AMR ASIA

Policy: **Compliance Policy**

Document No.: PA-COM-31

Effective Date: 13 August 2026

Company Policy

Subject: Compliance Policy

AMR Asia Public Company Limited ("**the Company**") recognizes the importance of conducting its business ethically, transparently, and in an auditable manner, based on the principles of Good Corporate Governance, sustainability (ESG), and business ethics, with the aim of becoming a global leader in the integration of technology systems, engineering, and intelligent innovation. The Company has therefore established this policy governing compliance with laws and regulations so that directors, executives, and employees at all levels adhere to it strictly as a guideline for the performance of their duties, as follows:

Objectives

1. To serve as a framework and guideline for the Company's business operations to ensure compliance with laws, regulations, business ethics, and relevant international standards applicable to the organization's operations
2. To prevent, reduce, and manage compliance risk which may lead to financial damage, legal action, or loss of the Company's reputation and credibility
3. To encourage directors, executives, and all employees to be aware of and recognize the importance of performing their duties in compliance with the rules, and their responsibility for such compliance
4. To promote and instill an organizational culture that emphasizes transparency, honesty, and responsibility towards all stakeholders in accordance with the principles of Good Corporate Governance and sustainability (ESG)
5. To establish a system for monitoring, auditing, and reporting on Compliance performance that is effective and can be promptly updated to keep pace with changes in law and technology

Scope

1. This policy applies to directors, executives, and employees at all levels and positions, including permanent employees, contract employees, and temporary employees of AMR Asia Public Company Limited.
2. This policy covers all of the Company's activities and operations, both domestic and international, including procurement processes, public and private sector bidding, engineering project management, technology and innovation development, and information security.
3. The Company shall promote and encourage its subsidiaries, associated companies, business partners (Business Partners), subcontractors (Sub-contractors), and any person acting on behalf of the Company to adhere to and comply with the rules and policies of the Company.

Policy Provisions

1. Adherence to and Compliance with the Rules

All directors, executives, and employees must adhere to and comply with the "Rules," which cover:

- Laws relevant to the Company's business
- Regulations, policies, code of conduct and ethics (Code of Conduct), good corporate governance (CG) and sustainability (ESG)
- Business commitments, employment contracts, and agreements entered into with business partners or government agencies

2. Duties and Responsibilities

All directors, executives, and employees have a duty to study, understand, and comply with the laws and regulations relevant to their duties and responsibilities, while remaining aware of the risks and impacts on the organization's reputation.

3. Respect for the Law and Zero Tolerance for Wrongdoing

The Company is committed to a policy requiring that all directors, executives, and employees respect and comply with the laws in every jurisdiction in which the Company conducts business (such as trade competition law, personal data protection law (PDPA), engineering safety law, and anti-corruption law). Any violation shall constitute a disciplinary offence. Non-compliance with this policy shall be considered a disciplinary offence and shall be subject to penalties under the Company's work rules and regulations, as well as penalties under applicable law.

4. Building an Organizational Culture of Compliance

The Company actively promotes, communicates, and supports the continuous development of knowledge and understanding in order to build a culture of integrity and compliance throughout every part of the organization, by announcing it through the Company's internal communication channels and publishing it on the Company's website.

5. Compliance and Risk Management Structure

The Company has established a compliance oversight system through the Audit Committee and the Board of Directors, together with the Compliance Unit and the Risk Management Unit, to monitor, audit, and review work processes, including the management of non-compliance risk, in a manner that is effective, flexible, and responsive to changes in law, technology, and the internal and external business environment.

6. Roles and Responsibilities of Relevant Parties

6.1 The Board of Directors plays a key role in supporting the Company's business operations to ensure compliance with the laws, rules, regulations, measures and guidelines applicable to the Company.

6.2 The Audit Committee is responsible for reviewing the control processes and monitoring compliance oversight of the Company, including assessing the adequacy and effectiveness of the internal control system, and reviewing the summary results of compliance audits of the Company.

6.3 Management plays a key role in promoting and driving this policy toward implementation, by working to understand the rules and practices relevant to their own line of work, and by consistently encouraging employees under their supervision to recognize the importance of compliance.

6.4 The Compliance Unit is responsible for promoting the organization's compliance, overseeing, auditing, and assessing risk, and reporting the Company's compliance oversight results to the Audit Committee on a quarterly basis, to keep it informed of the status, significant factors, and issues, including matters requiring improvement or correction, in order to ensure consistency across the Company as a whole and companies within the group.

6.5 All employees have a duty to study, understand, and recognize the importance of compliance, under the guidance of the Compliance Unit, and to comply with the policies or instructions of the Company, so that their work is consistent with the law and the rules, in accordance with the framework of the Company's good corporate governance policy.

7. Support for an Effective Internal Control System

The Company has established guidelines, controls, oversight, and risk-prevention measures relating to compliance, and the Company will provide sufficient necessary resources, including qualified personnel, information technology systems, and modern tools, to promote accuracy, completeness, and transparency in its operations, and to reduce risks arising from human error (Human Error).

8. Protection of Whistleblowers and Complainants

Employees or stakeholders who report information, provide information, or cooperate in an investigation concerning any act in violation of the law or the Company's regulations shall have their rights protected, be treated fairly, and have their information kept in the strictest confidence, in accordance with the Company's Whistleblowing Policy.

9. Policy Review

The Company shall review this Compliance Policy (Compliance Policy) to ensure its content remains consistent with the Company's current circumstances, or upon any change in the law, at least once a year.

Announced on 13 August 2026

AMR Asia Public Company Limited

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(Mr. Somsak Channoi)

Chairman of the Board of Directors

Document Control Register

No.	Date Prepared	Details of Action	Effective Date	Prepared By
01	10 June 2026	Prepared the policy and proposed it for approval and initial announcement	13 August 2026	Company Secretary