



บริษัท เอเชียन มารีน เซอร์วิสส์ จำกัด (มหาชน)
Asian Marine Services Public Company Limited

Sustainability Report 2025

WE
Emphasize
On Time And Quality
to Sustainability

ASIMAR

An aerial photograph of a ship moving through the ocean, leaving a large, white, heart-shaped wake behind it. The ship is visible on the left side of the frame, moving towards the bottom left. The water is a deep teal color, and the wake is a bright white foam.

ASIMAR

WE EMPHASIZE

ON TIME AND QUALITY TO
SUSTAINABILITY



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I Executive Message

The year 2025 clearly reflected that the global business sector is entering an era of transformation in terms of technology, energy, environmental regulations, and society's expectations toward the role of business organizations. Asian Marine Services Public Company Limited, as a shipbuilding and ship repair operator, recognizes that business growth must go hand in hand with responsibility toward the economy, society, and the environment in order to create long-term stability for the organization and all stakeholders.

The Company therefore drives its business under a sustainability policy by systematically integrating the concept of Sustainable Development into its operational processes, covering environmental, social, and corporate governance dimensions in accordance with the principles of good corporate governance, as follows:

Environmental Aspects

The Company prioritizes conducting business with environmental responsibility, particularly addressing climate change, a significant global challenge. The Company is committed to continuously reducing its environmental impact from operations. In 2025, the Company will actively implement plans to reduce greenhouse gas emissions within Scope 1 and Scope 2, focusing on improving energy efficiency, utilizing resources cost-effectively, and enhancing operational processes to be more environmentally friendly. This includes systematically controlling and reducing pollution and production waste. The Company continues to uphold its target of achieving zero environmental complaints from surrounding communities and promotes positive relationships between the organization and neighboring communities for sustainable coexistence.

Social Aspects

Employees are the key driving force of the organization. Therefore, the Company prioritizes developing the skills, knowledge, and potential of employees at all levels, alongside enhancing safety,

occupational health, and the work environment. The aim is to achieve a zero-accident workplace. The Company also focuses on strengthening employee engagement through appropriate benefits and improving service quality to maximize customer satisfaction. Furthermore, the Company continuously engages in social activities and supports the community in various ways, as part of its corporate social responsibility efforts.

Corporate Governance

The Company conducts its business with transparency, accountability, and strict adherence to the principles of good corporate governance. It comprehensively manages risks and adapts its strategies to the constantly evolving business landscape to strengthen its long-term competitiveness. Last year, the Company accelerated the study and development of modern shipbuilding technologies, with a particular focus on products that reduce energy consumption and minimize environmental impact. For instance, the Company has developed shipbuilding technology centered on the use of HDPE (High-Density Polyethylene), a strong, corrosion-resistant material with a long service life. This material is recyclable, supporting a circular economy and reducing long-term environmental effects, demonstrating the Company's commitment to the sustainable development of the shipbuilding industry while enhancing the organization's competitive capabilities.

Lastly, on behalf of the Chairman of the Board, the Board of Directors, and the Executive Committee, we would like to express our sincere appreciation to all shareholders, suppliers, and all stakeholders. We also extend our gratitude to our executives and all employees for their dedication and hard work throughout 2025. We are confident that we will continue to build a business that grows steadily and sustainably

Mr. Prakit Pradipasen
Chairman of the Board of Directors



Awards and Achievements for 2025

In 2025, Asian Marine Services Public Company Limited received awards and high scores related to good governance, a testament to the Company's commitment to sustainable operations and recognition from external organizations.

1 ASIMAR received an excellent rating, or 5 stars, in the 2025

Corporate Governance Report of Thai Listed Companies, conducted by the Thai Institute of Directors (IOD).

2 ASIMAR received a good rating in the 2025 Annual General Meeting (AGM) assessment

from the AGM quality assessment project conducted by the Thai Investors Association (TIA).

3 ASIMAR has received certification for the Organization's Greenhouse Gas Emissions and Removals Report under ISO 14064-1 Greenhouse Gases

(January 1 — December 31, 2025), following verification by an accredited verifier from The Management System Certification Institute (Thailand) (MASCI).

4 ASIMAR received a BBB-level rating in the Services Industry Group under the 2025 SET ESG Ratings assessment

by the Stock Exchange of Thailand.





| Scope of Report

About this report

Asian Marine Services Public Company Limited has prepared a report to present its sustainability performance to stakeholders, covering all dimensions of sustainability: environmental, social, and governance (ESG). The 2025 Sustainability Report was prepared following the SET Sustainability Reporting Guide by the Stock Exchange of Thailand, and the ESG Metrics guidance for the service industry group, specifically the transportation and logistics sector, to which the Company is classified by the SET, as well as the industrial products sector, industrial materials and machinery sector, with activities similar to the Company's operations. This report demonstrates the Company's commitment to supporting the United Nations' Sustainable Development Goals (SDGs) and the UN Global Compact (UNGC), as well as addressing the needs and expectations of stakeholders.

Scope of the Report

This report covers the performance of Asian Marine Services Public Company Limited (Head Office) for the year 2025, from January 1 to December 31, 2025. The Company operates shipbuilding and ship repair yard businesses in Thailand. This report does not include information of Asimar Marine Co., Ltd., Eco Marine Co., Ltd., and Future Power Solutions Co., Ltd., which are subsidiaries of the Company, including the Surat Thani branch of Asian Marine Services Public Company Limited, as data collection for these entities is still underway to ensure compliance with Company's standards.

Except for the greenhouse gas emission and removal report under ISO 14064-1: GREENHOUSE GASES, the performance covers the Head Office and Surat Thani Branch of Asian Marine Services Public Company Limited, as well as all subsidiaries.





I Nature of Business

Structure and Operations of the Group

Policy and Business Operations

Asian Marine Services Public Company Limited operates its core business of shipbuilding and ship repair, including various engineering construction projects.

Vision and Mission for Business Operations

The Board of Directors is committed to driving the organization forward with innovation and integrating technology into all operations. Leveraging more than 44 years of knowledge, expertise, and experience, the Board sets the Company's policies, vision, strategies, goals, mission, business plans, and budget to strengthen economic stability, promote environmental sustainability, and improve community well-being. It also oversees management to ensure efficient implementation of policies, in line with the Company's objectives and regulations. The Board annually reviews the Company's vision, mission, and strategy, while the management team reports the progress and performance of strategic implementation to the Board of Directors on a quarterly basis.



Vision :

To establish ASIMAR as an internationally recognized brand name in the shipbuilding and ship repair industry, through the application of technology in developing its manufacturing process to achieve excellence in quality, timely delivery and ultimate customer satisfaction. We are driven by innovation to support long-term sustainability through the adoption of technologies that reduce greenhouse gas emissions and minimize environmental impact, while prioritizing social responsibility and upholding high standards of corporate governance.



Mission :

Commitment to providing a high standard of service to customers by means of effective quality and time control comparable to a leading world-class shipyard, with continuing development and optimal efficiency in the management of Company resources for



Customers : Well-received outcomes and complete customer satisfaction



Shareholders : Target returns on investment to their satisfaction



Employees : Human resources development with opportunities for career advancement and good quality of life



Environment and Community : Participation in environmental and social development activities



Overview of the Company and its Subsidiaries' Business Operations

Asian Marine Services Public Company Limited

Asian Marine Services Public Company Limited or ASIMAR's core business is shipbuilding and ship repair, along with various engineering construction projects. It is the only leading shipyard in Thailand listed on the Stock Exchange of Thailand. The Company has expanded its operations by establishing subsidiaries to meet specific demands, including Asimar Marine Co., Ltd., which provides skilled labor for ship repair and construction work, Eco Marine Co., Ltd., which offers water pollution removal services, and Future Power Solutions Co., Ltd., which operates as a distributor of machinery, mechanical equipment, generators, spare parts, and related equipment both domestically and internationally.

Currently, the Company is certified to ISO 9001 for service quality, covering both new ship construction and ship repair. It is also certified for occupational health and safety management systems to ISO 45001, environmental management systems to ISO 14001, and organization's greenhouse gas emissions and removals reporting to ISO 14064-1 Greenhouse Gases.

Currently, the Company operates two floating shipyards capable of handling vessels from 5,000 to 20,000 deadweight tons. The Company specializes in repairs for medium to large-sized vessels, and cater to customers who require high quality and on-time delivery. Its approximate production capacity is 80 ship repair projects annually, and 3 new construction projects per year in the 7,000-10,000 deadweight ton range. In

addition, the Company undertakes other engineering projects, including the construction of steel structures for passenger walkways at Suvarnabhumi Airport and the building of oil drilling platforms.

The Company has expanded its branch in Surat Thani province to provide ship repair and shipbuilding services, along with a range of steel structure engineering work in the South and neighboring regions.

Asian Marine Services Public Company Limited comprises

Asimar Marine Co., Ltd.

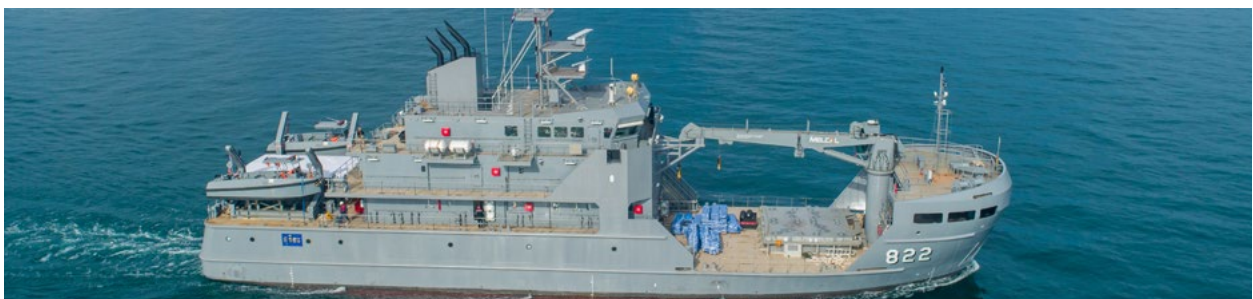
Asimar Marine Co., Ltd. operates as a ship repair contractor for Asian Marine Services Public Company Limited due to high demand for skilled personnel in this sector. The Company intends to upskill its workforce to achieve the standards set by the Classification Society.

