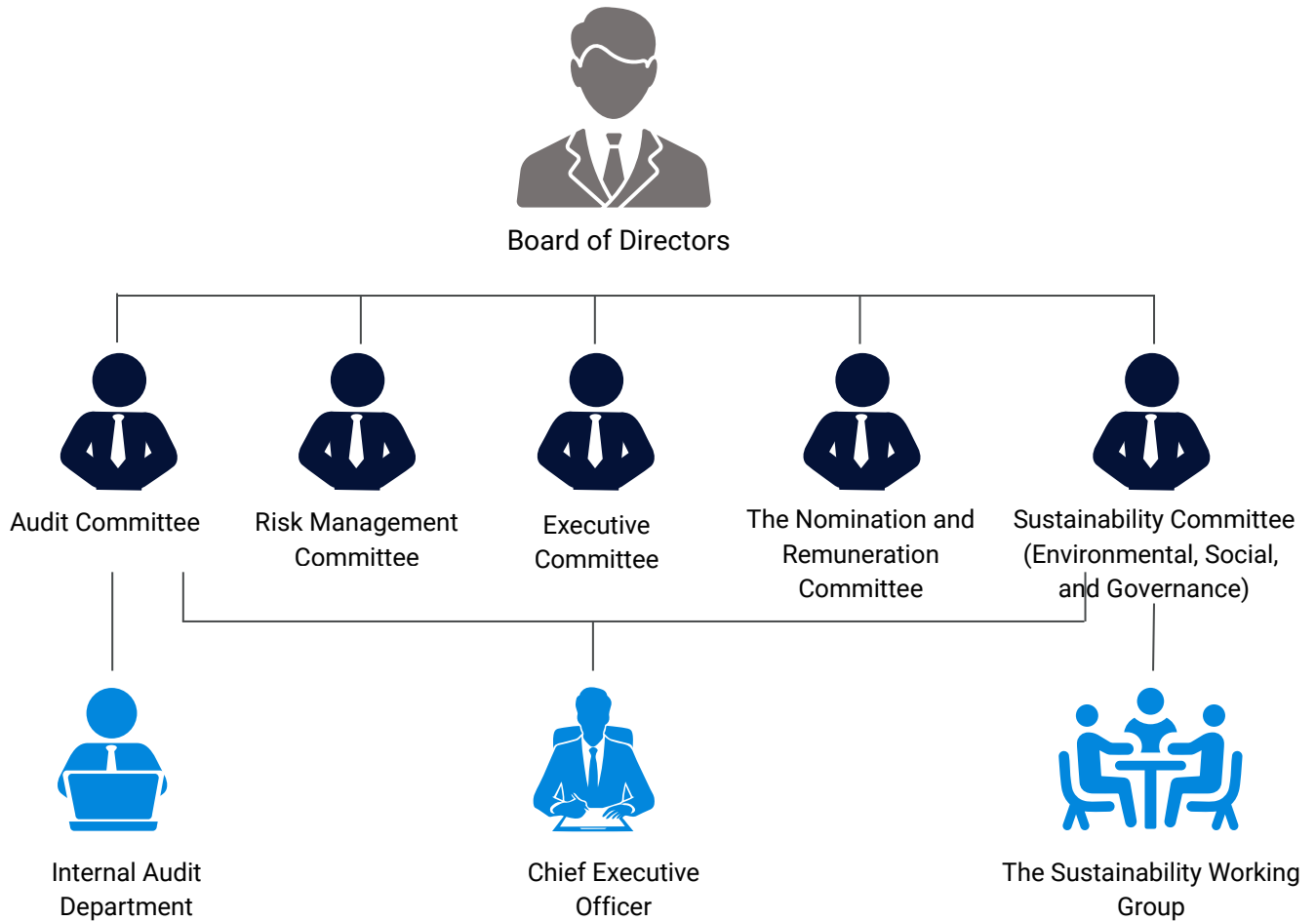
Registered capital of 25 million baht
Investment value of 7.5 million baht
(30%)

03

ASIA MODERN STEEL BUILDING CO., LTD.

The registered capital is 200 million baht.
The investment value is 40 million baht.
The paid-up capital is 10 million baht
(20%).

Sustainability Management Structure



The scope, authority, and duties of the Sustainability Working Group are as follows:

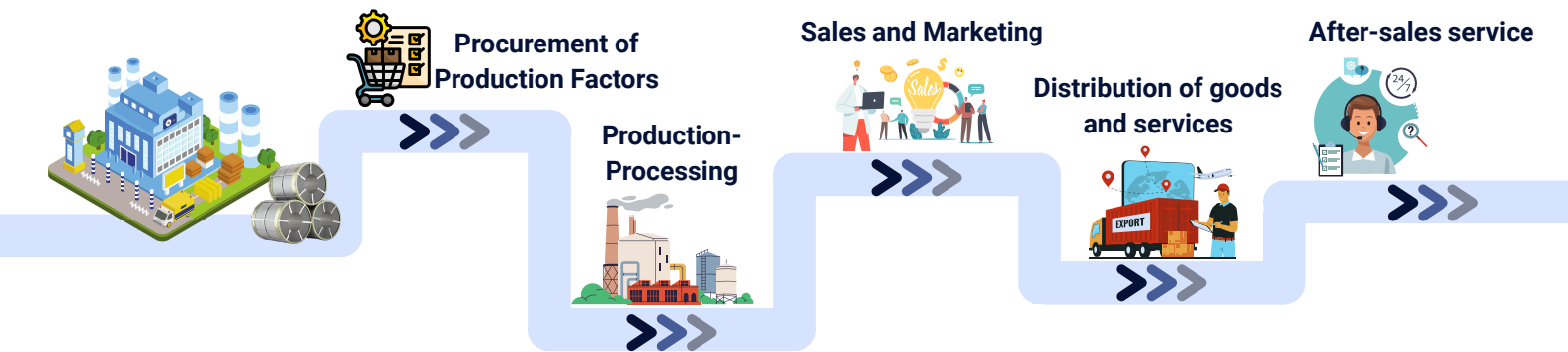
1. Define the organization's sustainability policies, plans, and goals in alignment with the company's policies and international standards.
2. Develop and promote sustainability operations in line with ESG guidelines.
3. Monitor, evaluate, and prepare sustainability performance reports for management.
4. Provide consultation and recommend sustainability practices to relevant departments.
5. Communicate and raise awareness about sustainability among employees and stakeholders.
6. Perform other related duties as assigned by management.

In 2025, AMC held one ESG committee meeting to report on sustainability performance and present to the company's board for consideration and further planning.

The Business Value Chain

AMC conducts its business with a focus on all stakeholder groups and is committed to sustainable management. This encompasses the structural steel production process from upstream to downstream to meet customer demands and achieve maximum satisfaction. It includes the main and supporting activities of the value chain as follows.

Main Activity



✓ Procurement of Production Factors

There is a comprehensive supply of raw materials covering sourcing, transportation, quality inspection, and storage, both from domestic and international sources.

✓ Production-Processing

The production process adheres to international standards, covering every step from planning and manufacturing to quality control and storage.

✓ Sales and Marketing

The sales and marketing department is ready to provide comprehensive customer service, from consulting, sales, to after-sales service. They closely listen to customer needs and communicate accurate and complete information to build good relationships and promote business growth.

✓ Distribution of goods and services

AMC emphasizes quality control at every stage, with a professional team from production and inspection to delivery. The supply chain management system ensures that customers receive products that are of high quality and perfect.

✓ After-sales service

There are after-sales services and a team available to inspect and claim products, as well as promptly and efficiently address and resolve customer-reported issues.

Support activities

The procurement of raw materials, materials, and equipment.

The process of purchasing raw materials, supplies, equipment, parts, and machinery is conducted efficiently by verifying reliable suppliers to obtain quality raw materials at reasonable prices and in accordance with production requirements.

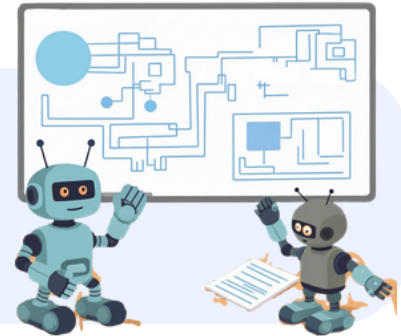


Infrastructure

The implementation of a strong infrastructure system includes the development and analysis of various systems to support the organization's operations efficiently and in compliance with relevant laws.

Technology

Modern technology has been integrated into every process of the company to improve operations and responsiveness to customer and consumer needs more effectively.



Human resources



AMC prioritizes human resource development by managing recruitment, training, and employee development. Additionally, it creates a positive work environment to enhance employee efficiency and engagement.



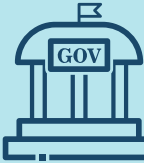
Corporate stakeholders




Stakeholder Prioritization

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

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

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

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

| Stakeholders | Stakeholder anticipations | Stakeholder Feedback | Communication mediums |
|---|--|---|---|
|  <p>Community Individuals residing near the company's premises or utilizing the route for daily commutes while adhering to traffic regulations.</p> <p>Influence on the company: Minimal Affected by the company: Direct</p> | <ul style="list-style-type: none"> • 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"> • Corporate website • Social media platforms • Postal service • Meeting • Telephone |
|  <p>Financial entities A legal entity that offers liquidity support through loans and borrowings while also providing financial counsel.</p> <p>Influence on the company: Significant Affected by the company: Directly</p> | <ul style="list-style-type: none"> • 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"> • Corporate website • Email / Postal • Telephone • Agreement / Memorandum of Understanding • Meeting • Annual report • Sustainability Assessment Report |
|  <p>Shareholders An individual or legal entity that possesses one or more shares in a public or private company with the objective of generating profit.</p> <p>Influence on the company: Significant Affected by the company: Directly</p> | <ul style="list-style-type: none"> • 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"> • Corporate website • Social media platforms • Email / Postal • Meeting • Annual report • Sustainability Assessment Report |

02

SUSTAINABILITY POLICY AND STRATEGY



Sustainability Policy

AMC strives to be a leader in the structural steel industry by conducting business sustainably, focusing on producing high-quality products while caring for the environment, promoting society, and operating sustainably under good corporate governance principles to achieve stable growth. This is done with consideration for the interests of stakeholders. You can read the full sustainability management policy at <https://www.asiametal.co.th/Sustainable Development Policy>

Sustainability Strategy

In the current operations of Thailand's steel industry group (Megatrend) concerning environmental, social, and governance aspects, which are the sustainable development guidelines for organizations, businesses need to adapt under these changes. This includes rapidly evolving technology and global trade. AMC has developed control processes and product development to meet changing demands from the present to the future.



AMC continues to focus on technology development in production to enhance energy efficiency and reduce greenhouse gas emissions. They employ programs to maintain machinery in optimal condition, invest in new machinery to increase production efficiency, and reduce waste from the production process. They also control product quality to meet the changing demands of consumers, expanding product diversity to cater to the needs of downstream industries, modern trade furniture, and construction materials, among others. The company has the capability and readiness to invest in technology related to controlling product transportation, ensuring timely delivery to enhance customer satisfaction and controlling energy use to reduce unnecessary costs.

However, due to environmental, social, and governance changes, increased competition both directly and indirectly, shifting market conditions, and various policies, the company has devised the following strategies.

ENVIRONMENTAL DIMENSION

Objective: Reduce environmental impact in all production processes.

- Increase the proportion of renewable energy usage in company activities and production
- Reduce energy consumption in the production process by using high-efficiency technology
- Manage scrap metal to ensure 99% can be recycled
- Set continuous goals to reduce greenhouse gas emissions in the production process

SOCIAL DIMENSION

Objective: To create stability and value for employees, communities, and stakeholders.


- Develop a comprehensive sales intelligent assistant project to build and maintain customer relationships and gather feedback for improving product and service quality.
- Elevate workplace safety standards through training and technology implementation.
- Support the development of employee skills.
- Develop a fair wage structure and ensure proper rights for migrant workers.
- Participate in community development, focusing on education, public health, and religion.

GOVERNANCE DIMENSION



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

- Establish an ESG committee to oversee and monitor ESG performance.
- Disclose ESG information to enhance transparency for stakeholders.
- Implement anti-corruption policies and measures at all levels.
- Provide company ethics training for employees.
- Select and evaluate partners and suppliers with ESG standards.
- Utilize a transportation control program to ensure timely delivery of goods.
- Develop a cyber security system to protect data for the company's stakeholders.

Advancing Sustainable Development Goals

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

Advancing Sustainable Development Goals

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

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

Key sustainability issues and prioritizing sustainability issues.

Assessing key aspects of business sustainability.

AMC analyzes, assesses, and prioritizes key business sustainability issues to enable organizations to define business practices that align with stakeholder expectations while responding to economic, social, and environmental challenges. This is accomplished through the following main steps:

Step 1: Analyzing activities in the value chain.

Conduct a comprehensive value chain analysis to identify and compile sustainability issues relevant to various internal and external activities, considering the entire business value chain.

Step 2: Analyzing stakeholders and determining a response strategy.

AMC identifies stakeholder groups across the business value chain and assesses the expectations and needs of each group in order to develop approaches to responding to them, in line with the principles of sustainable business practices.

Step 3: Assessing significance and prioritizing sustainability issues.

AMC has established sustainability impact assessment criteria based on the likelihood and severity of impacts, considering acceptable levels for the organization and internal and external environmental factors. The company has evaluated the significance of sustainability impacts according to these criteria and comprehensively analyzed the likelihood and severity of impacts. Furthermore, it has prioritized sustainability issues, considering their impact scores on operations and sustainability across all dimensions: environmental, social, and economic, as well as factors influencing stakeholder decision-making, to guide future operational direction.

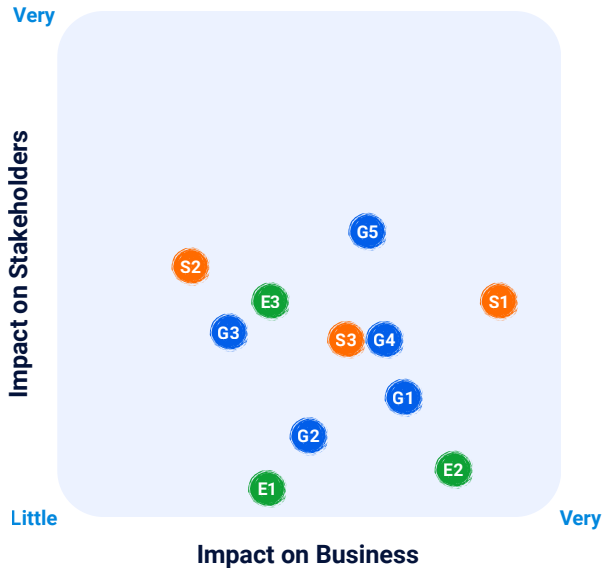


Step 4: Approving the list of sustainability issues that are significant to the company.

AMC reviewed the sustainability key assessment results to ensure that the prioritized sustainability issues appropriately reflected the key concerns of the company and its stakeholders. The key issues were then presented to management for review and approval.

The Evaluation Results of Key Sustainability Issues for the Year 2025

The results of the sustainability key issues assessment were certified and approved by the Sustainability Committee. The management will consider and prioritize key sustainability issues, as well as formulate policy directions to achieve the company's and stakeholders' sustainability goals.



According to the evaluation of key sustainability issues in the above picture, AMC has incorporated issues from three dimensions: environmental, social, and governance and economic aspects as follows.



