



Policy: Anti-Corruption

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(Translation)

Anti-Corruption Policy

AMR Asia Public Company Limited ("the Company") places a high priority on conducting business with caution regarding corruption. The Company adheres to the principles of good corporate governance and the announcement of the Anti-Corruption Collaboration Committee on the minimum standards for anti-corruption policies and guidelines in procurement, which businesses must establish in accordance with Section 19 of the Public Procurement and Supplies Administration Act B.E. 2560 ("the Announcement on Anti-Corruption Policies and Guidelines in Public Procurement, etc."). For the utmost benefit of shareholders and stakeholders, the Company has established an anti-corruption policy for the organization and a policy on preventing corruption in procurement processes, which also covers the conduct of directors, executives, employees, and stakeholders involved with the company, as follows::

1. Objective

To establish a proper business guideline that covers the prevention of risks that may arise from corruption in operations and procurement, the Company has created this Anti-Corruption and Bribery Policy. The aim is to achieve concrete prevention and opposition to corruption in accordance with the principles of good corporate governance and the Announcement on Anti-Corruption Policies and Guidelines in Public Procurement, etc., to be used as a guiding practice within the Company.

2. Duties and Responsibilities

Upon having doubts, belief, or reasonable grounds to believe in good faith that a director, executive, or employee is involved in acts of fraud and corruption, the following actions must be taken:

2.1 Directors, executives, and employees have a duty to monitor and prevent corruption within the company. If acts of corruption or acts that could lead to corruption are

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discovered, they must immediately report the incident to their supervisor or through the whistleblowing channels designated by the company. They must also not engage in corruption, either directly or indirectly, such as offering, promising, asking for, demanding, soliciting, or receiving benefits; or giving benefits or enticing others to commit illegal acts.

2.2 Establish practices to prevent various forms of corruption, such as political support, charitable donations, financial sponsorships, payment for gifts, and hospitality expenses. Do not give or receive any items or other benefits from relevant parties, whether government, private, or any other agency. This also includes not acting as an intermediary to offer benefits in the form of money, items, or other assets in exchange for special privileges, the wrongful use of authority, or to facilitate benefits or create an advantage for the company's business.

2.3 Establish practices to prevent corruption in procurement that prohibit directors, executives, employees, and stakeholders involved with the company from engaging in bribery. This includes not giving, offering, or promising to give assets or other benefits, or inducing others to cooperate, either directly or indirectly, in order to benefit a bid or to collude in bidding with a government agency. Such actions would lead to an advantage and result in certain gains in the procurement process or contract performance, both before, during, and after a procurement contract has been signed, or for any other improper benefit.

2.4 Establish sufficient and appropriate internal control systems to prevent corruption and operations that do not comply with the principles of good corporate governance.

2.5 Provide communication channels for employees and stakeholders to learn about the anti-corruption policy and to be able to report tips, complaints, or suggestions to the company for a factual investigation and subsequent improvement.

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2.6 Procurement must be conducted transparently, without violating laws, regulations, and the procedures established by the company. There must also be regular inspections of procurement operations.

2.7 Executives and employees must not overlook or neglect to act when they see an act that falls under the category of corruption. They must inform their supervisor or the responsible person and cooperate with the factual investigation.

3. Training and Internal Communication.

The company provides annual training and knowledge about the anti-corruption policy to directors, executives, employees, and all relevant stakeholders. This is also included as part of the orientation for every new employee to enhance understanding, prevent the risk of corruption, and provide information on whistleblowing channels for those who witness misconduct.

The company has disseminated its anti-corruption policy to executives and employees via the company's website, TownHall, and internal information network system, to ensure that all employees can access the correct information.

4. Communication and Dissemination to External Parties

The company mandates the dissemination and promotion of its anti-corruption policy to the general public through the company's website.

5. Whistleblowing Channels

The company has prepared secure channels for all parties who witness misconduct or wish to report a tip-off. They can report tips or complaints to the company using the following methods:

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5.1 Clearly state the name, address, and contact number of the whistleblower or complainant, as well as the name of the offender and the credible details of the offense. Include evidence and witnesses (if available) to enable the company to report on progress, clarify facts, or mitigate damage more easily and quickly.

5.2 Tips or complaints can be submitted through the following channels:

5.2.1 Send an email to ac@amrasia.com

5.2.2 Send a letter by post to the Chairman of the Audit Committee at the following address:

AMR Asia Public Company Limited (Head Office)
469 Soi Prawit Lae Phuean, Prachachuen Road,
Lat Yao Subdistrict, Chatuchak District, Bangkok 10900

6. Granting Protection

6.1 The company will keep the information and details of the whistleblower or complainant and the accused confidential, or may only disclose them to those involved in the investigation or a limited circle of related individuals. Any disclosure of information will be carefully considered with the safety and potential harm to the whistleblower or complainant, the source of the information, or related individuals in mind.

6.2 In the event that the complainant or a person cooperating with the factual investigation believes they may be unsafe or may suffer hardship or harm, they can request appropriate protection from the investigative committee.

7. Appointment of the Investigation and Fact-Finding Committee

The company has assigned the Audit Committee to consider and accept tips and complaints. The Audit Committee can appoint an Investigation and Fact-Finding Committee to be responsible for gathering evidence, taking any necessary actions to investigate the

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facts of the tips or complaints, and recommending a resolution for the complaints to the Audit Committee. The investigation process must be transparent and fair.

8. Penalties

Penalties for those who violate or fail to comply with the company's anti-corruption and bribery guidelines will be subject to disciplinary action in accordance with one or more of the company's announcements or operational procedures, depending on the severity of the offense. This includes, but is not limited to, verbal warnings, written warnings (warning letters), suspension, dismissal with severance pay, and termination without severance pay. In addition, they may also face legal prosecution under anti-corruption laws.

Announced on August 13, 2025

AMR Asia Public Company Limited

.....(Translation).....

(Mr. Somsak Channoi)

Chairman

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Document Control Register

Order	Date of Preparation	Details of Operation	Effective Date	Operator
01	15 Aug 2019	Policy created, submitted for first approval	06 Sep 2019	Secretary
02	03 Aug 2020	Revision	14 Aug 2020	Secretary
03	24 Mar 2021	Converted into a public company	25 Mar 2021	Secretary
04	22 Jul 2025	<p>Addition based on the announcement of the Anti-Corruption Collaboration Committee on minimum standards of anti-corruption policies and guidelines in procurement that businesses must establish in accordance with Section 19 of the Public Procurement and Supplies Administration Act B.E. 2560.</p> <p>The revision details are as follows:</p> <p>Amended the introduction</p> <ul style="list-style-type: none"> ● Amended item 1. Objective, adding the topic of procurement ● Added items 2.2, 2.3, and 2.6 in section 2. Duty and Responsibility ● Added item 3. Training and Internal Communication ● Added item 4. Communication and Dissemination to External Parties ● Moved section 3. Whistleblowing Channels to section 5. ● Moved section 4. Granting 	13 Aug 2025	Company Secretary



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