Eco Marine Co., Ltd.

Eco Marine Co., Ltd. is a joint venture between Asian Marine Services Public Company Limited, which holds a 93.15% stake, and ITALMARE S.P.A. (formerly GLOBECO S.p.A.) of Italy, which holds a 6.85% stake. The Company provides water pollution control services, including waste collection from waterways, oil spill removal, and the clearing of water hyacinth and other aquatic weeds. These services are offered to both public and private sector customers.

Future Power Solutions Co., Ltd.

Future Power Solutions Co., Ltd. operates as a distributor of machinery, mechanical equipment, generators, spare parts, and related accessories both domestically and internationally.





NATURE OF BUSINESS

Revenue Structure

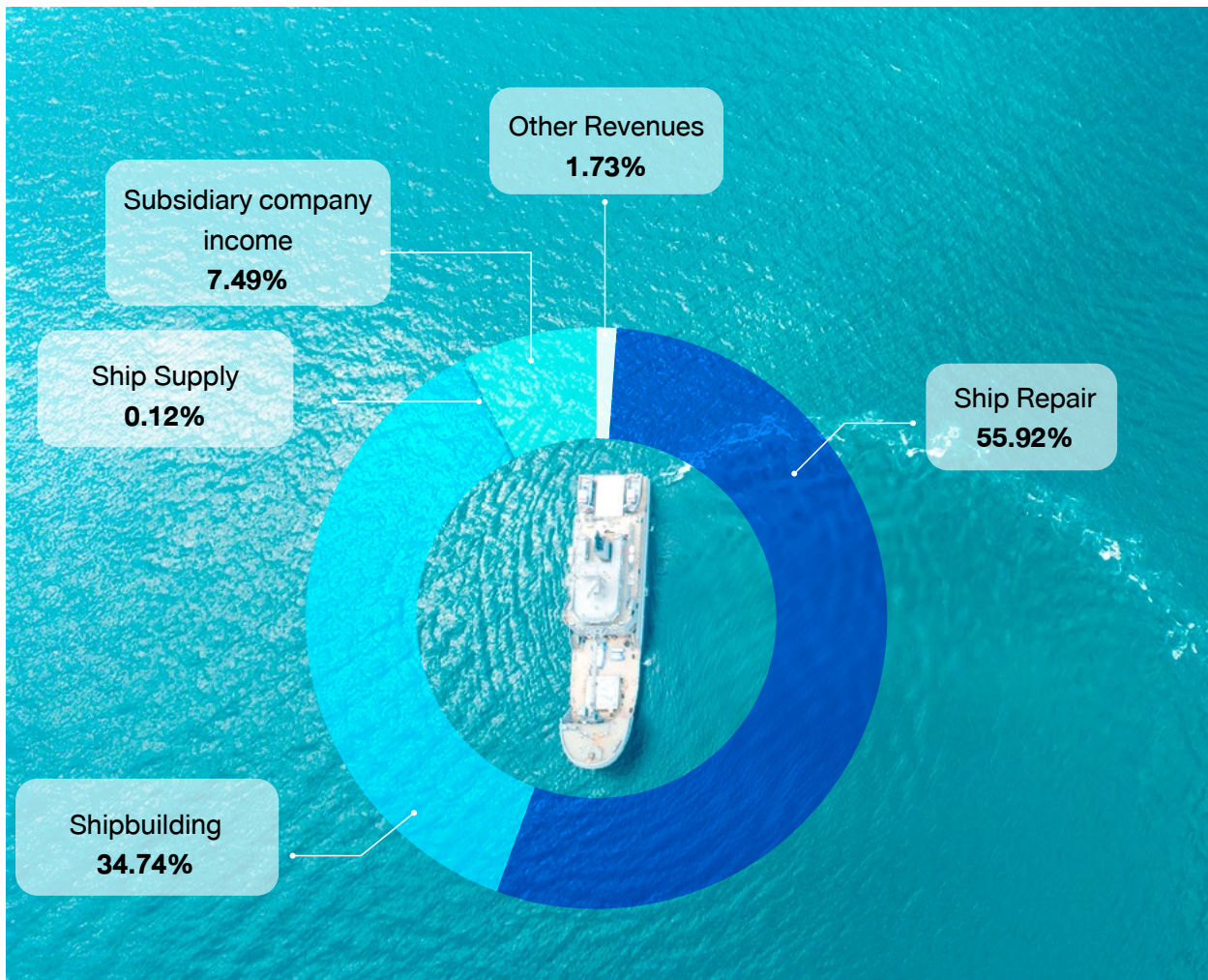
ASIMAR AND AFFILIATES INCOME STRUCTURE

(UNIT: MILLION BAHT)

Revenue Categories	2023		2024		2025	
	Amount	%	Amount	%	Amount	%
Ship Repair	493.71	86.07	500.43	47.44	523.80	55.92
Shipbuilding	20.76	3.62	503.09	47.70	325.37	34.74
Ship Supply	8.87	1.55	4.10	0.39	1.12	0.12
Subsidiary company income	31.46	5.48	33.67	3.19	70.12	7.49
Other Revenues *	18.81	3.28	13.49	1.28	16.23	1.73
Total	573.60	100.00	1054.78	100.00	936.64	100.00

Remark *Other revenues are interest income, gain from exchange rate, scrap sales, etc.

Revenue Structure 2025





Information about Products and Services

The types or kinds of products or services can be divided into four categories as follows.

- Ship Repair :** The Company possesses the primary equipment necessary for repairing vessels ranging from 5,000 to 20,000 DWT. This includes two U-shaped floating docks capable of servicing both domestic and international customers. Furthermore, supporting facilities such as a workshop, large cranes, and highly skilled craftsmen are available, ensuring work meets high standards.
- Shipbuilding :** The Company has a working area with a slipway and large machinery capable of supporting large-scale shipbuilding projects for vessels with a maximum length of 120 meters and a weight capacity not exceeding 20,000 DWT. The Company has previously been entrusted by both domestic and international customers to build ships with specialized features.
- Ship Conversion Upgrading :** The Company specializes in ship conversions that require experience and specialized techniques, including converting oil tankers to double-hull configuration, refrigerated cargo vessels, patrol vessels, converting bulk carriers into container ships, hull elongation, and constructing accommodation support vessels for offshore oil drilling rigs.
- Engineering Works :** The Company can construct and repair marine floating structures and offshore structures, as well as constructing steel structures—including structural components for airport passenger terminals and customs checkpoints—and industrial machinery components, etc.

Important Equipment

- 2 floating docks with a lifting capacity to accommodate vessels ranging from 5,000 to 20,000 DWT.

Floating dock	Dock dimension	Lifting operation	Maximum vessel capacity	Dock Crane
Asimar 1	98 x 19.6 M.	2,000 T.	5,000 DWT	
Asimar 2	161 x 28 M.	6,000 T.	20,000 DWT	2 x 12 T. 2 x DOCK-KNIGHT

- Head Office: The Company's facilities include two shipyards with slipways located on the north and south sides, encompassing approximately 20,000 square meters. Surat Thani Branch features one ship repair area with a slipway, covering a total area of approximately 37,000 square meters.
- Other equipment, such as large cranes and factories, helps to speed up and facilitate repair work. Key equipment includes

Equipment Type	Quantity
1. CNC Steel Cutting Machine	2 units
2. 100-ton gantry crane for shipbuilding on the northern shipbuilding yard	1 unit
3. Grit blasting workshop for steel plates: 2.4m W x 10m L	1 unit
4. Mobile crane (Dock knight) in floating dock 2 for painting and sandblasting.	2 units
5. 10-ton Overhead Crane for lifting steel pieces in the assembly plant	2 unit
6. 5-ton Overhead Crane for lifting steel pieces in the assembly plant	4 unit
7. 5-ton Gantry Crane for lifting steel components in the assembly plant.	5 unit
8. Ultra-High-Pressure Water Jetting (Hydro Blast)	2 units
9. High-Pressure Water Jet	2 units



Equipment Type	Quantity
10. 15-ton Tower Crane for the Logistics System	1 unit
11. CNC Aluminum Cutting Machine	1 unit
12. Electric Articulating Boom Lift	5 units
13. 50-ton crane	1 unit
14. 80-ton crane	1 unit
15. Dehumidifier Machine	2 units
16. 5-ton forklift	3 units
17. 7-ton forklift	2 units

The above equipment is used to provide the following general services.

Hull works	Mechanical/ Electrical Works	Non-destructive testing
Cleaning Services	Heavy Machinery/Electrical Equipment	Non-Destructive Testing (NDT)
- Sandblasting/Grid blasting	Boiler Repair	- Steel Plate Thickness Measurement
- High-pressure water jetting	Propeller Works	- Magnetic Particle Testing
- Tank cleaning service	Propeller Shaft Works	- Radiographic Testing
- Anchor, anchor chain, and painting works	Piping works	- Penetrant testing
	Electrical and Electronics works	- Load capacity testing (350 tons and above)

4. Head Office: The working area spans 33,280 square meters, with 300 meters of frontage along the river and a pier depth of 9 meters. Surat Thani Branch: The working area spans 38,352 square meters, with 87 meters of frontage along the Khlong Tha Thong Mai.

Intellectual Property

The Company promotes the creation of intellectual property to enable a rapid and diverse response to market demands. Currently, the Company has registered intellectual property rights for a variety of vessel designs. The designs currently under protection include those for tugboats measuring 31.60 and 36.20 meters in length. Tugboats are a vital component of the maritime industry, and their size, functionality, and versatility provide a key advantage in accessing areas inaccessible to larger vessels.