ENVIRONMENTAL DIMENSION



1. Waste and Waste Management
2. Energy Management
3. Greenhouse Gas Management

SOCIAL DIMENSION



1. Responsibility to customers/consumers
2. Responsibility to the community
3. Fair treatment of labor

GOVERNANCE DIMENSIONS



1. Good Corporate Governance
2. Risk Management
3. Sustainable Supply Chain Management
4. Innovation Development in Work Processes, Products, and Services
5. Cybersecurity and Personal Data Protection

Summarize the positive and negative impacts on each key issue.

| KEY POINTS | POSITIVE IMPACT | NEGATIVE IMPACT |
|---|--|---|
| 1. RESPONSIBILITY TO CUSTOMERS/CONSUMERS | THE PRODUCT IS OF HIGH QUALITY, MEETS STANDARDS, AND FULFILLS CUSTOMER NEEDS. | THERE WAS A CUSTOMER COMPLAINT. |
| 2. WASTE AND WASTE MANAGEMENT | REDUCE WASTE FROM THE PRODUCTION PROCESS INCREASE EFFICIENCY IN WASTE CONTROL | THE IMPACT ON THE ENVIRONMENT FROM IMPROPER WASTE MANAGEMENT AND OIL CONTAMINATION. |
| 3. GOOD CORPORATE GOVERNANCE | THERE IS TRANSPARENCY IN BUSINESS OPERATIONS. | THE RISK OF BEING FINED, WARNED, OR SHUT DOWN IF NOT COMPLYING WITH THE LAW. |
| 4. RISK MANAGEMENT | REDUCE RISK, INCREASE COMPETITIVE OPPORTUNITIES. | FAILURE TO ADAPT TO THE SITUATION RESULTS IN LOSING COMPETITIVE OPPORTUNITIES. |
| 5. RESPONSIBILITY TO THE COMMUNITY | THE SURROUNDING COMMUNITY HAS IMPROVED THEIR WELL-BEING, REDUCING RESISTANCE FROM THE COMMUNITY. | THERE WAS A COMPLAINT FROM THE COMMUNITY. |
| 6. FAIR TREATMENT OF LABOR | EMPLOYEE DEVELOPMENT ENHANCES CAREER ADVANCEMENT, REDUCES WORKPLACE ACCIDENTS, INCREASES ENGAGEMENT, AND DECREASES TURNOVER RATES. | EMPLOYEE COMPLAINTS, WORKPLACE ACCIDENTS, SIGNIFICANT LABOR DISPUTES. |
| 7. SUSTAINABLE SUPPLY CHAIN MANAGEMENT | FINDING A PARTNER THAT MEETS THE COMPANY'S REQUIREMENTS. | - |
| 8. ENERGY MANAGEMENT | THE ENERGY CONSUMPTION PER UNIT HAS DECREASED DUE TO THE USE OF RENEWABLE ENERGY. | - |
| 9. DEVELOPMENT OF INNOVATION IN WORK PROCESSES, PRODUCTS, AND SERVICES | REDUCE REDUNDANCY AND ERRORS, AND ENHANCE BUSINESS COMPETITIVENESS. | FAILURE TO ADAPT TO SITUATIONS, WITH INCREASING COSTS IN PROMOTION AND MARKETING. |
| 10. CYBERSECURITY AND PERSONAL DATA PROTECTION | DATA SECURITY, PREVENTING DATA LOSS. | - |
| 11. GREENHOUSE GAS MANAGEMENT | REDUCE GREENHOUSE GAS EMISSIONS | - |

03

SUSTAINABILITY PERFORMANCE RESULTS



Environmental Dimension

2025

ENVIRONMENTAL POLICY AND STANDARDS COMPLIANCE MANAGEMENT

AMC promotes organizational management for sustainable development to align with the Environmental Management System standard (ISO 14001 : 2015) and to encourage managers, employees, and stakeholders to participate in sustainable environmental management.

You can read the full version of the Sustainable Environmental Management Policy at

[https://www.asiametal.co.th/Sustainable
Environmental Management Policy](https://www.asiametal.co.th/SustainableEnvironmentalManagementPolicy)



ENVIROMENT

Currently, AMC is in the process of obtaining environmental management system certification according to ISO 14001: 2015 standards, which is expected to be officially certified by early 2026.

MEASURES TO ACCOMMODATE AND MITIGATE POTENTIAL ENVIRONMENTAL IMPACTS.

Measures and Guidelines for Energy Management

- Turn off switches, electrical appliances, and devices every time after use.
- Set air conditioners to 25 degrees Celsius and turn them off one hour earlier before leaving the room.
- Choose LED bulbs instead of conventional bulbs.
- Utilize renewable energy by installing solar power systems.

In 2025, AMC had no damage values or fines, and there were no incidents of legal violations or environmental impacts.

Waste Management Measures

- Separating waste according to the 3 Rs principle: Reduce, Reuse, Recycle
- Collecting and providing containers for different types of waste, with labels indicating each type, in office and factory areas
- Appropriately disposing of waste and recording the weight data each time, e.g., hazardous waste is collected and disposed of by a government-authorized company
- Printing documents using reused paper and opting for black and white printing instead

ENVIRONMENTAL DIMENSION

Efficient Energy Management



Target

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

Policy

AMC recognizes the importance of energy management, supports energy conservation, and promotes efficient resource usage. This policy is designed to guide efficient energy use in alignment with sustainable development goals in all aspects of operations. You can read the full energy management policy at https://www.asiametal.co.th/Energy_Management_Policy.

Operational Plan

- Implement modern technology and efficient processes to reduce energy consumption at every stage of operations, such as using automation in production processes and installing equipment that reduces energy loss.
- Use renewable energy, such as solar power, in production processes and offices to decrease reliance on fossil fuels and help reduce greenhouse gas emissions.
- Install a Smart Energy Management System, use LED lighting, and high-efficiency equipment such as energy-saving air conditioners and motors.
- Foster a culture of energy conservation through employee training and campaigns on efficient energy use.
- Regularly audit energy usage in all activities to identify opportunities for improvement and cost reduction.
- Transition vehicles from fuel-based to electric systems.

Operation

AMC has appointed a task force to manage energy efficiently and sustainably, focusing on the use of renewable energy in various activities as follows:

- Solar Rooftop Project: Installing solar power generation systems
- Smart Move Project: Transitioning to travel with electric vehicles

ENVIRONMENTAL DIMENSION

Efficient Energy Management



Solar Rooftop Project: Installation of Solar Energy Power Generation System

The Solar Rooftop Installation Project Phase 1 with a production capacity of 883.28 kW at the Head Office, Nam Daeng-Bang Phli

AMC installed a solar power generation system (Solar Rooftop) Phase 1 with a production capacity of 883.28 kilowatts (kW) at its headquarters in Bang Phli, Samut Prakan. This project began operations in August 2023. By 2025, the project is expected to produce a total of 913,568.07 kilowatt-hours per year, resulting in an estimated electricity cost saving of approximately 4,567,840.35 baht per year. Additionally, it helps reduce greenhouse gas emissions by about 427.73 tons per year, reflecting the project's success in minimizing environmental impact and energy costs.

The Solar Rooftop Efficiency Improvement Project with a capacity of 997.92 kW at the Phanat Nikhom Branch, Chonburi.

AMC Company has implemented a project to enhance the efficiency of electricity usage from solar energy at the Phanat Nikhom branch in Chonburi Province. This aims to maximize the benefits of renewable energy usage within the production process. By 2025, the company has adjusted its management approach for the factory's electrical system to align more closely with the potential electricity production from a 997.92-kilowatt Solar Rooftop system.

This operation has resulted in the factory being able to use solar-generated electricity more efficiently, covering a wider operational area and significantly increasing the use of clean energy as a substitute for conventional electricity.

The project outcomes have led to an average increase in electricity production of approximately 13,796.86 kilowatt-hours per month, saving an average of about 68,984.32 baht per month in electricity costs.

As a result of this project, the solar energy power generation system is able to produce a total of 1,082,615.01 kilowatt-hours per year, equating to an electricity cost saving of about 5,413,075.04 baht per year. It also helps reduce greenhouse gas emissions by approximately 506.88 tons per year.

ENVIRONMENTAL DIMENSION

Efficient Energy Management



The amount of oil used

| | |
|------|-----------|
| 2025 | 18,275.94 |
| 2024 | 35,716.15 |
| 2023 | 38,025.00 |

Unit: Liter

The Smart Move Project transforms travel with electric cars.

In 2025, AMC continues to drive policies on energy conservation and reducing environmental impact, focusing on reducing fossil fuel usage and promoting clean energy within the organization. This is done alongside raising awareness and engaging employees at all levels to support the company's sustainability goals in a tangible manner.

Throughout the past year, the company has increased the proportion of electric vehicles (EVs) in its operations, resulting in a significant reduction in fuel consumption compared to the previous year. This reflects the effectiveness of the transition to clean energy both in reducing energy costs and greenhouse gas emissions.

The company has replaced some of its fuel-powered vehicles with electric vehicles and supported related infrastructure, such as installing and upgrading charging stations within company premises to efficiently accommodate increased usage. Additionally, continuous communication on EV usage guidelines, route planning, and energy management is provided to employees to ensure maximum operational efficiency.

Performance monitoring in 2025 involves comparing fuel consumption between years and analyzing trends in greenhouse gas emission reductions from EV usage. This information is used as a success metric for the project and forms the basis for setting future energy reduction targets.

In 2025, AMC's total oil consumption was 18,275.94 liters, a decrease from 2024, during which the total consumption was 35,716.15 liters. **This represents a reduction of 17,440.21 liters or 48.83% compared to the previous year.** This reflects a significant downward trend in fossil fuel usage and is considered an important achievement from the company's concrete implementation of the clean energy promotion project.

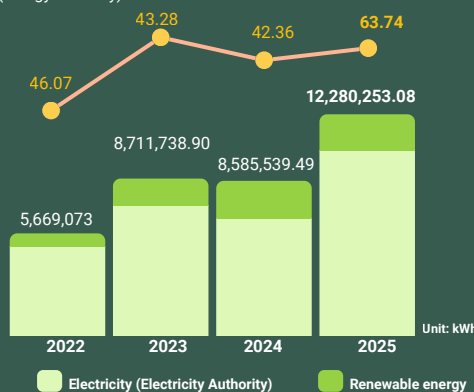
ENVIRONMENTAL DIMENSION

Efficient Energy Management



Total Energy Consumption (Overall)

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



Performance results

| amount | unit | 2022 | 2023 | 2024 | 2025 |
|---|------|--------------|--------------|--------------|---------------|
| Electrical energy (electricity authority) | kWh | 4,943,846.00 | 7,222,143.00 | 6,506,093.00 | 10,284,070.00 |
| Renewable energy | kWh | 725,227.00 | 1,489,595.90 | 2,079,446.49 | 1,996,183.08 |
| Fuel energy | kWh | 436,960.99 | 778,345.88 | 733,550.65 | 616,740.89 |
| Energy consumption (total) | kWh | 6,106,033.99 | 9,490,084.78 | 9,319,090.14 | 12,896,993.96 |

In 2025, the company used a total of 12,896,993.96 kWh of electricity, with 1,996,183.08 kWh coming from renewable energy sources, **accounting for 15.48% of total electricity consumption.** This exceeded the company's target of 15% by 0.48%. For reducing electricity usage per production unit, the company set a target to decrease by 3% compared to the base year 2023. However, due to the expansion of production capacity and increased energy usage in production processes, the electricity usage per production unit has not decreased as targeted. In 2025, it was 63.74 kWh per ton of production, an increase of 47.27% compared to the base year 2023, which was 43.28 kWh per ton of production.

ENVIRONMENTAL DIMENSION

Greenhouse Gas Management



Target

- Reduce the carbon intensity (Scope 1-2) per unit of output by 5% compared to the base year (2021) by the year 2025.

Policy

AMC recognizes the importance of climate change and reducing environmental impacts to strive for sustainable business operations through effective greenhouse gas management. This includes reducing greenhouse gas emissions from the organization's production processes and operations. You can read the full greenhouse gas management policy at <https://www.asiametal.co.th/Greenhouse Gas Management Policy>

Operational plan

- Improving organizational greenhouse gas accounting to comply with the requirements of the Greenhouse Gas Management Organization (TGO) covers data collection and reporting, including verification by accredited external agencies.
- In 2024-2025, there are plans to transition vehicles from fuel to electric systems and increase the proportion of renewable energy (solar cells) used in the production process.

Operation

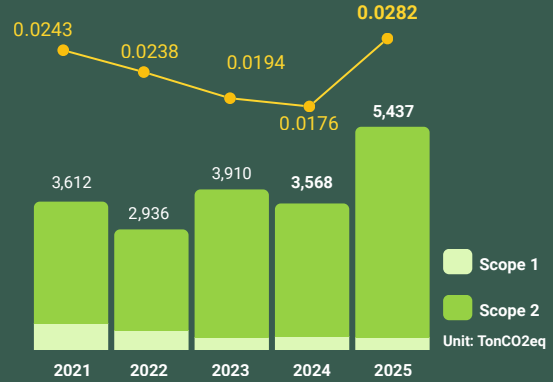
AMC has implemented greenhouse gas accounting and received certification from ECEE Co., Ltd., a body accredited by the Thailand Greenhouse Gas Management Organization (TGO), for a continuous period of 5 years from 2021 to 2025. Additionally, they have transitioned vehicles from fuel-based to electric systems under the Smart Move project, promoting travel with electric cars. They are also undertaking a project to enhance the efficiency of a 997.92 kW Solar Rooftop at the Phanat Nikhom branch factory in Chonburi.

ENVIRONMENTAL DIMENSION

Greenhouse Gas Management



Carbon intensity Scope 1+2 (TonCO₂eq/ Ton)



Performance results

| Greenhouse gas emissions (CFO) | unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|--------------------------------|-----------------------|------------|------------|----------|------------|------------|
| Scope 1 | TonCO ₂ eq | 634.00 | 464.00 | 299.00 | 315.00 | 295.00 |
| Scope 2 | TonCO ₂ eq | 2,979.00 | 2,472.00 | 3,611.00 | 3,253.00 | 5,142.00 |
| Scope 3 | TonCO ₂ eq | 334,884.00 | 279,579.00 | N/A | 485,392.00 | 479,389.00 |

In 2025, AMC had a total greenhouse gas emission of 5,437.00 tons of carbon dioxide equivalent (tCO₂e) in Scope 1 and 2. **The carbon intensity was 0.0282 tCO₂e per ton of production.** Compared to the base year 2021, the carbon intensity increased by 16.32%, which did not meet the company's set targets. The main factor was the construction and installation of galvanized steel coil production lines, which significantly increased electricity usage in Scope 2 during the reporting year. The company will review its energy management measures and greenhouse gas emission reduction plans to control carbon intensity and achieve the set targets in the future.

ENVIRONMENTAL DIMENSION

Waste and Waste Management



Target

- The amount of industrial waste per production decreased by 3% per year.
- At least 99% of scrap metal from the production process can be recycled.
- Employees have 100% knowledge and understanding in waste segregation.

Policy

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

Operational Plan

- Assign the Occupational Health and Safety and Work Environment Committee to be responsible for inspecting and monitoring the sorting, disposal, and storage processes.
- Establish waste sorting points according to type in various areas (design a layout) and provide sufficient equipment (trash bins) with clearly marked signs at each point.
- Prepare a presentation manual and posters to communicate with employees at all levels.
- Organize activities to continuously raise awareness among employees and promote recycling by returning sorted waste to the production process or selling it to scrap buyers.
- Summarize and report the operations results, and communicate and publicize the outcomes to employees at all levels.
- Manage hazardous waste and non-recyclable waste through legally authorized disposal services.

Performance Results

In 2025:

- Industrial waste per production output increased by 1.63% per year
- 100% of scrap metal from the production process can be recycled
- Employees have been fully educated and informed on proper waste sorting methods

ENVIRONMENTAL DIMENSION

Waste and Waste Management

Projects Involved

AMC operates waste and waste management under the following activities:

Industrial Waste Reduction Project in the Production Process

AMC has developed an approach to modify production line methods to reduce the use of consumables and high-contamination waste in various processes, such as slitting, pipe and C-shape extrusion, and rework to correct the surfaces of finished products. These involve various types of consumables, like compressed sheets, fabrics, sponges, and other disposable materials. Improvements are being made in work methods, standardization, and controlling material usage to ensure it is limited and does not affect product quality or work safety. The operations in 2025 include the following details:

- Currently, measures have been established to control the issuance of consumables by requiring the return of scraps before issuing new work.
- Industrial waste, such as used wiping cloths, degraded coolant, and cleaning cloth scraps, is being separated.



