

## Remuneration Policy

Asia Metal Public Company Limited (hereinafter referred to as “AMC”) has established a fair, transparent, and appropriate remuneration policy for directors and senior executives. This policy considers their responsibilities, performance, and alignment with the company's strategic objectives. In accordance with Article 14 of the company's regulations, which grants directors the right to receive remuneration, the Board of Directors has approved a total remuneration cap of 4 million baht, as proposed by the Remuneration Committee. This policy aims to ensure that directors and senior executives perform their duties effectively, driving the company toward sustainable success.

### Objectives

1. To determine remuneration for directors and senior executives that is appropriate to their roles and responsibilities, ensuring transparency and accountability.
2. To motivate and encourage efficient performance.

### Guidelines for Determining Directors' Remuneration

#### 1. Criteria for Remuneration Determination

1.1. Remuneration reflects the roles and responsibilities of directors and senior executives, considering industry benchmarks within the Stock Exchange of Thailand.

1.2. Remuneration is based on both short-term and long-term company performance.

1.3. Remuneration must comply with legal regulations, the company's bylaws, and relevant requirements.

#### 2. Types and Methods of Remuneration Payment

##### 2.1. Directors

- Fixed remuneration, such as meeting fees per session or monthly fees.
- Monthly remuneration is provided to independent directors and non-executive directors, while executive directors receive compensation as part of their salary for their management role.
- Special remuneration may be granted based on company performance or specific projects.
- A remuneration fee of 5,000 baht per session is provided for attending special meetings.
- No other forms of remuneration are provided.

##### 2.2. Senior Executives

- Fixed remuneration, such as a regular salary.
- Variable remuneration, such as performance-based bonuses or incentive rewards based on goal achievements.

AMC evaluates the performance of senior executives annually, considering key factors such as strategic execution and overall company performance. The Board of Directors assigns the Nomination and Remuneration Committee to determine appropriate remuneration for the Chief Executive Officer and other senior executives, ensuring alignment with their performance.

Remuneration must reflect the roles and responsibilities associated with each position, serving as an incentive to drive executives toward achieving corporate objectives efficiently.

### 3. Remuneration Review and Approval Process

3.1. The Nomination and Remuneration Committee is responsible for assessing directors' and senior executives' remuneration based on:

- Industry remuneration benchmarks.
- Performance evaluation results and predefined goals.

3.2. Directors' remuneration must be approved at the Annual General Meeting of Shareholders.

### 4. Remuneration Assessment and Adjustment

4.1. The remuneration of directors and senior executives is reviewed annually to ensure appropriateness relative to their roles.

4.2. Adjustments to remuneration consider company performance, competitiveness, and economic conditions.

#### Responsibilities

1. The Nomination and Remuneration Committee is responsible for reviewing and recommending directors' and senior executives' remuneration for approval by the Board of Directors.
2. The Board of Directors is responsible for approving and endorsing remuneration proposals.

This policy is issued for acknowledgment and compliance.

Effective Date: December 16, 2024



( Mr. Chusak Yongvongphaiboon )  
Chief Executive Officer