Vessel Type	Registration number	Book value/ Appraisal value	Copyright Owner	Protection period	Remark
Tugboat design with a bollard pull of no less than 50 metric tons and a length of 36.20 meters.	397	641,073	Asian Marine Services Public Company Limited	June 11, 2018 to June 10, 2028	
Tugboat with a bollard pull of no less than 55 metric tons and a length of 31.60 meters.	54476	6,256,930	Asian Marine Services Public Company Limited	October 01, 2022 to September 30, 2032	

Remark

- These intellectual property items have a protection term of 10 years from the date of registration.
- The protection period is effective from the registration date to the expiry date.



| Business Value Chain

Asian Marine Services Public Company Limited, or ASIMAR, prioritizes a holistic view of processes related to its business, encompassing activities across the entire value chain from upstream to downstream. This focus aims to enhance the competitiveness of both the business and the organization by efficiently integrating these activities to deliver added value to the products and services offered to the Company's stakeholders. These value chain activities can be broadly categorized into two parts:

1. Primary Activities encompass the activities that create value in products and services. These are analytical activities undertaken before, during, and after production to prepare for each stage. This includes analyzing customer needs and responding to factors that drive revenue for the Company.
2. Support Activities are activities that help to ensure the effective execution of core activities. This includes areas such as infrastructure, strategy development, personnel development, and fostering innovation and learning to build an organizational culture and enhance long-term competitiveness.





1. PRIMARY ACTIVITIES

1.1 Marketing and Sales

This activity is directly related to meeting customer expectations and needs, beginning with identifying customer requirements and tracking the maintenance cycles of individual vessels. This data is then used for management and to plan vessel construction or repairs, including providing the offer for prices and services. This also encompasses contract management and relationship building to ensure that the Company's deliverables are provided with efficiency and effectiveness, providing value-for-money and ensuring on-time delivery

1.2 Inbound Logistic

This includes engineering activities, ship design to meet customer requirements, supplier selection, procurement of materials and equipment, and parts, as well as various consumables, all of which support planning and warehouse and storage management. These activities are directly related to operations.

1.3 Operation

This represents the core activity of shipbuilding and ship repair, encompassing the processing of raw materials into finished products, commonly referred to as production. These activities include transforming raw materials into final products for delivery to customers, and may also involve manpower planning, cost control, and product quality testing (Test & Trial).

1.4 Outbound Logistic

Once the transformation process—referring here to the completion of ship repair and shipbuilding—is finalized, the process moves to product handover to the customer. This includes activities such as collecting, storing, scheduling, and delivering at the location specified in the contract.

1.5 Customer Service

After-sales service, while varying based on individual customer agreements, is a crucial component of building a lasting relationship between an organization and its customers. Effective after-sales service allows organizations to identify the root causes of customer issues and resolve them quickly and accurately, fostering trust, building brand loyalty, and encouraging reordering.





2. SUPPORT ACTIVITIES

2.1 Firm Infrastructure

In addition to location, facilities and equipment, buildings, floating docks, and supporting systems — including financial management, quality management, machinery maintenance, and occupational health, safety, and environmental risk management — all of these elements form part of the business value chain.

2.2 Sourcing

This includes activities related to resource procurement for operations, encompassing both the purchasing of raw materials for production and the sourcing of labor, as well as negotiating and maintaining good relationships with suppliers and subcontractors.

2.3 Human Resource Management

This is a crucial support function for an organization's competitiveness. Human resource management encompasses employee recruitment of qualified candidates, training to develop employee skills and

capabilities, performance evaluations, compensation management, and the provision of fair and comprehensive employee welfare covering all aspects of employee well-being.

2.4 Technology (Technology Development)

Focus on studying new innovations and promoting opportunities for employees to learn and experiment with new technologies, with the aim of enhancing the organization's competitiveness both directly and indirectly.

Direct applications include offering new products developed through in-house research and design, or adopting external technologies to provide customers with alternative services, such as the use of hydro blasting for ship surface preparation prior to painting, which helps reduce dust generation and environmental pollution.

Indirect applications include the use of off-the-shelf software packages or in-house developed software for design, planning, accounting, and IT management, with the aim of reducing waste and improving efficiency.





Company Stakeholders

Asian Marine Services Public Company Limited or ASIMAR has prepared this report based on an impact assessment considering all stakeholder groups, covering the positive and negative impacts of the Company's operations. The assessment identifies eight key stakeholder groups across the value chain, defined as follows:

Stakeholder Definition

Employees	Individuals who are recognized as being in an employment relationship as defined by law.
Customers	Individuals, legal entities, and government agencies engaging the Company under an agreement, including representatives of the employers and visitors to the Company's information resources who may engage the Company or become future customers.
Community	Residents or the general public living within a 3-kilometer radius of the Company including residences, temples, schools, markets, government facilities, and other entities– who may be affected by or benefit from the Company's operations.
Contractor	Legal entities or individuals providing labor to support production and other activities, maintaining a relationship under a contractual employment agreement with the Company.
Suppliers	External individuals or legal entities that deliver materials and equipment to the Company in accordance with the terms and conditions of the contract, including individuals or legal entities that collaborate or enter into joint agreements for mutual business benefits.
Financial Institution	Entities that provide investment funding and handles financial transactions for the Company.
Shareholders	Individuals or institutions that legally hold shares in the Company.
Regulatory Agencies	Agencies responsible for auditing and overseeing products and operations to ensure compliance with relevant laws and regulations.

The Company responds to and engages with stakeholders based on the level of their influence on the Company and the potential impact on those stakeholders. This approach prioritizes stakeholders, with the four groups receiving the most attention being employees, communities, contractors, and customers. The groups requiring maintenance of satisfaction levels include regulatory agencies, financial institutions, and shareholders, while those prioritized for





continuous communication are suppliers and business alliances, respectively.

Stakeholder Engagement and Response to Expectations

The Company has established communication channels and engagement methods to respond to the expectations of its eight stakeholder groups as follows.

Stakeholders	Expectations	Response to Expectations	Communication Channels
Employees 	- Job security and career advancement - Appropriate compensation/benefits - Work-life balance - Respect for human rights - Safety of life and property - Be in good health and free from work-related illnesses.	- Fair performance evaluation - Promote employee skill development in various areas. - Annual salary/benefits adjustment - Consideration of adding holidays on Saturdays. - Equal treatment of employees - Providing a healthy work environment and establishing workplace safety standards - Annual health check-up and follow-up examinations	- Company Notice Board - Email / Line: ASIAN Relations - Communication through Morning Talk sessions. - Welfare Committee in the Workplace - Safety Committee - Suggestion Box - Discussions with supervisor - Employee Engagement Survey - Customer Satisfaction Survey
Customers 	- Products/Services that meet requirements - Safety of life and property while using the Company's services in its areas of operation. - Proper Care - Data protection and customer privacy	- Delivering quality products/services on time - Compliance with safety and occupational health regulations/standards - Measures for Customer Data Management	- Customer satisfaction surveys via email questionnaires and phone calls. - Receiving feedback, complaints, and comments via email, questionnaires, phone calls, QR code scans, and through project staff. - Website / Facebook - Organizing various PR events
Community 	- Safety of life and property - Economic, social, and environmental development of the surrounding area. - Reducing the Impact of Organizational Operations	- Environmental and safety management and control - Promoting and participating in community activities - Site visits to build relationships, listen to community concerns, and collaboratively find solutions	- Receiving feedback, complaints, and comments via e-mail, questionnaires, telephone, and Line - Direct field visits to meet with and listen to community feedback - Regular participation in community environmental enhancement measures
Contractor 	- Continuous employment - Fair compensation - Timely and reliable payment - Transparent procurement process - Occupational Health and Safety Standards in the workplace	- Skill development/knowledge exchange through collaboration. - Implementation of a fair and auditable procurement process - Compliance with safety and occupational health regulations/standards	- Provision of feedback, complaints, and suggestions from contractors via email, questionnaires, phone, and through project staff. - Organizing meetings to meet and listen to feedback. - Contractor Satisfaction Assessment Form



Stakeholders	Expectations	Response to Expectations	Communication Channels
Suppliers 	- Long-term business cooperation - Timely and reliable payment - Transparent Supplier Selection Process - Fair and Equal Treatment	- Fair agreements/contracts - Implementation of a transparent and auditable selection process	- Provision of feedback, complaints, and suggestions from suppliers via email, questionnaires, phone, and through personnel responsible for each supplier - Organizing meetings to meet and listen to feedback. - Supplier Satisfaction Assessment Form regarding the Company
Financial Institution 	- Effective debt repayment capacity - Good Corporate Governance - Strong and consistent profit performance and growth. - Provision of accurate, transparent, and reliable information	- Full and on-time debt repayment - Strictly compliance with contracts/financial terms. - Cooperation in providing accurate, timely, and reliable information. - Adherence to business ethics	- Receiving feedback, complaints, and suggestions from financial institutions via email, sealed letters, telephone, and through designated personnel. - Meeting/Providing information to financial institutions at various events. - Disclosure of business reports through various channels, such as the Company's website or in document form.
Shareholders 	- Dividend Payment Capacity - Good Corporate Governance - Strong and consistent profit performance and growth. - Provision of accurate, transparent, and reliable information - Good Corporate Image	- Pay dividends at a fair rate - Implementation of measures to ensure transparent and efficient management - Business strategy focused on increasing profitability. - Adherence to business ethics	- Receiving feedback, complaints, and suggestions from shareholders via email, sealed mail, telephone, and through the management. - Shareholders' Meeting - Interviews provided on various occasions - Disclosure of business reports through various channels, such as the Company's website or in document form. - SET News.
Regulatory Agencies 	- Compliance with relevant regulations - Provision of accurate, transparent, and reliable information - Consideration of the environment, community, and society - Good corporate image	- Strictly compliance with all applicable rules, regulations, requirements, and laws. - Conducting business with due care, minimizing impacts on the environment, society, and communities. - Providing accurate and reliable information to requesting agencies.	- Receiving feedback, complaints, and suggestions from regulatory agencies via email, sealed mail, phone, and through the responsible personnel - Regularly participation in meetings/seminars with regulatory bodies.