The AMC initiated a project in late 2024 to reduce the use of squeegee cloth by shortening its length from 20 centimeters to 10 centimeters. This was aimed at improving material efficiency and reducing waste. In 2025, AMC continuously monitored and collected data on the usage of squeegee cloth to compare with pre-project data and evaluate the effectiveness of the measures in reducing material usage and controlling costs. As a result of reducing the squeegee cloth length from 20 centimeters to 10 centimeters, **the total usage in 2025 was 9,772 units, a decrease from the 10,505 units used in the base year of 2024, representing a reduction of 733 units or 7%.** This outcome reflects the efficiency of the material management measures and supports the approach of using resources efficiently and reducing waste in the production process.

ENVIRONMENTAL DIMENSION

Waste and Waste Management

Scrap Metal Management Project

AMC has allocated space in the factory and warehouse for clearly storing scrap metal separated by type throughout the production process. They also provide training to employees to enhance understanding and awareness in correctly sorting each type of scrap metal, making it easier for recycling. Additionally, they support appropriate and sufficient tools and equipment to handle various types of scrap metal, ensuring that scrap from all production processes is completely collected and sorted.

- Establish operational measures for sorting scrap metal from the production process, communicate to employees, and emphasize adherence, with designated personnel responsible for monitoring the correct sorting of scrap metal.
- Assign adequate storage areas and bins for each type of scrap metal and clearly label them.

AMC has set a target to recycle at least 99% of the generated scrap metal. In 2025, **2,719.87 tons of scrap metal were sorted and 100%** were sold for recycling. The company continuously maintains standards for sorting and managing scrap metal to sustain resource efficiency and concretely support the circular economy concept.

Project How to Ting

AMC promotes responsible coexistence in a sustainable environment. They continuously raise environmental awareness among employees by encouraging participation in clearly separating different types of waste. This includes:

- Establishing waste sorting procedures and emphasizing compliance, with designated personnel responsible for monitoring proper waste separation by employees.
- Providing sufficient disposal points and bins for each waste type, with clear signage.
- Communicating correct waste sorting methods to all employees at every level, 100%.

AMC aims to develop complete knowledge and understanding of waste separation, targeting 100% comprehension by focusing on promoting correct waste separation processes among employees. After communicating and educating both Thai and international employees on waste separation, it was found that some incorrect waste disposal still occurred. However, to achieve the goal of complete waste separation, the process needs improvement, and additional training for employees is required. Future approaches will emphasize clear communication, awareness-building activities, and continuous monitoring to ensure all employees have the correct understanding and can efficiently separate waste.



ENVIRONMENTAL DIMENSION

Waste and Waste Management



The amount of non-hazardous waste and recyclable materials compared to the amount of scrap metal sold.



Performance results

| section | unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|------|----------|----------|----------|----------|----------|
| The amount of non-hazardous and non-recyclable waste. | Ton | 84.78 | 64.61 | 121.44 | 110.48 | 141.28 |
| Amount of waste and hazardous waste. | Ton | N/A | N/A | 1.58 | 1.44 | 7.07 |
| The amount of non-hazardous and recyclable waste. | Ton | 2,830.43 | 1,648.40 | 3,033.51 | 2,710.31 | 2,719.87 |
| Amount of waste (total) | Ton | 2,915.21 | 1,713.01 | 3,156.53 | 2,822.23 | 2,868.22 |
| Amount of waste recycled (amount of scrap metal sold) | Ton | 2,830.43 | 1,648.40 | 3,033.51 | 2,710.31 | 2,719.87 |

In 2025, AMC can have a slight increase in industrial waste per production output by **1.63% per year** compared to 2024, along with recycling **100%** of scrap metal from the production process according to sustainable waste management guidelines. Additionally, all employees have been fully trained and informed on proper waste segregation methods, achieving the set targets.

ENVIRONMENTAL DIMENSION

Effective Water Management

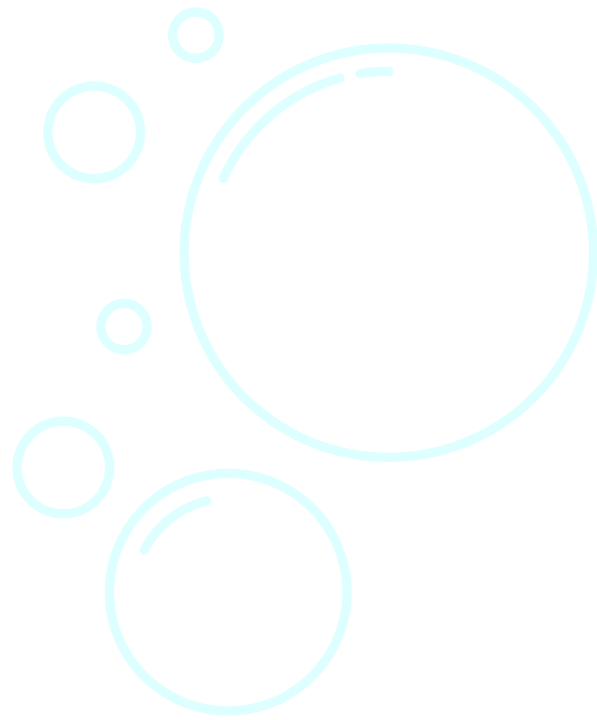
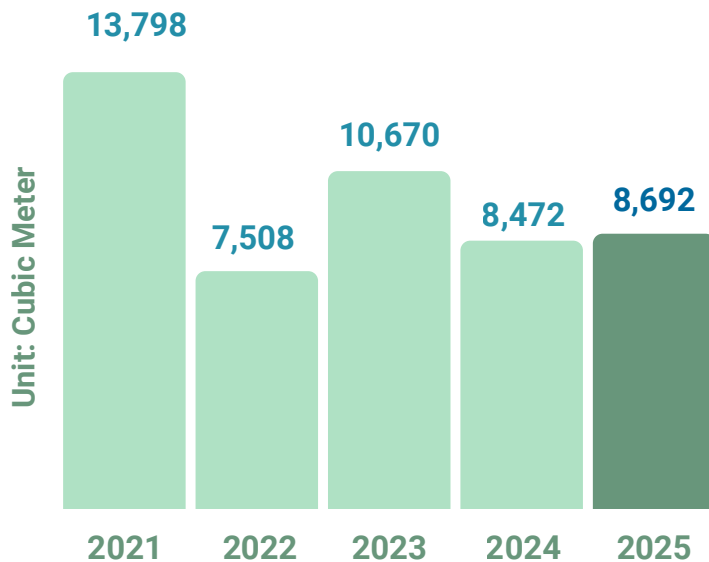


The proportion of total water usage



The water used by AMC is divided into two parts: the office and the factory, accounting for 16% and 84%, respectively. The water used in the office is for general consumption and usage, and is discharged in accordance with the law by being sent to a public wastewater treatment system. The water used in the factory is mixed with coolant in the pipe extrusion process and is recycled without any discharge (Zero Discharge).

Volume of reclaimed water.



In 2025, AMC had a **total water usage of 10,384 cubic meters**, with a **water intensity of 0.05 cubic meters per ton of production**.

ENVIRONMENTAL DIMENSION

Social and Environmental Impact Assessment (SIA/EIA)



The aforementioned information was reported by AMC on the implementation of measures to prevent and mitigate environmental impacts, including the monitoring of environmental impacts, to the Chonburi Provincial Industry Office, the Department of Industrial Works, and community leaders to ensure transparency in operations and responsibility towards the community and the environment.

Under the National Environmental Quality Promotion and Preservation Act, projects that may impact the environment are required to prepare an Environmental Impact Assessment (EIA) report, detailing aspects such as the current environmental conditions, potential impacts, and preventive and corrective measures. Previously, the steel production factories at the Nam Daeng and Phanat Nikhom branches were not required to prepare an EIA report as the company was not listed among those required to do so.

However, in 2025, AMC began the construction of a galvanized sheet metal production project in Phanat Nikhom district, which falls under the legal requirement to prepare an EIA report, along with implementing preventive and corrective environmental measures and continuous environmental quality monitoring. The project received approval from the Office of Natural Resources and Environmental Policy and Planning (ONEP).

AMC conducts air quality and noise level measurements for 7 consecutive days, twice a year, in January and July 2025, with the following results.

| Measurement issues | Measurement results | Standard criteria | Comparison results |
|---|--|-------------------------------|-------------------------|
| 1. Air quality monitoring. | TSP : 0.005 - 0.013 mg/m ³ | TSP ≤ 0.33 mg/m ³ | Within standard limits. |
| | PM10 : 0.001 - 0.061 mg/m ³ | PM10 ≤ 0.12 mg/m ³ | Within standard limits. |
| 2. Measurement of general noise levels and noise pollution. | Leq : 56.55 - 60.15 dB(A) | Leq ≤ 70 dB(A) | Within standard limits. |
| | Lmax : 84.05 - 99.5 dB(A) | Lmax ≤ 115 dB(A) | Within standard limits. |
| | Maximum noise level: 7.4 dB(A) | ≤ 10 dB(A) | Within standard limits. |
| 3. Monitoring the quality of surface water. | pH: 7.2 - 8.0 | pH 5 - 9 | Within standard limits. |

The amount of air pollution from business operations

AMC has conducted measurements of dust and chemical concentrations within the factory areas to assess air quality and potential impacts on employees and surrounding communities, both at the Nam Daeng-Bang Phli plant and the Phanat Nikhom-Chonburi plant. The measurement results indicate that the concentration levels of dust and chemicals at both plants are within safe levels and do not exceed the established standards. The measurement results are as follows:

| area | Test results | standard |
|---------------------------------|------------------------------|----------------------|
| Nam Daeng-Bang Phli Factory | 1.12-1.18 mg/m ³ | 10 mg/m ³ |
| Phanat Nikhom Factory, Chonburi | 1.10 -1.21 mg/m ³ | 10 mg/m ³ |

Social dimension

2025

The responsible management of social impact not only creates value for businesses but also generates positive effects on consumers, employees, and communities, promoting the sustainability of business operations by balancing profit generation with ongoing social development. Therefore,

AMC places great importance on the social dimension in all aspects, especially regarding customer responsibility, fair treatment of labor, and support for local communities. This forms the fundamental basis for building sustainable relationships and reflects the commitment to conducting business with genuine responsibility towards society and the environment.

SOCIAL DIMENSION

Responsibility to Customers and Consumers



Target

- Customer satisfaction is not less than 80%.
- There are no instances of customer data breaches.

Policy

AMC is committed to and emphasizes the importance of protecting the personal data of customers and stakeholders to build confidence and trust in the processes of collecting, using, and disclosing personal information. The company has established policies and practices for maintaining the personal data of customers and stakeholders in accordance with the Personal Data Protection Act of 2019 and other relevant laws. You can read the full version of the policies and practices for protecting personal data of customers and stakeholders at https://www.asiametal.co.th/Policy_and_practices_for_protecting_personal_data_of_customers_and_stakeholders

Operational Plan

Building good relationships with customers is a crucial factor in business growth by providing quality service and effectively meeting customer needs to foster trust.

The Comprehensive Sales Smart Assistant Project is one of the strategies the company has developed to enhance customer service efficiency. It focuses on using modern technology and innovation to expedite the sales process and accurately meet customer needs effectively.

To implement the comprehensive sales intelligent assistant project, AMC has established a task force specifically to oversee this project. Meetings will be held to outline the working procedures between AMC and the company responsible for developing the program for this project. This includes meetings to define roles and responsibilities for all parties involved in the execution. There will be weekly meetings to monitor the progress of the project according to the planned schedule. The company conducts customer satisfaction surveys and assessments twice a year to gather data and summarize satisfaction scores. Subsequently, strategies are set to improve and develop the project further based on the received feedback, enhancing customer satisfaction according to expectations and increasing customer loyalty to the company.

SOCIAL DIMENSION

Responsibility to Customers and Consumers

Operation

AMC is a manufacturer of structural steel products that comply with industrial product standards (TIS). Therefore, it emphasizes the quality of its products to meet the specified standards. AMC is certified with the Quality Management System Standard (ISO 9001:2015) as stated in the company's quality policy (the full quality policy can be read at <https://www.asiametal.co.th/Quality Policy>). The focus is on producing high-quality products and delivering them on time to satisfy customers through continuous development. This includes responsibly providing information to customers, whether through marketing activities, product labels, sales documents, advertising, or marketing promotions, ensuring that the information is accurate and clear. It also includes any conditions or limitations that may arise from transportation/use. The impact of products and services on customers is continuously studied, assessed, and improved, covering key issues. This includes the initiation of a comprehensive smart sales assistant project to enhance sales and marketing efficiency, such as checking product stock, presenting products, issuing quotations/invoices/receipts, and tracking delivery status. The company conducts comprehensive marketing activities and product advertising, providing sufficient information for customer decision-making to prevent any impacts arising from unclear information regarding products and services.

The company places importance on systematically managing customer complaints and feedback. It focuses on in-depth cause analysis and implementing preventive measures to avoid recurrence, along with closely monitoring results to continuously enhance product and service quality in line with customer expectations.

In 2025, the company developed a faster and more transparent complaint handling process. They established a clear timeline for customer responses and provided regular progress reports until the resolution process was completed. Additionally, data from complaints were statistically analyzed to be used for improving production processes, quality control, supply chain management, and various services.

In addition, the company enhances the knowledge and understanding of relevant employees through training on quality standards, risk management, and customer communication. This enables them to respond professionally to various situations, reducing potential impacts and building long-term confidence. As a result of these operations, the company has been able to reduce repeat complaints and continuously increase customer satisfaction levels, reflecting its commitment to improving the quality of products and services to build confidence and sustainable relationships with customers and consumers in all groups.

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

You can contact the company for further inquiries or to file complaints related to personal data usage through the customer and stakeholder communication channels at:



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



You can notify via email at
1. Audit Committee ia@asiametal.co.th
2. Company Secretary secretary@asiametal.co.th



Please send a sealed letter via mail to the Chairman of the Audit Committee, the Chairman of the Board, or the Company Secretary.

Asia Metal Public Company Limited, Head Office
55, 55/1 Moo 2, Soi Wat Nam Daeng, Srinakarin Road, Bang Kaeo Subdistrict,
Bang Phli District, Samut Prakan Province 10540

SOCIAL DIMENSION

Responsibility to Customers and Consumers

Measures and Solutions

1. Reporting Data Breaches

- When a personal data breach occurs or there is a violation of consumer rights concerning personal data, employees or those who discover the incident must immediately inform the Data Protection Officer.
- The Data Protection Officer will investigate and assess the cause, origin, and impact of the incident, as well as implement corrective and preventive measures.

2. Notification to Personal Data Owners and Relevant Agencies

- If a personal data breach is found to potentially pose a risk to the rights and freedoms of the data owner, the company will notify the personal data owner, explaining the nature of the leaked data, potential impacts, and remedial measures.

3. Future Incident Resolution and Prevention

- If it is found that a personal data breach may pose a risk to the rights and freedoms of the data owner, the company will notify the personal data owner, explaining the nature of the leaked data, potential impacts, and remedial actions. AMC will set out measures to rectify the incident, such as changing data storage systems, improving security processes, or auditing related systems.
- Security measures will be reviewed and improved, such as adding security layers, training employees about data protection, and monitoring data access.

4. Logging Incidents

- The company will meticulously record instances of personal data breaches and consumer rights complaints to use for future audits and preventive planning. This data recording will be the responsibility of the personal data protection officer.