Sustainability Policy and Goals/Sustainability Strategy

Our Asian Marine Services Public Company Limited is committed to being an internationally recognized shipyard, leveraging technology to enhance production processes to achieve the highest quality, on-time delivery, and maximum customer satisfaction. We are driven by innovation that supports long-term sustainability through the adoption of technology that reduces greenhouse gas emissions and minimizes environmental impact, while also prioritizing social contributions and adhering to good corporate governance standards.

In addition, the Company has established 10 sustainability goals aligned with the United Nations Sustainable Development Goals (SDGs) and is committed to operating in accordance with ISO 14001:2015 for Environmental Management Systems, as well as adhering to the Corporate Governance Code (CG Code) for Listed Companies. The Company also provides channels for stakeholders to share feedback, suggestions, and complaints, and prioritizes material issues to further develop policies and business operations to achieve sustainable goals.



The Company has established policies and business guidelines under a sustainability framework encompassing three key areas:

- **Environmental:** The Company prioritizes systematic environmental management, aiming to minimize the potential impacts of its operations on natural resources and ecosystems. This is accomplished through efficient resource use, pollution prevention, and continuous operational improvements. Furthermore, the Company supports initiatives to reduce the effects of climate change, including energy, waste, and greenhouse gas management. These efforts are implemented under an environmental management system conforming to international standards, such as ISO 14001 (Environmental Management Systems) and Greenhouse Gas (GHG) accounting guidelines in accordance with the standards for quantification, monitoring, and reporting of Greenhouse Gas emissions and removals (ISO 14064-1 Greenhouse Gas Accounting).
- **Social:** The Company recognizes the importance of creating shared value with society by prioritizing local hiring, employee development, and a good quality of life for its workforce. It also actively participates in the development of communities where it operates. Simultaneously, the Company places the highest emphasis on workplace health and safety, fostering a safe working environment and a strong safety culture through an occupational health and safety management system aligned with international standards (ISO 45001 Occupational Health and Safety Management Systems), to ensure the well-being of employees, suppliers, contractors, and all stakeholders.
- **Governance:** The Company conducts its business according to the principles of good corporate governance, upholding transparency, accountability, and business ethics. It prioritizes risk management, compliance with applicable laws and regulations, and effective internal controls. Furthermore, the Company is committed to strengthening stakeholder confidence through transparent disclosure of information, fair business practices, and due consideration of the interests of all stakeholder groups. These principles serve as a fundamental foundation for driving the organization toward long-term sustainable growth.



For more information, please see

[Sustainability Management Policy \(Sustainability Management Process\)](#)



Sustainability Materiality Topics and Materiality Prioritization

The Company conducts a materiality assessment to identify environmental, social, and governance (ESG) issues that significantly impact its business operations and long-term value creation. This assessment process is based on the sustainability reporting guidelines of the Stock Exchange of Thailand and takes into consideration the impacts of the Company's operations throughout the value chain, as well as the expectations and needs of various stakeholder groups, including employees, customers, suppliers, communities, government agencies, and shareholders. The process also includes review and approval by the Board of Directors, as follows.

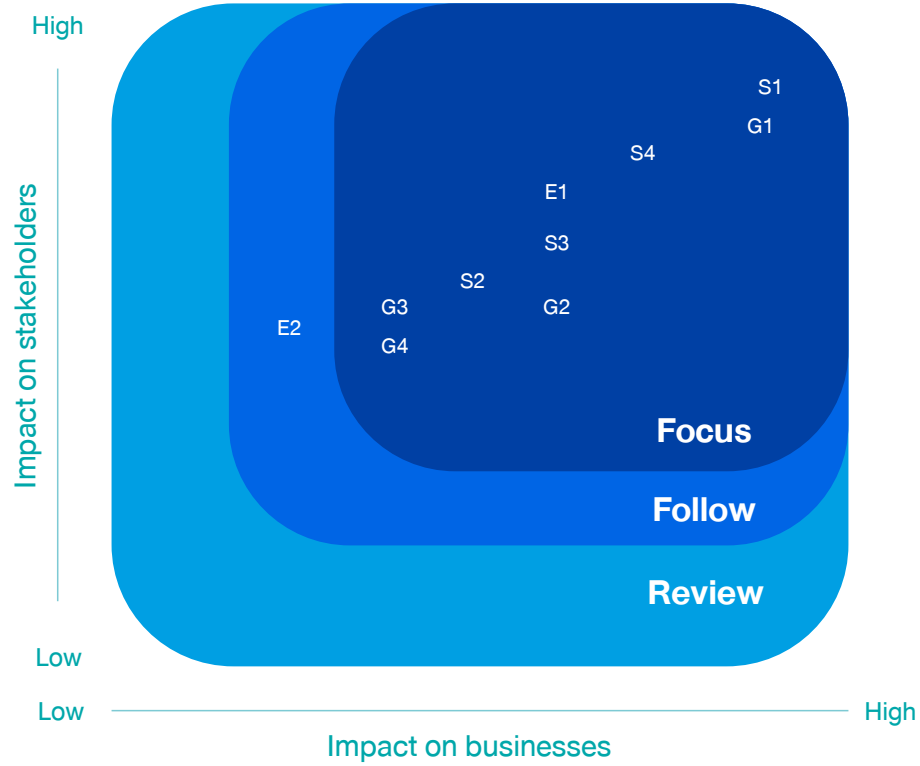
Sustainability Issue Assessment Process



The Company analyzes, ranks, and evaluates sustainability risks and opportunities that are important to the business and its stakeholders, covering all three dimensions. The key sustainability issues have been prioritized as follows:



2025 Sustainability Materiality Topics Results



ENVIRONMENTAL

E1: Pollution and Waste Management

E2: Greenhouse Gas Management

SOCIAL

S1: Occupational Health, Safety, and Working Environment

S2: Labor Management

S3: Responsibility to the Community and Society

S4: Customer relationship and satisfaction

GOVERNANCE

G1: Quality Work Process

G2: Good Governance

G3: Supply Chain Management

G4: Innovation and Technology





Material issues and impacts on the environment, society, and corporate governance.

Sustainability Dimension	Sustainability Issues	Impact on Business and Stakeholders
Environment	Pollution and Waste Management	Pollution and waste generated by products and services can affect the health of employees and surrounding communities, both positively and negatively. Therefore, the Company has adopted a pollution and waste management system aligned with the international standard ISO 14001:2015 and ensures compliance with relevant laws and regulations. This helps minimize impacts on employees, the environment, and the community, and builds greater trust with stakeholders.
	Greenhouse Gas Management	Monitoring and controlling greenhouse gas emissions from the Company's operations, and seeking suitable technologies to support our greenhouse gas reduction targets and adapt to mitigate potential risks to the Company.
Society	Occupational Health, Safety and Working Environment	Employee safety and occupational health are crucial factors for both employees and the Company's operations, regardless of nationality. All workers will be treated equally to ensure the protection of their health and safety, as well as that of stakeholders under the Company's responsibility, in accordance with the international standard for occupational health and safety management ISO 45001 and in compliance with applicable laws.
	Labor Management	Employee development is not keeping pace with the Company's growth, as well as the management of cognitive diversity to ensure employee retention.
	Responsibility to the Community and Society	Emphasizing and taking responsibility towards the community helps build a positive reputation and fosters trust with customers and communities. Operating in line with social and environmental standards minimizes the risk of legal problems or conflicts with the community, and strengthens confidence in long-term business opportunities.
Corporate Governance and the Economy	Quality Work Process	Quality work processes encompass planning, implementation, control, and verification in accordance with ISO 9001 standards. These processes foster innovation and more efficient methods, reduce waste, strengthen continuous process improvement, and help the organization effectively respond to market changes and customer demands.
	Customer relationship and satisfaction	Customers receive products and services that meet their needs, resulting in satisfaction, trust, and enhanced value for their businesses and stakeholders. Responding to customer needs is not only about delivering excellent service in the present, but also about looking ahead and preparing to adapt appropriately to changing market conditions and evolving customer expectations.
	Good Governance	Good governance comprises planning, organization, risk management, and the oversight of financial activities to ensure transparency and accountability to enhance operational efficiency, increase returns and competitiveness, and reduce risks, losses, and errors in processes or legal problems. Good governance improves business performance, generates higher returns, and reduces financial and operational risks. It also strengthens confidence among stakeholders.
	Supply Chain Management	Supply chain management is critical for enhancing business value by reducing costs, improving operational efficiency, and boosting customer satisfaction, while also fostering economic, social, and environmental sustainability and long-term organizational resilience.
	Innovation and Technology	The development of technology and innovation positively impacts businesses and stakeholders in many ways, including increased efficiency, reduced costs, enhanced credibility, and long-term sustainability. This also enables organizations to adapt to change and remain competitive in today's fast-paced business environment.



ESG Highlight

Key sustainability performance in 2025



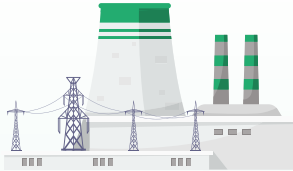


ESG Highlight

Environmental



ENVIRONMENTAL



Energy consumption decreased by 3.20%.
(Target reduction of 3.50%)

No environmental complaints from the community



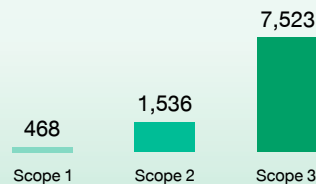
Zero waste to landfill is achieved through a circular economy approach by repurposing materials.



Significant oil and chemical spills (more than 1 ton per time) **0 incidents**



Scope 1-2 GHG emissions totaled 2,004 tons of carbon, a 22.54% **reduction** from the 2024 base year (2,587 tons of carbon) (Target: 1% reduction by 2027).



Social



Lost Time Injury Frequency
Over 3 days: 3 incidents
(Target 0 incidents)



SOCIAL

New Occupational Health Abnormalities identified from risk-based health screenings: **0 cases**
(Target: No increase from 2024).

Activity Participation and Support **14 activities**
(Target: 1 activity)



Activity Participation and Support **1 project**
(Target: 1 project)



ESG Highlight

Social



Social Contribution
Hours: **68 hours**



No disputes
with the
community.

Customer
satisfaction score is
96.



The employee
engagement score
was **78.**



Governance

Technology

No incidents or cases of personal
data breaches were reported.

No incidents or cases of
cyberattacks against the
Company were reported.



GOVERNANCE

Innovation

The number of innovation
projects that successfully
completed the planning
phase and received
approval reached **15**
projects, exceeding the
(Target:10 projects).



Good Governance

The Company received an excellent
assessment (5 stars) for the corporate
governance report of Thai listed
companies for the year 2025, marking
the second consecutive year with a
score of **91.**

Supply Chain Management

100% of new suppliers passed sustainability
screening criteria (Target: 100% of new suppliers)
55% of key suppliers have been trained and
have signed the Company's business code of
conduct (Target: 50% of key suppliers).



Customer complaints
regarding quality:
0 incidents
(Target: 0 incidents)





Sustainability Issue Management and Environmental Performance Results





The Company has established an environmental management approach, integrating it into its business strategy to systematically control and reduce the environmental impact of its shipbuilding and ship repair activities. This includes promoting efficient resource use and environmentally friendly operations.

The Company has implemented an environmental management system based on the ISO 14001:2015 standard as a framework for defining environmental policies, procedures, and monitoring and evaluation processes. This ensures efficient environmental performance and continuous improvement. Furthermore, the Company has developed an organizational greenhouse gas accounting following the ISO 14064-1:2018 Greenhouse Gas Accounting standard to assess emissions from its operations and use this data to establish long-term greenhouse gas emission reduction measures and targets.



For more information, please see [Environmental Policy](#)

1. Pollution and Waste Management



The Company is committed to conducting its business responsibly, with consideration for the environment and the surrounding communities, and systematically prioritizing the prevention and reduction of environmental impacts from its operations.

The Company has implemented an environmental management system based on the ISO 14001:2015 standard as a framework for defining environmental policies, implementing measures, and monitoring environmental performance. This ensures business operations are efficient, transparent, and compliant with applicable legal requirements and environmental standards. This management approach covers key areas including air pollution control, water and wastewater management, industrial waste management, and the handling of hazardous waste generated by operational processes.



Key Measures

- **Industrial Waste Management:** The Company sorts and manages waste generated from its production processes following the 3R principles — Reduce, Reuse, and Recycle— to promote efficient resource use and minimize waste for disposal. Furthermore, the transportation and industrial waste disposal are handled by licensed providers authorized by the Department of Industrial Works. Waste types, quantities, and disposal methods are systematically recorded and verified to ensure traceability throughout the entire process.
- **Proactive Pollution Control:** The Company continuously monitors and controls the environmental impact of its operations, conducting air and wastewater quality checks every six months both within its operational areas and in the surrounding area. This ensures the effectiveness of pollution control measures and verifies that the Company operates in compliance with environmental standards, without impacting community well-being.
- **Environmental Governance Mechanism:** The Company has established an Environmental Committee to oversee the organization's environmental performance. The committee is responsible for establishing guidelines and measures for the prevention, monitoring, and management of environmental issues, as well as tracking performance and compliance with relevant regulations. This ensures the Company can respond to environmental concerns promptly and effectively.

The Company has established a pollution and waste management system, setting a target of zero community complaints. Furthermore, the results of the annual environmental inspection must strictly adhere to all applicable environmental laws.

Indicators	Target	Performance Results	Performance Results
	2024 - 2029	2024	2025
Community Complaints* (incidents)	0 incidents	0 incidents	0 incidents

*Note 1. Complaints received in writing from government agencies.
2. Display information for the head office only.

As a result of implementing pollution and waste management measures, the Company encountered no disputes or complaints from surrounding communities throughout 2025, demonstrating the effectiveness of its management and appropriate environmental impact control. The Company continuously monitors, inspects, and reviews its environmental management system through the Environmental Committee to proactively manage risks and respond to relevant issues in a timely manner. The Company is committed to maintaining and improving its environmental performance standards to build stakeholder confidence and support the business's growth alongside long-term sustainability.

2025 Performance Results

Wastewater Management

The Company recognizes the importance of water resources to ecosystems and business operations, so it has established a systematic approach to water management, aiming for zero wastewater discharge to minimize the risk of polluting public water sources.

Guidelines for Operations

- Wastewater from production processes: Wastewater is collected into a standardized storage system and ensures its complete disposal through a licensed service provider authorized by the Department of Industrial Works to ensure comprehensive management and prevent chemical and heavy metal contamination of the environment.
- Wastewater from office and canteen operations: Implement a preliminary wastewater treatment system and conduct regular wastewater quality monitoring every 6 months to ensure compliance with legal standards.
- Promoting Efficient Water Use: Communicate and promotes water conservation campaigns among employees, contractors, and suppliers to build awareness and a corporate culture of sustainable resource utilization.





Company Wastewater Volume

Details	Unit	Year		
		2023	2024	2025
 Volume of treated wastewater	m ³	490.90	729.40	513.11
 Percentage of treated wastewater	%	100	100	100

In 2025, the Company achieved zero discharge of wastewater, in compliance with its environmental management guidelines and the requirements of the Department of Industrial Works. This helps to reduce the risk of environmental contamination and fosters trust among stakeholders.

Water usage in 2025 did not meet the target, with the Company's water consumption increasing by 25.60% compared to 2024 (against a target reduction of 5%). The main reason for this was a rise in ship repair volume, which led to increased activity in production and maintenance, especially the use of high-pressure water jets (Hydroblast) for cleaning and preparing steel surfaces as an alternative to sandblasting. Consequently, water demand for these processes was higher, resulting in overall water usage exceeding the established target.

However, the Company efficiently manages wastewater, consistently achieving a 100% treatment rate. This demonstrates its complete control and management of operational wastewater in full compliance with established standards. The volume of treated wastewater fluctuates based on annual workload and business activities.

The Company has implemented communication initiatives and campaigns to promote efficient water usage in all activities to executives, employees, contractors, suppliers, and customers, raising awareness and encouraging participation in the sustainable and optimal use of water resources.



Water Consumption of the Company

Details	Unit	2023	2024	2025
 Net water consumption	m3	43,313.00	41,605.00	52,256.00

Wastewater Quality Audit Results for 2025

	Water Quality Index	Standard ⁽¹⁾	Quality of wastewater in the canteen drainage ditch.	Canteen wastewater quality	Quality of wastewater from the production department restrooms.
 pH level		5.5-9.0	7.5	7.7	7.4
 Total Suspended Solids (TSS) (mg/L)		50	<2.5	<2.5	8
 BOD (Mg/l)		20	<2	2	7
 Grease & Oil (Mg/l)		5	<3	Not detected	<3

(1) This is based on the standards outlined in the Ministry of Industry's Notification on Standards for the Control of Wastewater Discharge from Factories B.E. 2560 (2017).

Source: 2025 Annual Water Quality Monitoring Report by Smile Laboratory Co., Ltd.

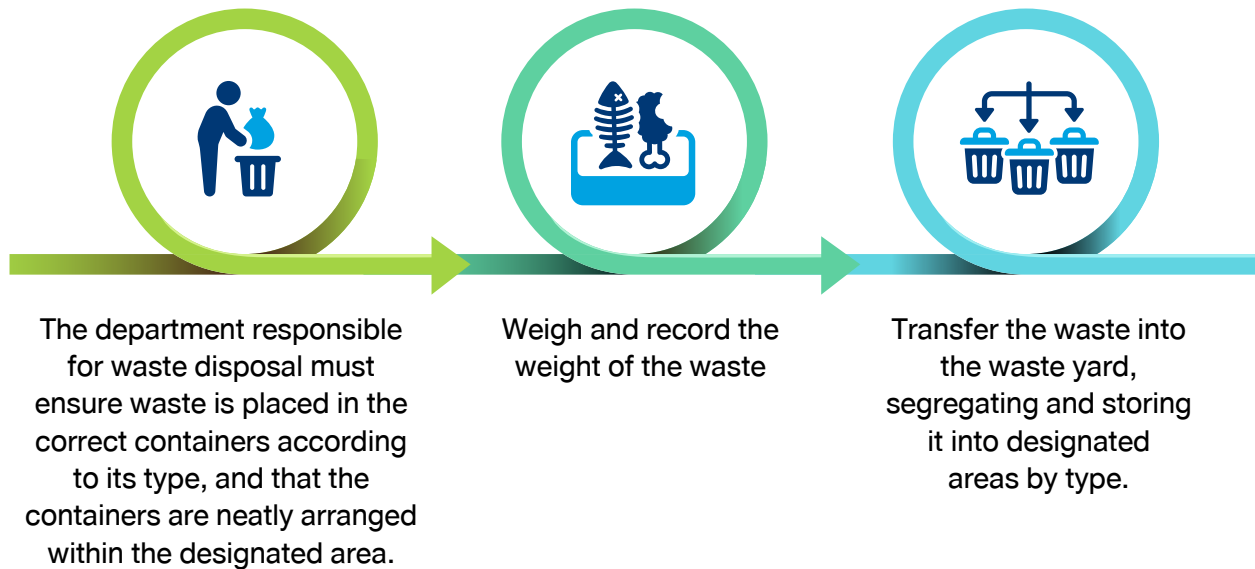
Waste and Materials Management

The Company manages waste and disposal based on the principles of the Circular Economy, with a focus on maximizing resource efficiency, reducing waste volume, and tangibly minimizing environmental impact.

The Company has established a comprehensive, cradle-to-grave waste management guideline to ensure efficient and transparent control, monitoring, and verification of waste management practices.

Guidelines for Operations

- **Source Reduction:** Control and minimize waste generation from shipbuilding and repair processes by optimizing work processes and material use.
- **Systematic Waste Segregation:** Follow work instructions to categorize waste into four main types to improve the efficiency of waste management and resource recovery, as follows:
 1. General waste : Non-recyclable and non-hazardous waste.
 2. Recyclable waste : Waste that can be reprocessed for recycling and reuse.
 3. Hazardous waste : Discarded materials containing hazardous substances.
 4. Contaminated waste : Materials contaminated with chemicals or oil during operations.
- **Legally Compliant Management and Disposal:** All waste is transferred to legally authorized disposal operators licensed by the Department of Industrial Works, and a tracking and data recording system is in place throughout the process to ensure accuracy, transparency, and traceability.