Immediate Response & Notification

Recovery & Prevention



Immediate reporting and investigation

Notification to affected parties

Corrective actions and system improvement

Detailed incident recording

SOCIAL DIMENSION

Responsibility to Customers and Consumers



Customer Satisfaction Evaluation Results for 2021 - 2025 (Percentage)

| | |
|------|-------|
| 2025 | 93.25 |
| 2024 | 93.80 |
| 2023 | 92.85 |
| 2022 | 93.50 |
| 2021 | 90.20 |

Performance results

In 2025, AMC conducted two customer satisfaction surveys. The first survey was conducted between January and June 2025, resulting in a satisfaction rating of 92.70%. The second survey was conducted between July and December 2025, with a satisfaction rating of 93.80%. Consequently, the average annual customer satisfaction was 93.25%, surpassing the company's target of 80%.

The evaluation covered key areas such as product quality, product delivery, and sales and service. Survey results showed that product quality scores increased from 92.0% to 92.9%, and product delivery scores rose from 91.5% to 94.3%, reflecting continuous improvements in product quality and delivery efficiency. Meanwhile, sales and service scores slightly decreased from 94.6% to 94.1%. Although still at a high level, the company has prioritized analyzing these results to enhance customer service quality in the future.

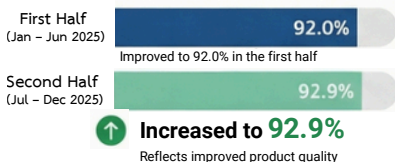
The company has analyzed the customer satisfaction survey results along with customer contact report data to identify key issues affecting customer experience and prioritize improvements. The focus is on developing product quality, enhancing service efficiency, and listening to customer feedback to lead to continuous improvement of products and services, thereby building long-term trust with stakeholders.

In 2025, there were no cases of customer data breaches, and no incidents or complaints related to consumer rights violations.

Detailed Comparison



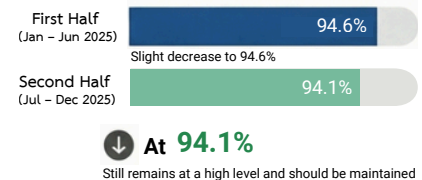
Product



Delivery



Sales & Service



SOCIAL DIMENSION

Fair Labor Practices



AMC places importance on human resources as a key factor in driving the organization toward success. It focuses on developing employee potential, creating a positive work environment, and promoting equality to enable employees to grow and develop alongside the organization.

Employment

Employment is considered a key process in enhancing potential and development towards a company's success. AMC emphasizes diverse hiring to create equality and growth opportunities for all employee groups. The following information details the company's employment from 2022 to 2025, categorized by gender, age, position level, and domicile, providing an overview and trend of the company's employment landscape.

| information | unit | 2022 | | | 2023 | | | 2024 | | | 2025 | | |
|--|--------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | | female | man | together | female | man | together | female | man | together | female | man | together |
| Number of employees broken down by gender, age, position level, and place of residence. | | | | | | | | | | | | | |
| Total number of employees | person | 108 | 231 | 339 | 125 | 298 | 423 | 133 | 316 | 449 | 146 | 338 | 484 |
| Number of employees by age. | | | | | | | | | | | | | |
| - Under 30 years old | person | 28 | 58 | 86 | 33 | 114 | 147 | 39 | 115 | 154 | 43 | 109 | 152 |
| - Age 30-50 years | person | 69 | 135 | 204 | 82 | 153 | 235 | 80 | 164 | 244 | 88 | 198 | 286 |
| - Over 50 years old | person | 11 | 38 | 49 | 10 | 31 | 41 | 14 | 37 | 51 | 15 | 31 | 46 |
| Number of employees categorized by position level. | | | | | | | | | | | | | |
| - Operational level | person | 104 | 226 | 330 | 120 | 292 | 413 | 127 | 305 | 432 | 133 | 322 | 455 |
| - Management level | person | 1 | 3 | 4 | 2 | 4 | 6 | 3 | 9 | 12 | 10 | 13 | 23 |
| - Senior executives | person | 3 | 2 | 5 | 3 | 2 | 5 | 3 | 2 | 5 | 3 | 3 | 6 |
| Number of employees categorized by place of residence. | | | | | | | | | | | | | |
| Thai nationality | | | | | | | | | | | | | |
| - Bangkok and surrounding areas | person | 44 | 31 | 75 | 45 | 30 | 75 | 46 | 32 | 78 | 56 | 27 | 83 |
| - the North | person | 4 | 4 | 8 | 6 | 7 | 13 | 4 | 4 | 8 | 6 | 8 | 14 |
| - Central region | person | 5 | 14 | 19 | 6 | 3 | 9 | 8 | 3 | 11 | 10 | 5 | 15 |
| - Northeast | person | 12 | 27 | 39 | 15 | 27 | 42 | 13 | 29 | 42 | 18 | 36 | 54 |
| - South | person | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 3 | 4 |
| - Eastern Region | person | 22 | 29 | 51 | 27 | 28 | 55 | 27 | 39 | 66 | 30 | 25 | 55 |
| - Western region | person | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 2 | 3 | 0 | 5 | 5 |
| Other nationalities | | | | | | | | | | | | | |
| - Karen | person | 0 | 6 | 6 | 0 | 7 | 7 | 0 | 6 | 6 | 0 | 2 | 2 |
| - Cambodia | person | 6 | 8 | 14 | 5 | 8 | 13 | 6 | 10 | 16 | 2 | 8 | 10 |
| Myanmar | person | 12 | 105 | 117 | 18 | 181 | 199 | 23 | 187 | 210 | 22 | 206 | 228 |
| - Laos | person | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 3 | 4 |
| - China | person | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 10 | 10 |
| Number of employees with disabilities and/or the elderly. | person | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 1 | 4 | 4 | 1 | 5 |

SOCIAL DIMENSION

Fair Labor Practices

Employee compensation

AMC has a policy of providing appropriate compensation to employees to motivate and retain them for long-term employment with the company. In 2025, the company paid a total of 94,295,042.05 baht for employee compensation (excluding executives), which includes salaries, wages, overtime, bonuses, and provident fund contributions. There is a disparity in compensation between male and female employees.

The ratio of compensation between females and males is 1.03 : 1

Additionally, AMC recognizes the importance of long-term employee care and has established a provident fund voluntarily by both employers and employees. This is aimed at supporting employees' savings for retirement, disability, or job termination. The provident fund consists of contributions from employees and the company's monthly contributions, in accordance with relevant laws or announcements.

In 2025, 10.54 percent of employees were members of the provident fund.

SOCIAL DIMENSION

Fair Labor Practices



Target

- No labor disputes and human rights violations.

Human Rights Policy

AMC is aware of the importance of respecting human rights and individual equality. Therefore, the company has announced a human rights policy to guide their management practices concerning human rights and prevent violations according to the organization's values. You can read the full human rights policy at [https://www.asiametal.co.th/Human Rights Policy](https://www.asiametal.co.th/Human_Rights_Policy).

Currently, AMC is preparing a human rights risk assessment for its operations in 2026 and mandates an annual review of human rights risks. This includes fundamental rights such as non-discrimination, prohibition of child or forced labor, respect for labor rights, equality in all aspects, and maintaining a safe working environment. The human rights risk assessment must consider potential impacts on stakeholders from AMC's business activities to keep risks at a minimum level. AMC is developing an effective human rights risk management system by monitoring human rights impacts annually, continuously assessing risks, reviewing remedial measures, and reporting assessment results to stakeholders to ensure transparency and accountability. In 2026, a committee with representatives from all departments within the organization will be established to ensure the risk assessment process is comprehensive and capable of managing potential situations flexibly and effectively.

Human Rights Action Plan

The company's human rights management plan includes setting evaluation criteria and identifying human rights risks from various activities by developing clear human rights policies and training employees at all levels to enhance awareness of employee rights and stakeholders. Additionally, transparent and safe complaint channels have been provided for reporting rights violations, and there is a process for monitoring and evaluating operations to continuously improve. The performance results are published to all stakeholders to build confidence and trust in the company's human rights management process. The steps in the action plan are as follows:

- Provide human rights education to stakeholders
- Develop clear and comprehensive human rights policies according to fundamental rights
- Assess human rights risks
- Have a process for reporting rights violations
- Operate according to international human rights principles
- Monitor and transparently report operational results

SOCIAL DIMENSION

Fair Labor Practices

Human Rights Operations

1. Have clear communication channels

- Meetings
- News announcements
- Feedback gathering

2. Have neutral complaint channels

- Suggestion box, central email
- Customer relations department

3. Review and improve work processes

- Arranging a conducive work environment for safety, appropriate employee overtime to prevent impact on health and well-being

Human Rights Performance

In 2025, AMC had no significant labor disputes and no incidents or complaints related to human rights violations. The company has established remedial measures and provided fair compensation to those affected by complaints, in accordance with human rights principles, as follows:

1. Rapid and transparent assessment and evaluation of the impacts resulting from operations.
2. Compensation and assistance for affected individuals, including:
 - Monetary compensation: The company's board has assessed the damages and considered other compensation by paying money as deemed appropriate by the board. The board will decide whether the affected individuals are entitled to compensation and, if so, the amount, taking into account the severity of the impact on the individuals and the likelihood of other relief methods.
 - Non-monetary compensation: Assistance after the incident, such as medical aid, psychological rehabilitation, or actions to control damage and prevent recurrence.
3. Improvement of work processes to prevent future violations and communication with the community.

SOCIAL DIMENSION

Fair Labor Practices

Policy and Guidelines on Local Labor Employment Practices

AMC emphasizes hiring local labor to promote economic and social development in the areas where the company operates, focusing on creating employment opportunities, developing skills, and supporting the sustainability of local communities. You can read the full policy and guidelines on local labor employment at [https://www.asiametal.co.th/Policy on the Development of Directors, Executives and Employees at All Levels](https://www.asiametal.co.th/Policy_on_the_Development_of_Directors,_Executives_and_Employees_at_All_Levels)

The percentage of employees from the local community.

| information | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|------|------|------|------|------|
| Percentage of local employees (Bangkok, Greater Bangkok, Chonburi, Rayong, and Chachoengsao) | 35% | 37% | 31% | 30% | 29% |

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

AMC has a policy of respecting diversity and promoting equality in all aspects of its business operations throughout the supply chain, without discrimination based on gender, age, nationality, disability, religion, or other personal characteristics. The company creates a friendly and equitable atmosphere for all employees, as well as partners and stakeholders. You can read the full policy and practices on respecting diversity and equality within the organization and supply chain at [https://www.asiametal.co.th/Policy and Guidelines on Respect for Diversity and equality within the organization and supply chain](https://www.asiametal.co.th/Policy_and_Guidelines_on_Respect_for_Diversity_and_equality_within_the_organization_and_supply_chain)

Employee data categorized by gender and nationality.

| information | unit | 2022 | | | 2023 | | | 2024 | | | 2025 | | |
|---|--------|---------------------------|--------|----------|--------|-----|----------|--------|-----|----------|--------|-----|----------|
| Number of employees broken down by gender, age, position level, and place of residence. | | female | man | together | female | man | together | female | man | together | female | man | together |
| | | Total number of employees | person | 108 | 231 | 339 | 125 | 298 | 423 | 133 | 316 | 449 | 146 |
| Number of employees by nationality. | | | | | | | | | | | | | |
| - Thai | person | 89 | 109 | 198 | 101 | 99 | 200 | 100 | 111 | 211 | 121 | 109 | 230 |
| - Karen | person | 0 | 6 | 6 | 0 | 7 | 7 | 0 | 6 | 6 | 0 | 2 | 2 |
| - Cambodia | person | 6 | 8 | 14 | 5 | 8 | 13 | 6 | 10 | 16 | 2 | 8 | 10 |
| Myanmar | person | 12 | 105 | 117 | 18 | 181 | 199 | 23 | 187 | 210 | 22 | 206 | 228 |
| - Laos | person | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 3 | 4 |
| - China | person | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 10 | 10 |

SOCIAL DIMENSION

Fair Labor Practices

AMC has been hiring female employees for positions that match their job characteristics and abilities. From 2021 to 2025, the number of female employees working at the company has continuously increased, categorized by age and job level as follows.

Number of Female Employees Classified by Position Level

| information | unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|--------|------|------|------|------|------|
| Number of female employees, broken down by age and position level. | | | | | | |
| Total number of employees | person | 99 | 108 | 125 | 133 | 146 |
| Number of employees by age. | | | | | | |
| - Under 30 years old | person | 23 | 28 | 33 | 39 | 43 |
| - Age 30-50 years | person | 64 | 69 | 82 | 80 | 88 |
| - Over 50 years old | person | 12 | 11 | 10 | 14 | 15 |
| Number of employees categorized by position level. | | | | | | |
| - Operational level | person | 95 | 104 | 120 | 127 | 133 |
| - Management level | person | 1 | 1 | 2 | 3 | 10 |
| - Senior executives | person | 3 | 3 | 3 | 3 | 3 |

In 2025, AMC did not encounter any incidents or complaints regarding violations of rights, equality, or unfair labor practices. Should such incidents arise, the company has established the following corrective and remedial measures:

1. Conduct a prompt and transparent investigation to identify the cause and scope of the issue.
2. Provide support to affected individuals both legally and psychologically.
 - 2.1 Legal support: AMC has legal advisors to assist and guide affected individuals.
 - 2.2 Psychological support: Encourage counseling from psychology experts to help employees or affected individuals recover from stress or anxiety.
 - 2.3 Welfare support: Provide health benefits such as health insurance or medical care.

SOCIAL DIMENSION

Fair Labor Practices



Target

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

Sustainable personnel development

AMC believes that human resources are the core value essential for the development and strengthening of the organization to grow sustainably. Therefore, it has established policies for the development of directors, executives, and employees to promote and facilitate training, ensuring that personnel at all levels possess knowledge and skills. It also aims to enhance the potential of employees so they become a crucial force in the company's business operations to achieve its goals. You can read the full policy on the development of directors, executives, and employees at all levels at [https://www.asiametal.co.th/Policy on the Development of Directors, Executives and Employees at All Levels](https://www.asiametal.co.th/Policy_on_the_Development_of_Directors,_Executives_and_Employees_at_All_Levels)

Sustainable Personnel Development Plan

1. The training department conducts surveys to identify training needs, specifying the requirements and necessities for developing the capabilities of employees in various departments to create an annual training plan.
2. Conduct training sessions according to the annual training plan.
3. Supervisors evaluate the training outcomes of employees in their departments and determine the employees' work skills.
4. The training department follows up on the assessment of employees' skills at least twice a year.
5. There is an E-learning system that allows employees to study and learn independently anytime, anywhere.

Sustainable personnel development operations

AMC continuously develops its employees to enhance their abilities and increase work efficiency to meet customer and industry demands. The company's employee development starts with basic training required by law, especially for high-risk tasks in the steel industry. Additionally, the company emphasizes technical training on machinery use, such as crane operation, film connection, and side spraying, to ensure employees can work effectively and safely. Furthermore, AMC focuses on creating growth opportunities for employees at all levels by encouraging them to participate in management and leadership skill development through training courses and various projects, as well as improving work processes for sustainable productivity.

SOCIAL DIMENSION

Fair Labor Practices

Sustainable Human Resource Development Performance

AMC promotes learning to enhance skills and reduce work deficiencies among employees by creating an annual Training Plan. This includes developing knowledge management formats within the organization, such as E-Learning, which can be accessed anytime, anywhere, and organizing workshops for employees to engage in activities together.



1. Training course on "Side Sprayer Usage"

To equip employees with the knowledge and skills to properly paint the sides of structural steel pipes according to standards, enabling them to control work quality, reduce production errors, lower rework costs, and decrease customer complaints regarding quality.



2. Training course on "Safety in Crane and Forklift Operations"



To equip operators with the knowledge, understanding, and skills to safely and correctly use cranes and forklifts in accordance with standards, thereby reducing the risk of workplace accidents.



3. Training Course on "Waste Sorting in Factories"

To raise environmental awareness among employees, reduce the amount of waste that needs to be landfilled, generate income from recyclable waste, and reduce environmental pollution in line with the company's environmental policy.



SOCIAL DIMENSION

Fair Labor Practices

Sustainable Personnel Development Performance

In 2025, AMC enhanced employee capabilities through both internal and external training programs, totaling 33 courses. Executives and employees developed their knowledge and skills with 5,510 hours of training, averaging 15.51 hours per person per year. The total training cost was 171,181.45 baht.