The Company reduces waste and garbage by reusing materials through the following activities:

- The “Trash for Points” activity aims to address waste management issues by encouraging employees and contractors to separate their waste, raising awareness about waste segregation. Employees are given the opportunity to bring recyclable items such as cans, cardboard boxes, and paper used on both sides, to exchange for points, which can be redeemed for dried food and household items.
- Donating recyclable waste to the Laem Fha Pa Municipal Waste Fund to support the elderly, people with disabilities, and those in need in the community.



Recycling donation to the Laem Fha Pa Municipality waste fund,



Trash for points-activity

- In 2025, the Company participated in the “Big Cleaning Day: Beautiful Canals, Clean Water, Caring for Water Sources” activity, collecting waste from the Sapphasamit Canal and the Chao Phraya River alongside local residents and officials from Laem Fha Pa Subdistrict Municipality.





The Company is committed to improving waste management based on the principles of the waste hierarchy, prioritizing resource optimization to reduce disposal via landfill (Zero Waste to Landfill). This supports environmentally sustainable shipbuilding and repair processes.

Waste disposal from the production process	Type of Waste	Management Approach
 1. Fuel Blending	Contaminated paper / Contaminated rags/ Used oil / Asphalt	Transferred to a waste conditioning process where waste with calorific content is converted into alternative energy or alternative fuel.
 2. Other Forms of Recovery	Contaminated containers / Oil-contaminated water / Oil-contaminated ship washing water	Sent to cleaning and circulation processes for recycling and reuse.
 3. Sanitary landfilling	Blasting sand	Sent to the sanitary landfill system of licensed disposal operators.
 4. Segregation by type for resale	Scrap metal / paper / plastic	Segregated and transferred to buyers to enter the recycling process.

Volume of waste from production processes*

Item	Unit	Year		
		2023	2024	2025
 Non-hazardous waste + Non-recyclable	Ton	459.25	152.24	117.41
 Non-Hazardous Waste + Recyclable	Ton	251.13	225.02	814.66
 Hazardous waste + Non-recyclable	Ton	56.28	-	-
 Hazardous waste + recyclable	Ton	593.70	1,024.13	733.97
 Total volume of trash and waste	Ton	1,360.35	1,401.39	1,666.04
 Volumn of trash and waste that has undergone reuse and/or recycling.	Ton	844.82	1,249.15	1,548.63

- *Note
- 1 The volume of trash and waste depends on the number of ships undergoing repairs each year, as well as general waste generated within the organization.
 2. Display information for the head office only.

Over the past 3 years, the Company has demonstrated strong resource management capabilities, effectively diverting a significant portion of its waste for recovery and recycling. Even with expanding production, the Company has tangibly reduced its final waste disposal burden, reaffirming its business operations aligned with circular economy principles.



- **Waste Recovery and Utilization:** The Company actively reuses waste materials. In 2025, the recycling rate reached 92.95% of total waste generated, exceeding the rates of 62.10% in 2023 and 89.14% in 2024. This demonstrates the Company's commitment to expanding collaboration with suppliers to reintegrate scrap metal and waste materials into the production cycle.
- **Zero Landfill Ambition:** The volume of non-hazardous waste that cannot be recycled decreased from 152.24 tons to 117.41 tons in 2025, a reduction of over 22.88% compared to 2024.
- **Hazardous Waste Management:** The Company efficiently manages 100% of its hazardous waste through recycling and reuse processes for the second consecutive year (2024-2025), with no hazardous waste requiring landfill disposal. This sustainably reduces the risk of ecosystem contamination.

Air Quality & Emissions Management

The Company prioritizes environmental responsibility and community well-being by integrating the concept of "Prevention at Source" with the use of clean technology to systematically control and reduce the environmental impact of ship building and repair activities, in accordance with ISO 14001 environmental management standards and ISO 45001 occupational health and safety management systems, implemented through three key measures:

- **Technical Dust Control Measures:** Shifting from dry-blasting systems to more environmentally friendly technologies, such as:
 - The use of high-pressure water blasting (Hydro blast) to remove rust and old paint from ships reduces working time and dust compared to sandblasting.
 - Wet sandblasting is used to reduce dust dispersion and prevent debris from contaminating water sources. This represents a shift from dry sandblasting to wet sandblasting.
 - Installing dust containment systems (Containment System) and water spray systems (Water Spray System) in work areas for comprehensive pollution control in confined spaces.
- **Monitoring and Inspection (Air Quality Monitoring):** Air quality is continuously monitored in work areas and surrounding communities every 6 months, in accordance with legal air quality index standards. Results are reported to stakeholders transparently, ensuring pollution levels remain within safe thresholds for all stakeholders.
- **Managing Stakeholder Wellness:** Enhancing safety through risk-based medical check-ups for employees and contractors to prevent occupational diseases and create a work environment conducive to long-term health and wellness.

Results of Emission Source Air Pollutant Measurement for the Year 2025

Analytical Parameters	Standard Value ⁽¹⁾	Measurement Area: Painting Shop Stack, North	Measurement Area: Painting Shop Stack, South
Xylene (ppm)	200	4.369	3.815
Toluene (ppm)	(2)	0.984	0.746
TSP (mg/m ³)	400	6.8	7.0

⁽¹⁾ Notification of the Ministry of Industry, B.E. 2549 (2006) Re: Prescribing the Quantity of Impurities in Air Discharged from Factories, and Toluene.

⁽²⁾ No standards defined.

- Measurement results for non-combustion stacks are calculated at a pressure of 1 atmosphere or 760 mmHg, temperature at 25 degrees Celsius, on a dry basis.



Community Area

Results of Ambient Air Quality Measurement Surrounding the Company for the Year 2025

Measurement area	Standard Value ⁽¹⁾	Air Quality: Total Suspended Particulates (mg/m ³)
Trok Thuangok Community, North		0.174
Khlong Mon Community, South		0.168
Along the north wall of the factory	0.33	0.143
Along the south wall of the factory		0.155
Sandblasting at the shipyard		0.202

(1) National Environmental Board Announcement No. 24 (B.E. 2547 (2004)) regarding the Establishment of General Ambient Air Quality Standards.

Source: Environmental Quality Measurement Report for the Year 2024 by Smile Laboratory Co., Ltd.



Measurement Area: Sandblasting in the dockyard.



Measurement Area: Along the south wall inside the factory



Measurement Area: Along the north wall inside the factory



Measurement Area: Khlong Mon Community, South.



Measurement Area: Trok Thuangok Community, North

Pollution and Waste Management Performance in 2025

Indicators	Targets: 2024-2029	2024 Performance Results	2025 Performance Results
Community Complaints* (incidents)	0	0	0

*Note 1. Complaints received as official written documents from government agencies.

2. Display information for the head office only.

Performance on pollution and waste management for the year 2025 indicated that throughout the year, the Company received zero written complaints from government agencies.



2. Greenhouse Gas Management



Greenhouse gases are a major driver of climate change, a critical issue for all stakeholders given its global impact on the environment, economy, and society. This also affects employees and contractors, as rising temperatures and increasingly erratic weather patterns can disrupt product and service delivery, leading to missed deadlines. Furthermore, tightening policies and regulations surrounding the energy transition to a low-carbon economy necessitate that the Company prioritize greenhouse gas management to ensure a sustainable future.

The Carbon Management Pathway is aimed at building resilience and sustainability for the future. The Company is committed to systematically managing greenhouse gas emissions through the ISO 14064-1:2018 standard for the verification of measurement and reporting of greenhouse gas emissions. This commitment supports our target of achieving **Net Zero emissions by 2050**. We prioritize measuring greenhouse gas emissions from all activities (Carbon Footprint for Organization) to analyze data and develop strategies for improving energy efficiency and reducing greenhouse gas emissions across the entire value chain. Our management approach is guided by the “3Rs Strategy,” as follows:

1. GHG Accounting: Measure & Identify: The Company conduct detailed greenhouse gas emissions accounting, covering both direct emissions (Scope 1) and indirect emissions (Scope 2 & 3), to identify significant emission sources (Hotspots). This information serves as a compass for setting accurate and achievable greenhouse gas reduction targets aligned with the organization’s potential.

2. Concrete Emissions Reduction (Reduce: Efficiency & Innovation): The Company is driving projects to reduce greenhouse gas emissions through two main mechanisms:

- **Energy Efficiency Enhancement:** Optimizing machinery and equipment management in shipbuilding and ship repair for maximum value.
- **Transition to Clean Energy:** Study and adopt renewable energy sources to reduce reliance on fossil fuels, such as beginning the shift to electric vehicles (EVs) for Company operations and implementing energy-efficient technologies in the production process.

3. Report: Transparency & Verification: We hold transparency as a core value, openly disclosing information on our energy management practices and performance to stakeholders. We also undergo external verification to achieve certification under ISO 14064-1:2018, the international standard for greenhouse gas emissions quantification and reporting verification. This serves to confirm the accuracy and reliability of the disclosed information, while demonstrating the Company’s accountability and commitment to social responsibility at the international level.