Total training hours
(hours)

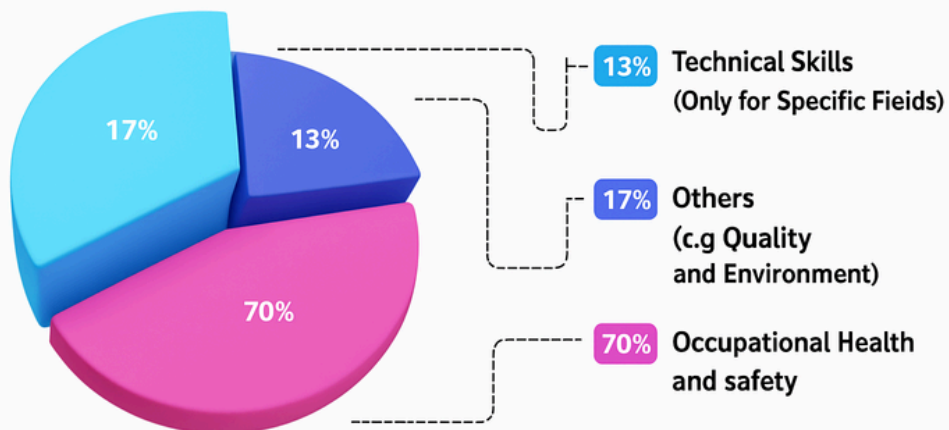
7,508



Average training hours
(hours/person/year)

15.51

Portion of Training by Course Groups



Benefits that employees or companies receive from employee development.

1. Promote the development of employees' abilities to enhance work efficiency.
2. Create new knowledge within the organization, which benefits work improvement and development.
3. Elevate the overall operational efficiency of the company.
4. Reduce operational costs by increasing efficiency and accuracy in work.

SOCIAL DIMENSION

Fair Labor Practices



Target

- Work-related accidents leading to more than 3 days off are zero.

Safety, Occupational Health, and Work Environment Policy

AMC is committed to conducting business with an emphasis on safety, occupational health, and the working environment. The company is dedicated to promoting adherence to three safety rules across all departments, which are:

1. Preventing accidents and work-related diseases
2. Adhering to regulations on occupational safety and the working environment
3. Promoting safety practices as a responsibility of both management and all employees

You can read the full safety, occupational health, and workplace environment policy at https://www.asiametal.co.th/Safety_Occupational_Health,_and_Workplace_Environment_Policy.

The Safety and Occupational Health Operation Plan

- Promote an organizational culture that values every level, emphasizing shared responsibility through campaigns, training, and activities that encourage employees to recognize the importance of workplace safety.
- Conduct regular risk assessments of work processes to monitor and reduce risks that may impact employee health and safety, and develop preventive measures and reduce potential impacts.
- Provide Personal Protective Equipment (PPE) such as safety glasses, helmets, safety shoes, ear plugs, fabric/leather gloves, cut-resistant arm sleeves, safety belts, and carbon face masks, among others, and have measures to control or inspect the proper use of PPE in the workplace.
- Develop employee health care programs, such as annual health check-ups and occupational health risk factor screenings, to enable employees to work safely and maintain good health.
- Improve the workplace to align with ergonomic principles and implement measures to control risk factors like noise, lighting, temperature, and chemicals to create an environment conducive to employee safety and health.
- Conduct continuous safety training for employees at all levels to enhance skills in identifying risks, preventing accidents, and correctly following safety procedures.
- Encourage employee participation in setting safety practices by establishing a Safety, Occupational Health, and Environment Committee to provide suggestions and collaboratively develop work processes.
- Monitor and report safety data, such as recording accidents and work-related illnesses, and analyze the information to improve the effectiveness of safety measures.
- Enhance and promote a safe working environment.

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Fair Labor Practices

Operations in Safety and Occupational Health

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

- A certified safety officer oversees compliance with applicable laws and requirements, ensuring regular review, assessment, and updates twice a year. Emergency response plans are reviewed and drilled at least once annually. In 2025, basic fire drill, fire evacuation, and First Aid & CPR training took place on 6 December 2025.



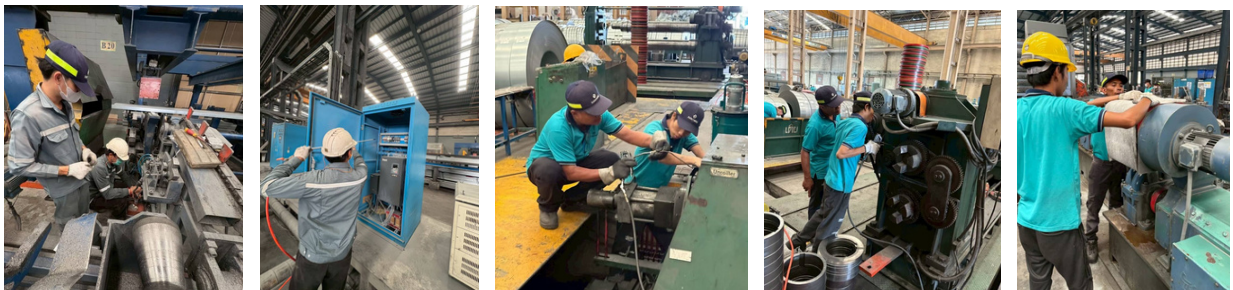
2. Reducing occupational hazards and minimizing workplace accidents.

AMC implements risk reduction and accident prevention in the workplace through the organization of various projects as follows.

2.1 3D Project

This project aims to encourage production department employees to work safely and reduce accidents by focusing on safe working behaviors, machinery maintenance, and cleanliness in the workplace.

There is a monthly score summary and rewards are given to employee groups who achieve a score of 80% or more, resulting in the production department having no accidents for 7 consecutive months.



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2.2 Safety Star Project

The objective of this project is to reduce work-related accidents in the production and warehouse departments. Safety officers will conduct surveys on employees' work behavior, covering compliance with procedures, proper use of personal protective equipment (PPE), and the working environment.

To encourage employees to be safety-conscious, divide employees from each department into groups and organize a contest for safe working behaviors, safe operations, and a safe environment. Employees who maintain a record of no work-related accidents will receive awards, recognition stars, and opportunities to exchange safety strategies with colleagues.

As a result of the measures, the participating departments have experienced no accidents for seven consecutive months, from January to July 2025.



2.3 KYT Project, Safety Talk, Tool Box Talk

The safety officers organized activities by dividing employees from each department into groups to provide opportunities for discussions and exchanges of opinions on workplace safety. The activities also emphasized safe working practices, identified hazardous points in work processes, and reviewed safety regulations to raise employees' awareness of the importance of accident prevention and enable them to work more safely.



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Fair Labor Practices

3.Promoting Health, Hygiene, and Disease Prevention

AMC promotes health and disease prevention through the implementation of various projects as follows.

Annual Employee Health Check-up Program

AMC conducts an annual employee health check-up and occupational health examination every year to continuously monitor and take care of employees' health. In 2025, 413 out of 484 employees participated in the annual health check-up, accounting for 85.33%.



The results of health checks and medical treatment show no employees exhibiting symptoms of work-related illnesses, both in the office and the factory. Additionally, AMC has organized health promotion activities to ensure employees maintain good health, such as exercising before starting work, to support employees in staying healthy and performing their tasks efficiently.



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4. Promoting safety for employees.

AMC implements occupational health and safety management to develop and promote knowledge of safe working practices among employees. This includes a continuous annual safety training plan covering general knowledge, basic fire drills, annual fire evacuation drills, and specialized knowledge for high-risk jobs requiring ongoing review. In 2025, AMC conducted various activities to promote safe behavior among employees, including:

- 4.1 Communicating safety information and roles and responsibilities to factory staff.
- 4.2. A refresher course on safety regulations for the production and warehouse departments was conducted with a 56.61% participation rate.
- 4.3. The safety awareness training course for the production and warehouse departments had a participation rate of 56.81%.
- 4.4. A chemical safety training course was provided to the production and warehouse departments. The participation rate for this course was 53.30%.
- 4.5 A Safety Day event was organized for factory employees, with 69.21% participation.

5. Improving the work environment.

AMC conducts Safety Patrols at least once a month, which involve surveying work areas to identify potential hazards that could cause accidents, and to determine preventative measures and improve the safety environment. In addition, daily and weekly safety inspections are conducted to reinforce workplace safety standards.



6. Monitoring environmental quality in the workplace.



AMC conducts regular environmental quality monitoring at the workplace once a year to observe and control a safe working environment. In 2025, the results of the measurements regarding temperature, lighting, noise levels, and chemical concentrations in the work atmosphere showed that they were within the established standards.

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Fair Labor Practices

7. Preparing the white rack for placing steel coils.

In 2025, additional steel coil racks will be installed in all raw material storage areas, along with safety guards to enhance safety and reduce risks to employees during operations.



8. Improve traffic signs and update safety signs in the factory.

AMC is upgrading traffic signs and updating safety signs at the factory to enhance safety for employees, partners, and customers visiting the company.



- In 2025, there were 12 incidents or cases of work-related injuries resulting in lost work time.
- The Lost Time Injury Frequency Rate (LTIFR) 1.01 times/hour of work.

| Indicators | 2564 | 2565 | 2566 | 2567 | 2568 |
|--|------|------|------|------|------|
| The number of work-related injuries or cases resulting in missed work. | 24 | 21 | 16 | 12 | 12 |
| The number of work-related injuries resulting in absence from work for more than 3 days. | N/A | N/A | 6 | 8 | 6 |
| The work-related injury-to-work absence rate (LTIFR) per 200,000 working hours. | 5.65 | 4.96 | 3.02 | 2.13 | 1.01 |

SOCIAL DIMENSION

Fair Labor Practices

Performance results in occupational safety and health, etc.

- No employees were found to have died as a result of work-related incidents.
- Three projects aimed at reducing workplace risks and accidents.
- One project promoting hygiene and preventing occupational diseases.
- The working environment meets the standards set by law.
- There were 6 work-related accidents resulting in employee absences exceeding 3 days, which fell short of the set target. Due to various problems and obstacles, corrective actions have been established to prevent and reduce future accidents. These actions focus on enhancing workplace safety and providing employee training to improve their understanding of safe work practices, as follows:

| Problems and obstacles | Guidelines for improvement and correction. |
|--|--|
| 1. Lack of knowledge and understanding regarding work procedures. | 1. Conduct training and provide knowledge about work procedures. |
| 2. There is no inspection or maintenance of equipment, tools, and machinery. | 2. Develop a maintenance plan for equipment, tools, and machinery based on schedule, and conduct safety checks before use, including clearly defining responsible persons. |
| 3. Improper use of equipment, tools, and machinery. | 3. Train employees on the correct way to use equipment, tools, and machinery, and establish safety control measures. |
| 4. Incorrect use of personal protective equipment (PPE). | 4. Provide training on the correct use of personal protective equipment (PPE) according to the nature of the work, and follow up with an evaluation after the training. |
| 5. Employees neglect safety measures or fail to comply with regulations. | 5. Create a safety culture by promoting communication and employee involvement in adhering to standards. |
| 6. Managing unsafe workspaces, such as cramped spaces. | 6. Improve the work environment, such as allocating a workspace that is safe and convenient for work. |

SOCIAL DIMENSION

Fair Labor Practices



Target

- The resignation rate does not exceed 10%.

Promoting relationships and employee engagement.

AMC regularly conducts workforce planning analyses and prioritizes improving employee development strategies to create opportunities for employee engagement and satisfaction, which is key to driving organizational growth. AMC provides beneficial and appropriate benefits such as a provident fund, which helps ensure financial security and a quality of life after retirement, as well as various activities that foster relationships and teamwork, such as annual company trips, group activities outside the office, employee lunches, annual company parties, and awards for employees who consistently contribute to the organization.

Action plan for promoting employee relationships and engagement.

- Create organizational value to attract potential and talented individuals to join the team.
- Treat employees fairly and equitably to foster organizational commitment.
- Developing employees' capabilities to meet business competitiveness, fostering job satisfaction, and enabling them to work effectively as part of a team.

Operations related to promoting employee relationships and engagement.

AMC prioritizes the care and development of all employees and adheres to principles and policies to ensure that the company's business activities are conducted in accordance with its objectives and organizational values, building trust and strengthening relationships with employees. Key initiatives in 2025 include the following:

SOCIAL DIMENSION

Fair Labor Practices

1. Review the leave and annual vacation policy for employees to ensure they have sufficient vacation days.

The number of annual vacation days will be increased based on employee seniority, according to company criteria (referencing HR Announcement No. HR-65-007 dated December 7, 2022).

2. Organize activities to promote participation and build good relationships.

To foster positive relationships within the organization, the company organizes activities to promote employee engagement. These activities are held regularly every year or during important festivals, such as Songkran (Thai New Year) water-pouring ceremonies, team-building sports competitions, New Year's parties, company merit-making ceremonies, and annual company trips.

3. Organize a lunch event for employees.

The company organized a lunch for employees to boost morale and strengthen good relationships within the organization. This activity fostered a friendly work environment and supported effective collaboration.

**4. Employee Dormitory Improvement Project, Employee Dormitory Welfare.**

To develop and improve the residential environment for employees to be cleaner, safer, and more suitable for living, including organizing the space to be tidy and pleasant, so that employees can stay comfortably as if they were at home.



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Fair Labor Practices

Operations

5. Annual company party.

The company places great importance on employee well-being and fostering a sense of belonging. Therefore, an annual company party was held to express gratitude to all employees who contributed to the organization's success throughout the past year.



6. Annual company trip.

The company organizes annual company trips to promote well-being and create a work-life balance for employees. These activities help strengthen relationships, unity, and teamwork among employees.



Performance results

In 2025, AMC projected a turnover rate of 55.37%, which fell short of its target. Therefore, the company has planned improvements and developed various activities to strengthen employee relationships.

Regarding labor disputes in 2025, no significant incidents were reported. However, AMC has established guidelines and measures to address potential disputes as follows:

- We have established channels for employee complaints and feedback, including suggestions, recommendations, and reporting problems, through suggestion boxes and various online platforms. This ensures easy access and allows for quick and targeted problem resolution.
- Promote dialogue and negotiation between the parties involved, with a representative from the company or the relevant committee acting as a mediator to find a suitable solution. Encourage frank communication to minimize misunderstandings.
- The resolution of disputes is monitored and evaluated to ensure that problems are resolved appropriately and that employees are treated fairly.

AMC has established an Employee Welfare Committee within its establishment in accordance with Section 96 of the Labor Protection Act B.E. 2541 (1998). This committee serves as a crucial mechanism for caring for, promoting, and developing the quality of life of employees within the organization, fostering their participation in considering and determining appropriate and fair welfare guidelines.

SOCIAL DIMENSION

Responsibility to the Community**Target**

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

Policy

AMC prioritizes developing positive relationships with communities and society, and promoting the improvement of the quality of life in the communities surrounding its business operations. Furthermore, AMC is committed to operating within the framework of good corporate governance, human rights policies, sustainable development policies, and community relations management policies to foster strong partnerships and promote sustainability in the surrounding communities. The full Community Relations Management Policy can be viewed at <https://www.asiametal.co.th/Community Relations Management Policy>.

Operational plan

Communicating and promoting understanding of the company's sustainable business practices to the community.

Create positive experiences through activities or projects that benefit the community.

To mitigate the impact of work-related activities, we solicit feedback from the community through regular annual meetings.

Operations

Community relations project with the organization.

In the field of education.

AMC recognizes the importance of youth development in communities and society, and therefore continuously supports education by providing scholarships to students. This promotes educational opportunities and helps alleviate the financial burden on parents. The company believes that supporting education strengthens the potential of young people and is a crucial foundation for the sustainable growth of communities and society. In 2025, the company will continue to provide scholarships to educational institutions in nearby communities.

SOCIAL DIMENSION

Responsibility to the Community

1. Support and provide scholarships to academically gifted students.



2. Participate in fundraising activities for education and school development.



3. Support National Children's Day activities to promote learning and youth development.



Social aspects / Quality of life

AMC prioritizes community culture and the quality of life for people in the community and society, and therefore organizes various activities as follows:

1. A Toyota vehicle with Chonburi license plates will be provided to the Sa Si Liam Subdistrict Administrative Organization for use in carrying out its mission and facilitating the provision of services to the public. This aims to support community development and enhance the efficiency of public services in the area.



SOCIAL DIMENSION

Responsibility to the Community



2. Support the construction of houses and assist victims of a beetle infestation in Ban Chai Charoen, Ban Fang Subdistrict, Kranuan District, Khon Kaen Province, in order to solve the problem of insect infestation that has been bothering the villagers for many years.



3. Support projects to provide assistive devices to people with disabilities in collaboration with the Bangkok Association of People with Disabilities. This helps promote quality of life and equal access to opportunities in society, facilitating daily life and enhancing opportunities for living with dignity and self-reliance.



Project to mitigate the impact of work processes.

AMC prioritizes preventing negative impacts from its operations to ensure sustainable collaboration with society. The company publicizes, monitors, and investigates potential impacts on the community, and takes immediate corrective action.

Performance results

In 2025, AMC aims to avoid receiving any community or social complaints. If any complaints arise, AMC will investigate and implement preventative measures focusing on transparent communication with the community and stakeholders, establishing channels for receiving concerns and complaints, and assessing the impact of company activities. If problems occur, AMC will expedite mediation or negotiation processes to resolve complaints.

SOCIAL DIMENSION

Responsibility to the Community

Benefits from projects or activities aimed at community/social development and assistance.

The various projects undertaken for the community and society have resulted in numerous benefits for both the company and the community, as follows:

1. Education

- Promoting educational opportunities for youth in the community, providing scholarships and supporting educational activities helps students maintain their education and reduces the financial burden on parents.
- Developing students' potential and learning, supporting school activities and religious and cultural events helps enhance skills, knowledge, and experiences that are beneficial to students' development.
- Strengthening collaboration between educational institutions, communities, and the private sector, this project helps build positive relationships between companies, schools, and communities, leading to participatory educational development.
- Promoting morality, ethics, and culture in the community, religious and school activities help instill good values in young people, fostering their growth into responsible citizens.

2. Society and quality of life.

- Improving the quality of life for people in the community, providing equipment and housing assistance helps community members live better lives and live more conveniently and safely.
- Improving the efficiency of public services provided by local authorities, the provision of vehicles to sub-district administrative organizations will facilitate the efficient and rapid performance of their duties and the delivery of services to the public in the area.
- Assisting vulnerable groups in society, providing assistive devices for people with disabilities and helping those with housing problems, helps reduce limitations in their lives and creates opportunities for them to live appropriately and with dignity.
- Strengthening communities through various projects fosters collaboration between organizations, local authorities, and residents, leading to participatory community development.

In 2025, AMC will have expenses of approximately **1,180,951.35 THB** for projects and activities to develop and assist communities or society.

Governance and Economic Dimensions

2025

GOOD CORPORATE GOVERNANCE

AMC is committed to conducting business with transparency, good governance, and strict compliance with the law. We prioritize good corporate governance, utilizing the principles and best practices of the Securities and Exchange Commission (SEC) to guide our corporate governance practices. This aims to build trust among all stakeholders and create sustainable value for the organization.

SOCIAL DIMENSION

Good Corporate Governance



Target

- Achieve a CGR (Combat Growth Rate) score of 80 by 2026.

Policy

AMC is committed to conducting business with transparency, good governance, and strict compliance with the law. We prioritize good corporate governance, utilizing the principles and best practices of the Securities and Exchange Commission (SEC) as a guideline for defining our corporate governance principles. This aims to build trust among all stakeholders and create sustainable value for the organization. You can read our full corporate governance policy at <https://www.asiametal.co.th/Good Governance Policy>.

Operational plan

- Strictly adhere to all applicable rules, regulations, laws, and requirements.
- Review and update internal processes, including company practices, to ensure they are current and aligned with the Corporate Governance Review (CGR Checklist) for listed companies on a regular basis.
- Enhance transparency in business operations by preparing clear and comprehensive sustainability reports or annual reports, and increase channels for communicating with stakeholders.

Operations

- Review the company's manuals, rules, regulations, policies, and corporate governance guidelines, as well as other policies and practices, to ensure compliance with applicable laws and regulations.
- Apply the principles of good corporate governance for listed companies appropriately.

Performance results

- In 2025, it received a CGR (Combat Growth Rate) score of 86.

SOCIAL DIMENSION

Good Corporate Governance

Compensation for directors and senior executives.

AMC has established a compensation policy for its directors and senior executives that is appropriate, fair, and transparent, taking into account accountability, performance, and alignment with the organization's strategic goals, as per Article 14 of the company's regulations which stipulates that directors are entitled to compensation. The Board of Directors approved a compensation limit of no more than 4 million baht, as proposed by the Compensation Committee, to encourage directors and senior executives to perform their duties effectively and lead the organization to sustainable success. The full compensation policy can be viewed at <https://www.asiametal.co.th/Remuneration Policy>

AMC reports individual director compensation, disclosing information on the compensation received by each director in the specified fiscal year for transparency and shareholder awareness. At the 1st Board of Directors meeting of 2025, held on February 21, 2025, a resolution was passed to propose to the 2025 Annual General Meeting of Shareholders for approval of the Board of Directors' compensation limit of no more than 4,000,000 baht, the same rate as for 2023-2024. AMC has paid compensation to six non-executive directors of the company.

| | Name - Surname | position | Compensation for the position / Annual compensation (Baht) | |
|---|--------------------------------|--|--|---------|
| | | | 2024 | 2025 |
| 1 | Mr. Virachai Suteerachai | Chairman of the Company | 480,000 | 480,000 |
| 2 | Mr. Piboonsak Arthabowornpisan | Chairman of the Audit Committee and Independent Director | 480,000 | 480,000 |
| 3 | Mr. Thoranit Tantikulwichit | Independent Director and Audit Committee | 200,000 | 240,000 |
| 4 | Mrs. Taisika Praisangob | Independent Director and Audit Committee | 240,000 | 240,000 |
| 5 | Ms. Metikan Chutipongsiri | Company Director | 240,000 | 240,000 |
| 6 | Ms. Orawan Pongtunyaluk | Company Director | 240,000 | 240,000 |

SOCIAL DIMENSION

Good Corporate Governance**Compensation for senior executives.**

For the year ending December 31, 2025.

| | Name - Surname | position | Compensation for the position / Annual compensation (Baht) | |
|---|-------------------------------|----------|--|--|
| | | | 2024 | 2025 |
| 1 | Mr. Chusak Yongvongphaiboon | director | 10,740,000 (Total amount for all 4 individuals) | 11,769,000 (Total amount for all 4 individuals) |
| 2 | Ms. Chananya Yongvongphaiboon | director | | |
| 3 | Ms. Peerada Yongvongphaiboon | director | | |
| 4 | Mr. Suntorn Comphiphot | director | | |

In 2025, there will be no compensation paid as directors because all four directors are executives and therefore receive executive compensation. Executive compensation for those who are not directors includes salary, bonuses, and provident fund contributions.

Compensation for non-executive directors.

A meeting allowance of 5,000 baht per person per meeting is provided.

Other compensation for non-executive directors.

There are no other benefits. Furthermore, in 2025, there will be no specific meeting allowance paid; instead, it will be paid on a per-attendance basis upon participation in the meeting.

Other non-monetary compensation for directors.

In 2025, the company's directors will be compensated solely in the form of salaries, meeting allowances, and performance-based bonuses, with no other non-monetary compensation or benefits allocated.

Other compensation and long-term benefits for senior executives.

In 2025, senior executives will receive compensation in addition to monetary compensation from salaries and bonuses, including provident funds.

SOCIAL DIMENSION

Good Corporate Governance

Board Development

AMC believes that human resources are a crucial and valuable asset for the development and strengthening of the organization for sustainable growth. Therefore, we have established a policy for the development of directors, executives, and employees to promote and facilitate training and ensure that personnel at all levels possess the knowledge and skills, thereby enhancing the company's business capabilities and achieving its goals. You can read the full policy for the development of directors, executives, and employees at all levels at [https://www.asiametal.co.th/Investor/Policy_on_the_Development_of_Directors, Executives and Employees at All Levels](https://www.asiametal.co.th/Investor/Policy_on_the_Development_of_Directors,_Executives_and_Employees_at_All_Levels)

AMC has established a Board Skill Matrix to guide the development of the necessary knowledge, expertise, and specific skills required for the company's board of directors. Considering a wide range of suitable qualifications, professional credentials, skills, experience, and expertise, AMC has implemented nine essential skill areas for board members, as follows:

Board Competency Matrix

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

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

Note: √ Possesses knowledge and expertise; × Needs further development.

SOCIAL DIMENSION

Good Corporate Governance

Board Development

In 2025, the Board of Directors reviewed the Board Skill Matrix, which comprises nine specialized areas of knowledge and expertise. All directors self-assessed their areas of interest for further development. Based on the Board Skill Matrix review, the company will consider and select appropriate training courses and development formats for the Board in 2026.

AMC encourages and supports directors, senior executives, and company secretaries to participate in relevant training courses to develop their knowledge and skills. Sufficient budget has been allocated to ensure that the acquired skills, knowledge, and experience are continuously used to develop the company. In 2025, directors, senior executives, and company secretaries received training from various institutions and company-developed courses based on the results of their training needs surveys, as follows:

| number | name | position | Training courses |
|--------|--------------------------------|--|--|
| 1 | Mr. Piboonsak Arthabowornpisan | Chairman of the Audit Committee and Independent Director | <ul style="list-style-type: none"> Enhancing comprehensive knowledge for growth and sustainability in the capital market. Reducing the risks associated with amendments to IFRS 9 and IFRS 7 financial reporting standards. 59th Audit Committee Seminar Presentation Topic: IFRS S1 and IFRS S2 – Preparing for the Adoption and Governance of ISSB Standards The evolving role of audit committees in enhancing confidence and transparency – a key issue. The strategic role of the oversight committee in cybersecurity governance. |
| 2 | Ms. Thaisika Phraisonsong | Independent Director and Audit Committee | <ul style="list-style-type: none"> Enhancing comprehensive knowledge for growth and sustainability in the capital markets; mitigating risks arising from revisions to IFRS 9 and IFRS 7 financial reporting standards. 59th Audit Committee Seminar Presentation Topic: IFRS S1 and IFRS S2 – Preparing for the Adoption and Governance of ISSB Standards The evolving role of audit committees in enhancing confidence and transparency – a key issue. The strategic role of the oversight committee in cybersecurity governance. |
| 3 | Mr. Thoranit Tantikulwichit | Independent Director and Audit Committee | <ul style="list-style-type: none"> Enhancing comprehensive knowledge for growth and sustainability in the capital market. Reducing the risks associated with amendments to IFRS 9 and IFRS 7 financial reporting standards. 59th Audit Committee Seminar Presentation Topic: IFRS S1 and IFRS S2 – Preparing for the Adoption and Governance of ISSB Standards The evolving role of audit committees in enhancing confidence and transparency – a key issue. The strategic role of the oversight committee in cybersecurity governance. |

SOCIAL DIMENSION

Good Corporate Governance**Performance evaluation of the Board of Directors and the Chief Executive Officer (CEO) / Managing Director (MD).**

The Board of Directors has decided to establish a performance evaluation system for the entire Board of Directors, both collectively and individually, including all sub-committees and the Chief Executive Officer/Managing Director (MD), at least once a year. This evaluation will allow the Board to collectively review past performance and use the results to develop and improve efficiency and maximize the benefits of corporate governance. In 2025, the Board conducted a self-evaluation based on three main evaluation criteria:

1. Structure and qualifications of the company board and sub-committees.
2. Meetings of the company board and sub-committees.
3. The roles, duties, and responsibilities of the company board and its sub-committees.

The details of the evaluation results are as follows:

Performance evaluation of the company board and its sub-committees.

The evaluation results are as follows:

| Self-assessment results (by faculty) | Average score (percentage) |
|---------------------------------------|----------------------------|
| Company Board | 86.21 % |
| Audit and Governance Committee | 82.76 % |
| Risk Management Committee | 81.90 % |
| Executive Committee | 83.62 % |
| Nomination and Remuneration Committee | 87.07 % |
| Sustainability (ESG) Committee | 85.34 % |

Performance evaluation of the Chief Executive Officer/Managing Director.

The main topics for evaluation are divided into three parts as follows:

Part 1: Organizational Goals

1.1 In terms of business results, the percentage of net profit (or loss) should be within an appropriate range, and sales revenue or sales volume should meet the targets set for each year.

1.2 Economic, industrial, and innovation aspects are considered based on the increase in production volume according to the targets each year.

1.3 Social/Environmental Aspects: Considered based on employee satisfaction percentage, coupled with zero complaints from the community/external society, and the amount of carbon dioxide emissions.

1.4 Regarding good corporate governance, this is assessed based on whether the business operations are conducted in accordance with the principles of good corporate governance and the company's business ethics.

SOCIAL DIMENSION

Good Corporate Governance**Performance evaluation of the Board of Directors and the Chief Executive Officer (CEO) / Managing Director (MD).****Part 2: Operational Procedures**

Consider the performance of the CEO compared to the targets set in each area.

Part 3: Chief Executive Officer Development

Considering the company board's recommendations on areas where the Chief Executive Officer should receive annual development training.

The scoring criteria in performance evaluations are divided into:

- 0 = Strongly disagree or no action will be taken on the matter.
- 1 = Disagree or take little action on the matter.
- 2 = I agree, or there has been considerable action taken on that matter.
- 3 = I largely agree or there is good action being taken on that matter.
- 4 = I strongly agree, or the matter has been handled exceptionally well.

In 2025, the performance of the Chief Executive Officer, boards of directors, sub-committees, and individual directors will be evaluated as follows:

| Performance evaluation results | Average percentage score |
|---------------------------------------|--------------------------|
| Chief Executive Officer | 92.45 % |
| Committee | 84.48 % |
| Each sub-committee | |
| Risk Management Committee | 81.90 % |
| Executive Committee | 83.62 % |
| Nomination and Remuneration Committee | 87.07 % |
| Sustainability (ESG) Committee | 85.34 % |
| Individual committee members | 87.05 % |

SOCIAL DIMENSION

Good Corporate Governance**Business ethics (code of conduct)**

AMC places great importance on the ethical principles and conduct of its directors, executives, and employees, aiming to promote business policies and practices for responsible, fair, sustainable, and long-term success, while simultaneously creating a balance among stakeholders.

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

Anti-corruption policies and practices.

AMC recognizes the importance of conducting business under the principles of good corporate governance, adhering to a business approach of honesty, integrity, transparency, fairness, responsibility, and prudence within the relevant laws, regulations, and standards of Thailand. Therefore, to demonstrate its commitment to combating all forms of corruption, the company has signed a declaration of intent to join the "Thai Private Sector Anti-Corruption Coalition (CAC)".

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

In 2025, AMC found no incidents of business ethics violations or corruption. However, AMC has implemented measures to address violations, including an investigation process where a committee is appointed to meticulously gather facts and evidence. If wrongdoing is found, disciplinary action will be taken according to organizational regulations, such as warnings, suspension, demotion, or termination. If legal violations are found, legal proceedings will be initiated. Following this, a process for improving relevant processes and systems to prevent recurrence of violations will be implemented, and consultations will be provided to relevant parties.

SOCIAL DIMENSION

Good Corporate Governance**Policies and guidelines for handling complaints and whistleblowing.**

AMC has established a Whistleblowing Policy to demonstrate its commitment to conducting business with honesty and integrity, in accordance with the principles of good corporate governance. Decision-making and business operations must be conducted with transparency, prudence, and caution to prevent damage to the company. The board of directors, management, and all employees operate with ethical conduct and prioritize the prevention and suppression of corruption that may occur within and outside the company. Any violation of business ethics or actions contrary to company policy will be subject to disciplinary action, appropriate to the nature of the offense.