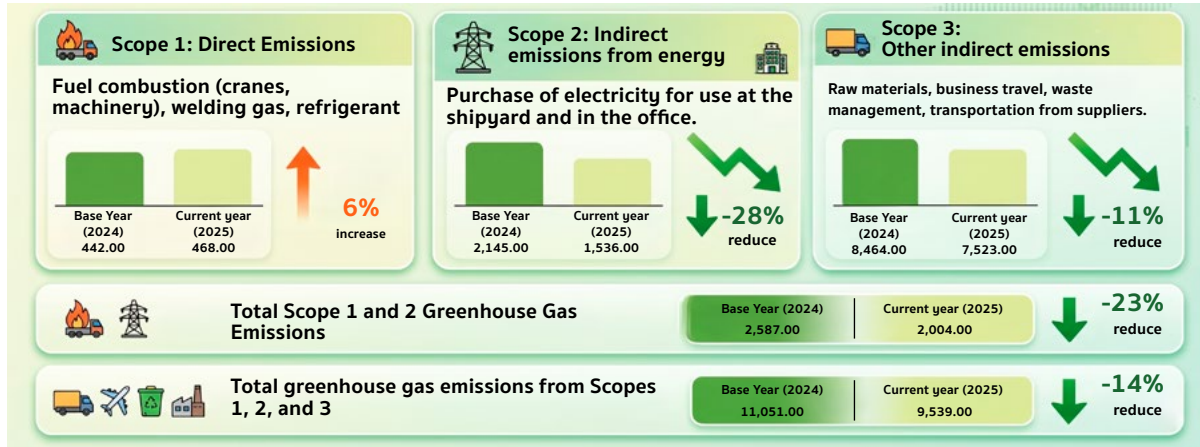
Operational Goals		
Indicators	Medium-term: 2027	Long-term: 2029
Reduce Greenhouse Gas Emissions in Scope 1 and Scope 2 compared to the base year of 2024.	1%	2%



2025 Performance Results

Scope of greenhouse gas emissions.

Unit: Tons of Carbon Dioxide Equivalent



Note: 1. The reporting boundaries cover Asian Marine Services Public Company Limited and its subsidiaries.
 2. The Company received ISO 14064-1 certification for its Carbon Footprint for Organization on February 26, 2026, following verification by an accredited verifier from The Management System Certification Institute (Thailand) (MASC).

In 2025, the Company's Scope 1 and 2 greenhouse gas emissions totaled 2,004 tons of carbon dioxide equivalent, a 23% reduction from the base year (2024). Scope 2 emissions decreased by 28% due to improved electricity management, specifically a clearer separation of customer electricity usage from the Company's own. This separation was not implemented in the base year (2024), leading to lower electricity consumption in 2025. As a result, the Company's greenhouse gas emission reduction efforts are showing steady improvement.

Meanwhile, total GHG emissions were significantly reduced, decreasing from 11,051.00 tons of carbon dioxide equivalent in the base year (2024) to 9,539.00 tons of carbon dioxide equivalent, representing a 14% reduction that reflects the effectiveness of the environmental measures the Company has implemented across its value chain.

Scope 1: Direct Greenhouse Gas Emissions (Increased by 6%). Greenhouse gas emissions rose from 442 tons of carbon dioxide equivalent to 468 tons of carbon dioxide equivalent, driven by an expansion in ship repair volume and increased production activities over the past year. This led to higher fuel consumption in machinery and direct operations. However, the Company has managed to keep the rate of increase in line with its business plan.





Scope 2: Indirect greenhouse gas emissions from energy use (Decreased by 28%) is a key achievement in this year's performance. Emissions fell significantly by 609 tons of carbon dioxide equivalent, thanks to improved management of the Company's electrical system. By clearly separating customer electricity usage from the Company's own, electricity consumption in 2025 was reduced.

Scope 3: Other Indirect Greenhouse Gas Emissions (Decreased by 11%) — Scope 3 emissions decreased from 8,464 tons of carbon dioxide equivalent to 7,523 tons of carbon dioxide equivalent. Despite being the largest source of emissions (approximately 79% of total greenhouse gas emissions), the Company successfully reduced these emissions through collaboration with suppliers to source environmentally friendly raw materials and improve efficiency in transportation and waste management.

In 2025, the Company recorded zero cases or incidents involving legal violations or adverse environmental impacts.

Energy Management

The Company has an energy management approach that involves developing an appropriate energy management system and setting targets. It has also prepared an annual energy conservation plan to further improve energy efficiency. In 2025, the Company prioritized concrete improvements in energy efficiency, particularly by replacing fuel-powered boom lifts with electric ones to reduce fuel consumption and increase overall energy efficiency, supporting a defined energy consumption reduction target of 3.50%.

However, the actual operational performance yielded a 3.20% reduction in energy consumption, which fell short of the target. This was attributable to increased production volume and ship repair work, leading to more extended and continuous machinery operation. Furthermore, the Company supplied electricity to customer vessels during repairs to support their onboard needs, resulting in higher overall electricity consumption and preventing the achievement of the energy saving target.

The Company remains committed to continuously reducing and controlling electricity consumption, and to developing work processes that use energy efficiently, supporting sustainable and eco-friendly business operations.

Emergency Preparedness & Response

The Company has incorporated emergency preparedness and response into its operations as part of its ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System, embedding them within the Company culture. These procedures cover all aspects of emergency preparation, prevention, and response, addressing all risk dimensions.

1. Emergency Identification and Preparedness

We analyze risks and categorize potential emergencies into eight main areas: chemical spills, fires, wastewater leaks, floods, gas leaks, man-overboard incidents, LPG leaks, and radiation leaks. We require at least one emergency response drill for each identified scenario be conducted at least once a year. In 2025, the Company conducted 10 emergency response drills.

2. Response Strategy by Severity Level

To respond to each type of emergency, the Company has established procedures for assessing severity levels and determining appropriate response protocols. For example, chemical spill emergencies (all types, including hydrocarbons), are classified into three levels of severity:

- **Level 1 (Local Control):** This is an incident confined to a specific location, which can be controlled by on-site personnel or first responders can independently control and contain the emergency situation, and the volume of the chemical spill within the area does not migrate or spread.
- **Level 2 (Internal Response):** This is a rapid and serious incident requiring mobilization of a dedicated chemical spill response team to manage the situation and contain the emergency without requiring external assistance. The spill covers a wide area and spreads within the dock area and its surroundings, but remains under control.



- Level 3 (External Support): A severe incident in which the situation cannot be controlled internally and requires assistance from external agencies in coordination with the Disaster Response Center. The chemical spill spreads over a wide area, extends beyond the shipyard boundaries, and cannot be effectively controlled by internal response measures.

3. Proactive Oil Spill Prevention Measures

The Company recognizes the impact of oil spills, which can have economic, social, and environmental consequences, including effects on employee health and safety, local communities, and contamination of soil and water in the affected area. Therefore, the Company is committed to reducing spill risks and establishing effective emergency response measures and procedures covering the entire Company value chain, as detailed below:

- Oil booms were deployed around the vessel to contain the oil spill and prevent it from spreading into waterways, allowing for quick collection and remediation. Continuous monitoring was conducted during the pumping operation.
- Prevention and monitoring measures for workplace emergencies include CCTV surveillance, walk-through inspections by appointed personnel, including department managers, supervisors, safety managers, and internal auditor (Safety Walks).
- The Company reports its performance to the executive team monthly and continuously reviews and assesses risks every six months to ensure a commitment to quality and safe operations.
- There is a plan for oil spill prevention and response, and emergency drills are held every year.
- There is emergency equipment and training in oil spill response.

Performance Results

With strict adherence to standards and regular inspections, the Company experienced no significant oil or chemical spills with environmental or community impact over the past year, reinforcing its reputation as a socially and environmentally responsible operator.

Oil Spills

Spill Incidents	No. of Incidents (Times)
 Spills from the production process*	0

*Note: 1. Oil spill volumes released into the environment exceeding 1 ton.
2. Display information only for the head office.





Sustainability Issue Management and Social Performance Results





1. Occupational Health, Safety and Working Environment



The Company prioritizes the importance of the safety of its employees, contractors, and stakeholders, making it the cornerstone of safety management approach, based on the concept of

“All employees and contractors travel from home to work and return to their family in absolute safety.”

To achieve a sustainable safety culture, the Company has established a framework for operations in compliance with ISO 45001:2018 Occupational Health and Safety Management System standards and strict adherence to legal requirements, as detailed below:

- **International Standards:** Committed to developing an occupational health and safety management system aligned with the shipbuilding and ship repair industry, encompassing all risks and applicable legal requirements.
- **Good Working Environment:** Provisioning operational areas that are hygienic and safe to prevent work-related injuries and illnesses, and continuously support the development of management systems.
- **Proactive Risk Management:** Eliminate and prevent workplace hazards at arising from operational processes at all levels by establishing annual objectives and communicating them to all relevant parties for effectively measurable implementation.
- **Resource Support:** Provide adequate budgets, personnel, time, and training to comprehensively enhance skills and safety awareness.
- **Participation and Consultation:** Encourage workers and representatives to participate in providing feedback and offer consultations to improve the safety system's effectiveness.
- **Stop Work Authority:** All levels of management and employees, including relevant parties, have the right and responsibility to immediately halt work if they observe unsafe working conditions or behaviors, to prevent accidents before they occur.

Building a Sustainable Safety Culture

The Company is committed to fostering a corporate culture focused on occupational health, safety, and the working environment under the ISO 45001:2018 Occupational Health and Safety Management System standards and in compliance with all applicable legal requirements. This commitment is built on principles of sustainability, aiming to drive positive change in workplace safety and working environmental, while promoting safety, occupational health, and environmental awareness among the Company's employees, contractors, customers, and stakeholders. Furthermore, various measures have been instituted to mitigate impacts through skill-building training programs and effective communication processes.

Operational Goals

Indicators	Target: 2024 - 2029
The number of lost-time accidents exceeding 3 working days must be zero (time).	0
The number of new individual abnormalities identified from occupational risk-based health screenings must not increase compared to the previous year (Hearing).	0

Safety Operations

Governance on Occupational Health, Safety, and Working Environment

The Company has established Occupational Health, Safety, and Working Environment Committee (OSH) chaired by the Chief Executive Officer, with 11 members including executives and employee representatives. The committee is responsible for setting safety policies and plans, and monitoring their implementation, reporting regularly to the Executive Committee. The committee serves a two-year term and meets at least once a month.



The Safety Department serves as the primary mechanism for driving and monitoring operations to achieve organizational goals, including the collection and analysis of safety statistics to drive continuous improvement. The Company promotes preventive risk management by requiring job safety analysis (JSA) and establishing appropriate control measures, along with regular monitoring through Safety Walk activities.