You can read the full whistleblowing and complaint policy at <https://www.asiametal.co.th/Whistle Blowing and Compliant Policy>.

Measures to prevent violations of business ethics.

AMC understands and recognizes the importance of instilling a code of business ethics in employees at all levels. This is achieved through training on business ethics and compliance with relevant laws. A clear, anonymous reporting system for breaches of business ethics has been established, allowing employees to securely report complaints and allegations of fraud. In cases of complaints or apparent breaches of business ethics, or the code of conduct for directors, executives, and employees, supervisors will take disciplinary action according to company regulations. These actions range from warnings and instructions for improvement, to wage deductions, unpaid suspension, and termination. Legal penalties may also apply depending on the specifics of the law.

SOCIAL DIMENSION

Cybersecurity and Personal Data Protection



Target

- There have been no incidents or cases where the company has been attacked.
- The number of employees who have received training in cybersecurity and data protection must be at least 100% of the total workforce by 2029.

Policy

In the digital age, where information technology is a crucial part of business operations and daily life, cybersecurity and the protection of personal data are critical tasks that every organization and individual must prioritize. The risks of data breaches, cyberattacks, and unauthorized access to data can impact the reputation, trust, and financial stability of organizations and individuals. Therefore, AMC recognizes this and is committed to maintaining data security to prevent the breach of stakeholders' personal data and the loss of critical company information. You can read our full Information Technology Security Policy at <https://www.asiametal.co.th/Information Technology Security Policy>.

Operational plan

1. We develop programs tailored to user needs, utilizing modern, highly secure software to enhance work convenience and protect against cyber threats.
2. Train and build a cybersecurity and data privacy culture within the organization.
3. Regularly develop security systems to enhance the security of data and systems within the organization.

Operations

1. Develop programs according to user needs, utilizing modern, highly secure software to enhance work convenience and protect against cyber threats.

- Gather details and requirements from SAP users, analyze and resolve issues, and ensure that the developed program has measures in place to prevent data breaches and ensure cybersecurity.
- Resolve issues according to user needs without compromising data security.
- Conduct system testing in collaboration with users to evaluate the accuracy, suitability of the program, and data security.
- We continuously improve the system based on user feedback to ensure it operates smoothly and securely.

SOCIAL DIMENSION

Cybersecurity and Personal Data Protection

2. Train and create a cybersecurity and personal data protection culture within the organization. Training will be provided to employees at all levels to build understanding of cybersecurity threat prevention methods. The topics covered include:

2.1 Basic system usage

- Procedure for requesting access to the IT system: Submitting an access request through the Lark system.
- Steps for reporting a SAP Service Request through the Lark system.
- How to access the organization's computers and network.
- Setting up a secure password (Password Security) and the guidelines to follow.

2.2 Fundamentals of systems used in organizations.

- Training on software and tools that employees need for daily work, including Microsoft Office (Word, Excel, PowerPoint, Outlook).
- Training on Lark software and tools for enterprise collaboration.
- SAP ERP (for relevant departments only)
- CRM system or internal intranet.

2.3 Using email and internal communication tools.

- Using Microsoft Outlook safely.
- Using Microsoft Teams or Zoom for online meetings.
- Email usage policies, such as prohibiting the sending of sensitive information to external email addresses without permission.
- How to check for and avoid phishing emails.

2.5 Troubleshooting Basic System Issues

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

2.6 Data Security and Cyber Threat Prevention

- Personal Data Security (Data Protection & PDPA Compliance)
 - The importance of PDPA/GDPR and best practices in personal data protection.
 - How to manage and share information in accordance with security standards.
- Cyber threat awareness
 - Training on Phishing, Ransomware, and Malware.
 - How to detect fake emails and avoid being scammed (Phishing Awareness)

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

3.1 Security

- Establish procedures or methods for monitoring computer security, and in the event that any unusual usage or modifications are detected, corrective action must be taken and reported to the supervisor immediately.
- Regularly test the software system for security and performance.
- Install security software, such as a firewall.
- Clearly designate the officer responsible for the operation.

3.2 Login Verification

3.2.1 Assigning access rights to users.

- Define access rights to information and systems that are appropriate to the roles performed.
- Granting privileges to others requires approval from the authorized person, along with a record of the reasons for each granting request.

SOCIAL DIMENSION

Cybersecurity and Personal Data Protection

3.2.2 Controlling the use of usernames and passwords.

- Change your password every 3 months (for both users and administrators).
- The new password must not be the same as the old one and must be kept confidential.
- If your password has been compromised, change it immediately.

3.2.3 The process for managing user code assignment is as follows:

- Passwords are designed with a complex format to ensure security.
- Do not use your first or last name in your password.
- The active password must be changed every 90 days, and the old password can be reused until it has been changed 8 times.
- Entering the wrong password more than 4 times will lock your account. You need to contact IT to unlock it.
- The password for your computer and email is the same, and it needs to be updated on other devices as well when you change the password.

Measures and guidelines regarding the use of personal data.

AMC recognizes the importance of protecting personal data, a fundamental right to privacy under the Constitution of the Kingdom of Thailand, and to comply with Thailand's Personal Data Protection Act. Therefore, this Personal Data Protection Policy has been established to clarify the details and methods of managing and processing personal data received by AMC. This includes the objectives of collection, use, disclosure, and processing, the retention period of such personal data, and your rights as a data subject, which can only be exercised with the consent of the employee.

Performance results

AMC has implemented effective measures to prevent all forms of cyberattacks, protecting against the loss of critical company data and the breach of personal data of customers, employees, and partners.

In the future, the company plans to collaborate with the Human Resources department to provide cybersecurity training, integrating this content into the new employee onboarding process to comprehensively enhance awareness and understanding among employees at all levels.

As of 2025, AMC has not reported any cyberattack incidents, but maintains robust cybersecurity measures to mitigate potential risks, as follows:

1. Install antivirus software and regularly update virus definitions to enhance protection.
2. Always check for viruses before opening any file by setting up automatic scanning (Scan Auto).
3. Use a virus scanner at least once a week to protect against malware attacks that may be lurking in your system.
4. Avoid using data storage media from unknown sources to prevent introducing viruses or malware into the system.

In 2025, the company has not reported any incidents or cases of personal data breaches. However, the company has prepared data backup and recovery measures to mitigate potential risks as follows:

1. Data Backup: The company backs up all data to Qnap to ensure efficient data availability and protection against loss.
2. Daily data backups: Responsible personnel will perform daily backups at Qnap to ensure that all the latest data is stored completely.
3. Designated Responsibility: Clearly assigned officers are responsible for overseeing and maintaining data security, ensuring a secure and transparent data management process.
4. Data backup: Backup data is stored in a secure location to protect it from damage or unauthorized access.

SOCIAL DIMENSION

Developing Innovative Work Processes, Products and Services.



Target

- Achieve customer satisfaction with the product > 80%.
- Implement technology to improve work processes, at least one project per year.

Policy

AMC develops innovations to enhance work processes, products, and services, ensuring efficiency and alignment with current and future market demands. AMC is committed to promoting the use of modern technology and innovation across all aspects of its operations to increase competitiveness, create value for stakeholders, meet customer needs, and become an industry leader in the production of steel pipes and structural steel, as well as providing professional services. AMC encourages employee participation at all levels in creatively initiating improvements to their own work processes. You can read the full policy on innovation, work processes, products, and services here.

<https://www.asiametal.co.th/Policy on Innovation Development in Work Processes, Products and Services>

Operational plan

In line with its innovation policy, the company has established the following guidelines for managing and implementing innovation within the organization:

1. Providing training to supervisory-level employees on cost reduction and production process improvement to enhance efficiency and strengthen work development skills.
2. Encourage supervisory-level employees to participate in proposing ideas and improvements to enhance production efficiency.
3. Encourage the process of generating ideas and developing approaches from supervisory levels to operational staff.

Operations

AMC is committed to continuously innovating its processes, products, and services to meet customer needs and achieve excellence in all aspects. This is accomplished through the following projects/activities:

SOCIAL DIMENSION

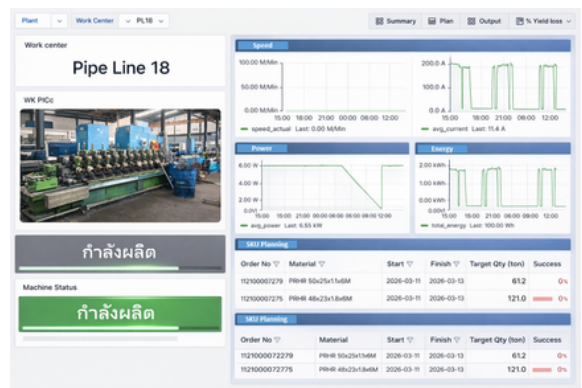
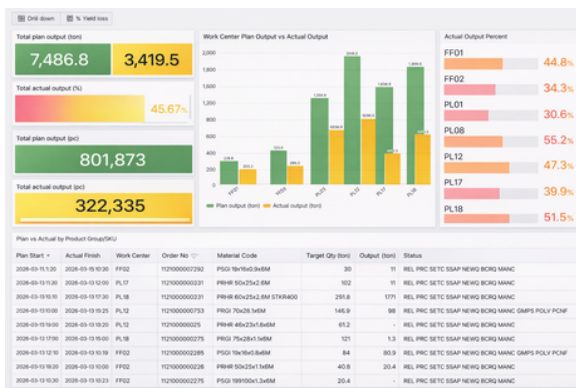
Developing Innovative Work Processes, Products and Services.

This project, born from brainstorming and collaboration among AMC's management, aims to leverage cutting-edge technology to improve production processes. The goal is to increase efficiency, reduce costs, and enhance production quality, thereby meeting customer demands and increasing competitiveness in a rapidly changing industry.

1. Smart Factory with IoT and intelligent sensor systems.

AMC is committed to raising the standard of steel pipe production to an international level by integrating information technology into industrial processes (Industrial IoT) to create a precise production system and reduce losses. This is achieved through the following initiatives:

- The real-time sensor monitoring system has been installed throughout the main production line, from raw material input to finished product manufacturing and packaging. The sensors continuously measure the speed of the production line and send the data to a system for processing via a data analytics dashboard.
- To align with greenhouse gas reduction goals, the company has implemented an IoT Energy Monitoring system to analyze electricity usage at the machine-level. The system collects data on the power consumption of large motors and welding equipment to determine the "energy efficiency point" for producing each pipe size. Furthermore, real-time data analysis allows for efficient machine operation planning, avoiding unnecessary energy consumption and ultimately reducing energy costs for the organization.
- Data analysis for efficient production involves processing all data collected through the IoT system using a Data Analytics Dashboard to identify bottlenecks in the production process.



SOCIAL DIMENSION

Developing Innovative Work Processes, Products and Services.

2. Hot water pipe flushing system after pipe dewatering.

In the pipe manufacturing process, lubricants and coolants are often used to reduce friction and lower the temperature during forming. As a result, after rolling, oil residue, metal chips, and contaminants remain both inside and outside the pipe.

Therefore, a hot water pipe cleaning system was installed after the pipe debossing process, which has several advantages, including:

- Improve the efficiency of oil stain removal.
- Reduce the accumulation of dirt inside the pipes.
- Enhance the surface quality of the product.
- Reduce contamination problems in the next production process.
- It can be designed as a water recirculation system to reduce production costs.



SOCIAL DIMENSION

Developing Innovative Work Processes, Products and Services.

Performance results

Innovation offers significant benefits in improving operational efficiency by reducing production time, lowering costs, and increasing the quality of output. It also enhances organizational competitiveness by responding quickly to customer needs and creating a unique selling proposition. Furthermore, innovation positively impacts the environment by using resources efficiently, reducing waste and pollution in production processes, aligning with sustainable development goals. Innovation creates value for stakeholders by increasing customer and partner satisfaction and fostering community collaboration at the organizational level. Finally, developing innovation cultivates a culture that supports creativity and learning, leading to greater employee pride and engagement.

In 2025, AMC achieved a customer satisfaction score of 92.9%, reflecting its success in effectively meeting customer needs. Furthermore, **AMC implemented two technology-improved processes with an investment of approximately 13,342,486.65 THB** to restructure production, focusing on modern manufacturing technologies. This enables faster delivery, sufficient and comprehensive product range, and support for diverse customer demands through production line automation. Additionally, the use of computer-aided control reduces reliance on skilled labor, increases accuracy, and generates feedback for continuous process improvement.

Benefits of innovation development.

AMC promotes internal innovation, enabling employees to gain up-to-date knowledge, reducing work accidents and errors, improving work efficiency, and enhancing customer service. This contributes to the company's sustainable competitiveness. Employee participation at all levels results in improved efficiency in the following areas:

- The production process has become more flexible, allowing for the production of a wider variety of products and responding to customer needs.
- Increase productivity and reduce reliance on skilled labor.
- Production costs are reduced due to automation and increased production speeds from machinery.
- It can reduce the time to launch new products, allowing companies to better respond to market and customer needs.

SOCIAL DIMENSION

Risk Management



Target

- There are risk assessment criteria that cover ESG aspects.

Policy

In today's rapidly changing business environment, risk management is essential for organizational sustainability. AMC has therefore established a risk management policy to create an effective risk alert system, focusing on preventing and managing potential problems within the company. This system enables management and employees to make quick decisions and mitigate risks, promotes transparency, and encourages proactive risk management at all levels to strengthen the stability and sustainability of business operations. The full risk management and internal control policy can be found at [https://www.asiametal.co.th/Risk management Policy](https://www.asiametal.co.th/Risk%20management%20Policy).

Operational plan

In 2025, AMC was in the process of reviewing and revising its organizational risk assessment criteria to encompass various dimensions based on environmental, social, economic, and governance (ESG) principles. A working group was appointed to review the criteria and risk assessment processes to align with the current organizational context. The working group gathered relevant information, such as existing company policies, past risk assessment results, data from relevant internal and external organizations, and employee feedback, to ensure comprehensive coverage of ESG risks. This data was then analyzed to identify the strengths, weaknesses, opportunities, and threats of the current policy, resulting in a draft of a revised policy that appropriately covers ESG risk. This draft policy will be submitted to the relevant board of directors for review before being presented for approval. Upon approval, the results of the risk assessment criteria development will be reported, and the revised policy will be disseminated to all relevant stakeholders.

Performance results

In 2025, AMC reviewed its comprehensive ESG (Environmental, Social, and Governance) risk assessment criteria, which evaluate environmental, social, and governance risks. These criteria included identifying potential risks arising from the company's various activities and implementing appropriate management strategies to ensure compliance with sustainable ESG standards. This involved utilizing effective risk assessment tools and methodologies such as environmental impact assessments, human rights compliance, and transparent governance risk management, as well as establishing a comprehensive monitoring and evaluation system for continuous improvement. Following the review, AMC will conduct a comprehensive ESG assessment and disclose the results in 2026. Further details on business operations risks, management and operational risks, regulatory and legal risks, and financial risks can be found in the company's 56-1 One report.

SOCIAL DIMENSION

Sustainable Supply Chain Management



Target

- Develop a Sales Order Content (SCOC) and update partner evaluation criteria to align with ESG aspects.

Policy

AMC prioritizes sustainable supply chain management, encompassing sourcing, production, and delivery of goods and services. This aligns with environmental and social impact management, and promotes good corporate governance to enhance business competitiveness. Therefore, we have established guidelines for managing and developing a responsible supply chain that complies with standards. You can read our full sustainable supply chain management policy at <https://www.asiametal.co.th/Sustainable Supply Chain Management Policy>.

Supplier Code of Conduct (SCOC)

AMC recognizes the importance of conducting business responsibly in an environmental, social, and governance (ESG) manner. We encourage our partners, contractors, and subcontractors to adhere to ethical business practices to build trust and sustainability throughout the supply chain. You can read our full Code of Ethics for Partners, Contractors, and Subcontractors at <https://www.asiametal.co.th/Code of Conduct for Business Partners, Contractors, and Subcontractors>

Operational plan

1. Personnel in the procurement department, internal stakeholders, and business partners must undergo continuous professional development to support and drive the company's sustainability goals.
2. This study examines the principles and guidelines for establishing a code of conduct for business partners. This code outlines ethical standards and responsibilities for business partners, including environmental requirements, legal compliance, and sustainable resource management, to ensure all business partners can comply with the requirements.
3. Establishing a working group for the Partner Code of Conduct, responsible for developing and revising the Partner Code of Conduct, including the selection and evaluation of partners, and monitoring compliance with established sustainability standards.
4. Partners are ranked based on sustainability criteria to support strategic decision-making and promote transparency in supply chain management processes.

SOCIAL DIMENSION**Sustainable Supply Chain Management****Operations**

To enhance sustainability in the supply chain, a plan is being developed to create a SCOC (Self-Centered Assessment Committee) and revise partner assessment criteria to align with Environmental, Social, and Governance (ESG) aspects. This begins with the establishment of a working group comprised of individuals with diverse knowledge and experience to develop and improve the partner assessment criteria. The team will analyze and review existing assessment criteria to identify areas lacking ESG coverage and develop new, comprehensive criteria encompassing all dimensions, such as: environmental (waste management, energy use, and greenhouse gas emissions), social (working conditions, equity, and community involvement), and governance (anti-corruption and legal compliance). Once the new ESG-aligned assessment form is developed, it will be communicated to partners and relevant employees, along with training to enhance understanding of the importance of ESG and its impact on the supply chain. A pilot program will then be conducted with a select group of partners to gather feedback and necessary data for further refinement before formal implementation with all partners. The effectiveness of the criteria will be continuously monitored and evaluated to ensure the standard effectively meets sustainability goals by 2025.

Performance results

In 2025, AMC will establish a SCOC (Self-Centered Action Plan) and update its partner assessment criteria to align with ESG (Environmental, Social, and Governance) aspects. It will begin screening new partners for sustainability issues and will communicate sustainability and partner ethics to key partners for their signatures and compliance with the company's policies.

Summary table of sustainability performance.

2025



| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|-----------------|--------------|--------------|--------------|--------------|---------------|
| Environmental dimension | | | | | | |
| Environmental management policies and practices. | | | | | | |
| The number of cases or incidents that violate laws or cause environmental impact. | quantity | 0 | 0 | 0 | 0 | 0 |
| The value of damages or fines resulting from violations of laws or environmental impacts. | baht | 0 | 0 | 0 | 0 | 0 |
| Energy management | | | | | | |
| Energy consumption (electricity/fuel) | kWh | 7,104,919.29 | 6,106,033.99 | 9,490,084.78 | 9,319,090.14 | 12,896,993.96 |
| Amount of renewable energy used | kWh | 766,970.00 | 725,227.00 | 1,489,595.50 | 2,079,446.49 | 1,996,183.07 |
| Energy intensity per unit | kWh/Ton product | 47.72 | 49.62 | 47.15 | 45.98 | 66.94 |
| Water management | | | | | | |
| Water usage | m3 | 16,184.00 | 9,572.00 | 12,499.00 | 10,664.00 | 10,384.00 |
| Amount of water recycled. | m3 | 13,798 | 7,508 | 10,670 | 8,472 | 8,692 |
| Water intensity per unit | m3/Ton product | 0.11 | 0.08 | 0.06 | 0.05 | 0.05 |
| Waste and refuse management | | | | | | |
| Amount of waste and discarded materials. | Ton | 2,915.21 | 1,713.01 | 3,156.53 | 2,822.23 | 2,868.22 |
| The amount of waste and discarded materials that are reused and/or recycled. | Ton | 2,830.43 | 1,648.40 | 3,033.51 | 2,710.31 | 2,719.87 |
| Greenhouse gas management | | | | | | |
| Scope 1 greenhouse gas emissions. | tCO2e | 634.00 | 464.00 | 299.00 | 315.00 | 295.00 |
| Scope 2 greenhouse gas emissions. | tCO2e | 2,978.00 | 2,472.00 | 3,611.00 | 3,253.00 | 5,142.00 |
| Scope 3 greenhouse gas emissions. | tCO2e | 334,884.00 | 279,579.00 | - | 485,392.00 | 479,389.00 |
| The combined greenhouse gas emissions of Scope 1 and Scope 2. | tCO2e | 3,612.00 | 2,936.00 | 3,910.00 | 3,568.00 | 5,437.00 |
| The total greenhouse gas emissions of Scope 1, Scope 2, and Scope 3. | tCO2e | 338,497.00 | 282,515.00 | 3,910.00 | 488,960.00 | 484,826 |
| The amount of greenhouse gas emissions per unit (carbon intensity). | tCO2e/Unit | 0.0243 | 0.0238 | 0.0194 | 0.0176 | 0.0282 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|----------|------|------|------|-------------|-------------|
| Environmental dimension | | | | | | |
| Air pollution | | | | | | |
| Air pollution levels resulting from business operations. | | | | | | |
| • Total suspended particulate matter (TSP) | mg/m3 | N/A | N/A | N/A | 0.012-0.048 | 0.005-0.013 |
| • Particulate Matter (PM10) | mg/m3 | N/A | N/A | N/A | 0.006-0.038 | 0.001-0.061 |
| Social dimension | | | | | | |
| human rights | | | | | | |
| The number of incidents related to human rights violations. | quantity | 0 | 0 | 0 | 0 | 0 |
| Employment | | | | | | |
| Treating workers fairly. | | | | | | |
| Total number of employees | person | 338 | 339 | 423 | 449 | 484 |
| Number of employees by gender. | | | | | | |
| female | person | 99 | 108 | 125 | 133 | 146 |
| Male | person | 239 | 231 | 298 | 316 | 338 |
| Number of employees by age. | | | | | | |
| Under 30 years old | person | 72 | 86 | 147 | 154 | 152 |
| Ages 30-50 years old | person | 211 | 204 | 235 | 244 | 286 |
| Over 50 years old | person | 55 | 49 | 41 | 51 | 46 |
| Number of employees categorized by position level. | | | | | | |
| Operational level | person | 329 | 330 | 413 | 432 | 455 |
| Management level | person | 4 | 4 | 6 | 12 | 23 |
| Senior executives | person | 5 | 5 | 5 | 5 | 6 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|----------------------|---------------|---------------|----------------|---------------|---------------|
| Social dimension | | | | | | |
| Number of employees categorized by geographical location. | | | | | | |
| - Bangkok and surrounding areas | person | 75 | 75 | 75 | 78 | 83 |
| - the North | person | 9 | 8 | 13 | 8 | 14 |
| - Central region | person | 17 | 19 | 9 | 11 | 15 |
| - Northeast | person | 44 | 39 | 42 | 42 | 54 |
| - South | person | 2 | 2 | 2 | 3 | 4 |
| - Eastern Region | person | 53 | 51 | 55 | 66 | 55 |
| - Western region | person | 3 | 4 | 4 | 3 | 5 |
| Number of employees with disabilities and/or the elderly. | person | 3 | 3 | 3 | 4 | 5 |
| Employee compensation. | | | | | | |
| Total compensation for all employees. | baht | 71,432,043.62 | 68,370,718.56 | 115,685,827.19 | 97,310,945.71 | 94,295,042.05 |
| Percentage of employees who are members of a provident fund. | % | 17.46 | 13.57 | 8.04 | 14.25 | 10.54 |
| Compensation differences between genders. | Female : Male | 0.89 : 1 | 0.94 : 1 | 1.02 : 1 | 1.02 : 1 | 1.03 : 1 |
| Employee development | | | | | | |
| Average number of training hours for employees. | Hours/person/year | 6.00 | 7.00 | 6.46 | 12.27 | 15.51 |
| The amount of expenditure on employee development. | baht | 131,256.77 | 31,512.00 | 564,355.92 | 320,983.46 | 171,181.45 |
| The number of work-related injuries or cases resulting in missed work. | time | 24 | 21 | 16 | 12 | 12 |
| The rate of work-related injuries resulting in lost time (Lost Time Injury Frequency Rate: LTIFR) | Times/200,000 hours. | 5.65 | 4.96 | 3.02 | 2.13 | 1.01 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|----------|------------|------------|--------------|------------|--------------|
| Social dimension | | | | | | |
| Promoting relationships and employee engagement. | | | | | | |
| Percentage of employees who resign voluntarily. | % | 34.02 | 28.42 | 30.97 | 26.06 | 55.37 |
| Number of major labor disputes. | quantity | 0 | 0 | 0 | 0 | 0 |
| Responsibility to customers/consumers. | | | | | | |
| Consumer rights | | | | | | |
| Number of cases of customer data breaches. | quantity | 0 | 0 | 0 | 0 | 0 |
| The number of incidents or complaints related to violations of consumer rights. | quantity | 0 | 0 | 0 | 0 | 0 |
| Community/social responsibility | | | | | | |
| Number of disputes with the community/society, along with measures taken to resolve them. | quantity | 0 | 0 | 0 | 0 | 0 |
| The total amount of money spent on projects or activities for community/social development and assistance. | baht | 810,688.03 | 300,690.00 | 2,766,445.91 | 551,355.84 | 1,180,951.35 |
| Local employment | | | | | | |
| Percentage of employees from the local community. | % | 35 | 37 | 31 | 30 | 29 |
| Respect for differences and equality. | | | | | | |
| Employee data categorized by nationality. | | | | | | |
| • Thai | person | 203 | 198 | 200 | 211 | 230 |
| • Karen | person | 7 | 6 | 7 | 6 | 2 |
| • Cambodia | person | 11 | 14 | 13 | 16 | 10 |
| • Myanmar | person | 114 | 117 | 199 | 210 | 228 |
| • Laos | person | 3 | 4 | 4 | 4 | 4 |
| • China | person | 0 | 0 | 0 | 2 | 10 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|----------|------|------|------|------|------|
| Social dimension | | | | | | |
| Respect for differences and equality. | | | | | | |
| The number of incidents or complaints regarding violations of rights, equality, and unfair treatment of workers. | quantity | 0 | 0 | 0 | 0 | 0 |
| Promoting women's employment. | | | | | | |
| Number of female employees categorized by position level. | | | | | | |
| • Staff/Operations | person | 95 | 104 | 120 | 127 | 133 |
| • Executive level | person | 1 | 1 | 2 | 3 | 10 |
| • Senior executives | person | 3 | 3 | 3 | 3 | 3 |
| Monitoring and evaluating the impact on the community. | | | | | | |
| The number of disputes or complaints regarding violations of community rights. | quantity | 0 | 0 | 0 | 0 | 0 |
| Corporate governance and economic dimensions | | | | | | |
| Policies, structures, and corporate governance systems. | | | | | | |
| Composition of the committee. | | | | | | |
| Total number of committee members. | person | 10 | 10 | 10 | 10 | 10 |
| Number of independent directors | person | 3 | 3 | 3 | 3 | 3 |
| Number of directors who are not executives. | person | 6 | 6 | 6 | 6 | 6 |
| Number of female committee members | person | 6 | 6 | 6 | 5 | 5 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|--------|------|------|------|------|------|
| Corporate governance and economic dimensions | | | | | | |
| Policies, structures, and corporate governance systems. | | | | | | |
| The number of independent directors on each subcommittee. | | | | | | |
| • Risk Management Committee | person | 1 | 1 | 1 | 1 | 1 |
| • Executive Committee | person | 0 | 0 | 0 | 0 | 0 |
| • Nomination and Remuneration Committee | person | 1 | 1 | 1 | 1 | 1 |
| • Audit Committee | person | 3 | 3 | 3 | 3 | 3 |
| • Sustainability (ESG) Committee | person | 0 | 0 | 0 | 0 | 1 |
| Number of years in office of each individual director. | | | | | | |
| 1. Mr. Piboonsak Arthabowornpisan | year | 7 | 8 | 9 | 10 | 11 |
| 2. Mr. Thoranit Tantikulwichit | year | - | - | - | 1 | 2 |
| 3. Mrs. Taisika Praisangob | year | 18 | 19 | 20 | 21 | 22 |
| 4. Mr. Virachai Suteerachai | year | 14 | 15 | 16 | 17 | 18 |
| 7. Mr. Chusak Yongvongphaiboon | year | 18 | 19 | 20 | 21 | 22 |
| 8. Ms. Peerada Yongvongphaiboon | year | 1 | 2 | 3 | 4 | 5 |
| 9. Ms. Chananya Yongvongphaiboon | year | 7 | 8 | 9 | 10 | 11 |
| 5. Ms. Metikan Chutipongsiri | year | 5 | 6 | 7 | 8 | 9 |
| 6. Ms. Orawan Pongtunyaluk | year | - | - | 1 | 2 | 3 |
| 10. Mr. Suntorn Comphiphot | year | 1 | 2 | 3 | 4 | 5 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|------|------------|------------|------------|------------|---------------------|
| Corporate governance and economic dimensions | | | | | | |
| The roles and responsibilities of the committee. | | | | | | |
| Number of committee meetings | time | 4 | 4 | 4 | 4 | 4 |
| Number of meetings of the audit committee. | time | 4 | 4 | 4 | 4 | 4 |
| The number of meetings held by each subcommittee. | time | 2 | 4 | 3 | 5 | 4 |
| • Risk Management Committee | time | 0 | 2 | 1 | 1 | 1 |
| • Executive Committee | time | 1 | 1 | 1 | 1 | 1 |
| • Nomination and Remuneration Committee | time | 1 | 1 | 1 | 1 | 1 |
| • Sustainability Committee | time | 0 | 0 | 0 | 2 | 1 |
| Compensation for directors and senior executives. | | | | | | |
| The amount of compensation for each individual director. | | | | | | |
| 1. Mr. Piboonsak Arthabowornpisan | baht | 480,000 | 480,000 | 480,000 | 480,000 | 480,000 |
| 2. Mr. Thoranit Tantikulwichit | baht | - | - | - | 200,000 | 240,000 |
| 3. Mrs. Taisika Praisangob | baht | 240,000 | 240,000 | 240,000 | 240,000 | 240,000 |
| 4. Mr. Virachai Suteerachai | baht | 480,000 | 480,000 | 480,000 | 480,000 | 480,000 |
| 5. Ms. Metikan Chutipongsiri | baht | 240,000 | 240,000 | 240,000 | 240,000 | 240,000 |
| 6. Ms. Orawan Pongtunyaluk | - | 160,000 | | 240,000 | 240,000 | 240,000 |
| 7. Mr. Chusak Yongvongphaiboon | | | | | | Executive Directors |
| 8. Ms. Peerada Yongvongphaiboon | | | | | | Executive Directors |
| 9. Ms. Chananya Yongvongphaiboon | | | | | | Executive Directors |
| 10. Mr. Suntorn Comphiphot | | | | | | Executive Directors |
| The total compensation amount for senior executives. | baht | 11,785,000 | 10,535,000 | 12,281,250 | 10,740,000 | 11,769,000 |

| Sustainability performance results. | | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|----------|------|------|------|---------------|---------------|
| Corporate governance and economic dimensions | | | | | | |
| Business ethics | | | | | | |
| The number of cases of business ethics violations or corruption. | quantity | 0 | 0 | 0 | 0 | 0 |
| Innovation development | | | | | | |
| Research and development expenses for innovation. | baht | - | - | - | 39,884,262.23 | 13,342,486.65 |
| Cybersecurity and data protection. | | | | | | |
| The number of incidents or cases in which a company has been subjected to cyber attacks. | quantity | 0 | 0 | 0 | 0 | 0 |
| Number of incidents or cases of personal data breaches. | quantity | 0 | 0 | 0 | 0 | 0 |
| Product quality and recall. | | | | | | |
| Number of product recall cases or incidents. | quantity | 0 | 0 | 0 | 0 | 0 |