In addition, the Company requires all employees, contractors, and all stakeholders to strictly adhere to safety measures, including wearing personal protective equipment (PPE), undergoing annual health checks based on risk factors, and encouraging participation by reporting near-miss incidents to continuously improve safety standards.

The Company has established an occupational health and safety policy focused on ensuring a safe working environment with zero work-related accidents/illnesses. The specific goals are as follows:-

Occupational Health and Safety Performance in 2025

	Indicators	Target: 2024 - 2029	2024 Performance Results	2025 Performance Results
	The number of lost-time accidents exceeding 3 working days must be zero (time).	0	2	3
	The number of new individual abnormalities identified from occupational risk-based health screenings must not increase compared to the previous year (Hearing).	0	3	0

Note: Display information for the head office only.

The Company is committed to operating under the “Zero Accidents” principle and systematically managing safety in accordance with ISO 45001 standards.

In 2025, there were 3 lost-time injury incidents exceeding 3 working days. Each incident was investigated by the relevant committee to analyze the root cause and determine corrective and preventative measures, covering both technical and behavioral aspects. The Company leveraged the investigation findings to develop safety lessons learned, which were then communicated to employees and contractors and incorporated into the annual risk review process to improve the efficacy of control measures. Concurrently, the number of new individual abnormalities identified from occupational risk-based health screenings did not increase compared to 2024, reflecting the paramount importance the Company places on employee safety and health.

The operational performance and progress of various measures were regularly reported to senior executives to ensure continuous health and safety governance.

The Company remains dedicated and committed to elevating safety standards to achieve zero workplace accidents. Regarding occupational noise-induced hearing abnormalities, the Company has reviewed employee operational procedures and personal protective equipment (PPE), and actively promotes a Hearing Conservation Program to mitigate long-term impacts on employees.



For more information, please see
[Occupational Health and Safety Policy](#)



Safety Promotion

1. Safety Training: Safety Officers at Executive Level

The Company provides annual safety training. In 2025, training was conducted on the following topics:

- Forklift Operation Requirements Course
- Crane Operation
- Electrical Operation
- Chemical Storage Safety and Emergency Response Course
- Safety Officer at Supervisor Level Course
- Safety Officer at Executive Level Course
- Workplace Safety Regulations Course for New Employees and Incoming Contractors
- Basic First aid and CPR Course training, supplemented by the procurement of AED to handle workplace medical emergencies within the Company
- Confined Space Operations Course, etc.



2. Near Miss Activities

The Company organized a “Near Miss” activity to encourage employees, contractors, and stakeholders to adopt the concept of reporting and preventing near-miss incidents. The focus is on identifying situations or behaviors that could potentially lead to accidents and taking preventive actions before any incidents occur.



Awarding individuals who report potential accident situations or behaviors through the Near Miss program.

3. Morning Talk Activities

This is a communication and engagement-promoting activity held in the morning before work begins, focusing on raising awareness about workplace safety, fostering a safety culture, and reducing the risk of accidents or potential issues.



Occupational Health Promotion

The Company prioritizes the health and hygiene of its employees and contractors, emphasizing cleanliness throughout all areas. Regular monthly vector control is implemented, and convenient, sanitary facilities are provided. Continuous health education is also offered, covering topics such as disease awareness and seasonal health advice, often presented through informational boards and similar resources.



1. Health Check-ups

The Company provides annual health check-ups for its employees and contractors, including general check-ups and screenings based on job-specific risk factors, such as exposure to high noise levels, dust, or hazardous chemical fumes.

Health Check Results: The Company has distributed health check result booklets to employees and contractors. In the event of inquiries or a need for medical consultation, individuals can consult the examining physicians directly. This information is confidential for both employees and contractors. The Company also provides professional nurses to support employees and contractors throughout working hours and offers health promotion activities focused on weight and fat reduction.



2. Occupational Disease Education and Training

The Company provides training on occupational diseases to enhance understanding of work-related illnesses, aiming to reduce long-term health impacts on employees. It also implements hearing conservation programs and raises awareness of the dangers of noise exposure to control and prevent risks, and provides training on the use of personal protective equipment, among other safety measures.



Training on Corporate Wellness Promotion



Alternative Medicine Sessions (Traditional Chinese Medicine, Acupuncture)

3. Working Environment Promotion

The Company conducts workplace environmental monitoring twice annually, measuring heat levels, light intensity, noise, and chemical substances. The Company maintains heat levels, noise, light intensity, and chemical substances within the workplace to ensure a suitable working environment and compliance with applicable standards and laws.





2. Responsibility to the Community and Society



The Company recognizes the importance of coexisting with the communities around its operations and is committed to supporting social and community initiatives. It also prioritizes environmental stewardship and conducts business with good corporate governance and strong ethical principles, considering the interests of all stakeholders—both within and outside the organization—as well as the broader community. This commitment to continuous and sustainable development of corporate responsibility is underpinned by a Corporate Social Responsibility (CSR) policy, detailed below.

1. Fair Business Operations: The Company is committed to conducting business with honesty, fairness, and a strong ethical code, and to competing ethically in the marketplace.
2. Anti-Corruption: The Company operates with transparency and ethics, adheres to corporate governance principles, and complies with laws related to preventing and combating corruption.
3. Respect for Human Rights: The Company supports and respects the protection of human rights by treating all stakeholders including employees, communities, and the surrounding society—with respect.
4. Fair Labor Practices: The Company recognizes the importance of human resource development and treats workers fairly.
5. Customer Responsibility: The Company is committed to delivering high-quality and on-time delivery to achieve maximum customer satisfaction, and maintains sincerity in handling customer complaints.
6. Environmental Stewardship: The Company has a clear environmental policy that is strictly followed and must comply with all applicable environmental laws and standards.
7. Community and Social Development: The Company recognizes its responsibility to the community and society, and is committed to strengthening local communities and genuinely give back to society.
8. Innovation and Diffusion of Innovations Derived from CSR, Environmental, and Stakeholder Operations: The Company will support innovation both at the internal corporate work process level and at the inter-organizational cooperation level. These innovations involve pioneering new approaches to minimize environmental impact and enhance business value, ultimately maximizing benefits for society.
9. The Company has also announced its social responsibility policy through its communication channels, including executive and departmental meetings, and internal announcements. Furthermore, the Company communicates its CSR activities via its website, www.asimar.com, and other suitable channels, with the results reported during monthly meetings.

The Company prioritizes contributing to development and enhancing the quality of life in the communities and societies surrounding the areas where the Company enters to operate business, in order to promote mutually supportive co-existence among the Company, society, communities, and the environment to build relationships and sustainable co-existence further in the future.



For more information, please see
[Social Responsibility Policy](#)



Operational Goals

Operational Goals			
Indicators	Short-term: 2025	Medium-term: 2026-2027	Long-term: 2028-2029
Number of projects that the Company is jointly responsible with the community.	1	1	1
Number of activities the Company participates in with the community	1	3	5

2025 Performance Results

Indicators	Short-term targets: 2025	2025 Performance Results
Number of projects that the Company is jointly responsible with the community.	1	1
Number of activities the Company participates in with the community	1	14

Community-Based Projects

In 2024, the Company partnered with the Laem Fha Pa Municipality in Phra Samut Chedi District, Samut Prakan Province, on a project to create a clean, beautiful, and pollution-free local community. The collaboration focused on defining the approach and plans for a project to be launched in 2025. It was found that the requirement of the community is the desire to bring waste in community sources and green mussel shells to pass through waste segregation processes and develop them into product ingredients for plant soil mixtures. In this regard, The Company then conducted a feasibility study and prepared action plans jointly with the community to bring them back for concrete utilization, considered as an extension of occupations for local villagers in the community area, which will establish a community enterprise in the year 2025.

The Company participated in a project with Laem Fha Pa Subdistrict Municipality, providing oyster shell shredders and soil mixers to process waste oyster shells into soil for planting trees. This initiative adds value to what would otherwise be discarded, reduces waste volume, and supports local job creation, all under the concept of “Oyster Transformation: Waste That Isn’t Wasted.” In recognition of this project, the Company received an award from Laem Fha Pa Subdistrict Municipality, honoring its support for and promotion of environmental innovation. The Company remains committed to developing waste reduction and utilization activities to improve resource efficiency, minimize environmental impact, and achieve sustainable growth alongside society and the community.





Community Engagement Activities

In 2025, the company participated in various community activities within a 3-kilometer radius, contributing through social donations and support in several areas to foster strong, sustainable relationships with local communities. These activities included community clean-ups, the Khlong Suay Nam Sai project, blood donations, donations of goods to support the elderly, plastic bottle recycling, and book and bookshelf donations. The Company participated in a total of 14 activities, donating 167,512.33 baht and contributing 68 hours of volunteer time, among other efforts.

Support for community activities.

Children's Day activities: The Company supports gifts and prizes, including financial contributions and sports equipment, for Children's Day celebrations at local schools and communities, such as Wat Traimit Wararam School, Anuban Phra Samut Chedi School, Ban Khun Samut Chin School, Wat Laem Fha Pa School, Ban Khun Samut Thai School, and Pom Phra Chulachomklao School.





Participated in a volunteer activity with Laem Fha Pa Subdistrict Municipality at the Laem Fha Pa Subdistrict Municipality Stadium, filling sandbags to help residents affected by high tides and prepare for potential flooding in the area.



Caring for Siblings for Sustainable Local Communities Project at Wat Traimit Wararam School. The project aims to improve the quality of life for local youth by providing financial support, daily lunches, and gifts donated by employees — including toys, books, and developmental materials.



The Company collaborated with local organizations and provided financial support for various community activities, including sponsoring the “Phra Samut Chedi United Against Drug Abuse” event, supplying drinking water to the Phra Samut Chedi Subdistrict Municipality’s disaster relief unit, and donating water tanks and sports equipment to Laem Fha Pa Subdistrict Municipality to support local initiatives and promote public health. They also donated consumer goods to aid victims of the 2025 southern floods through Laem Fha Pa Subdistrict Municipality, and visited nearby communities, providing diapers to help alleviate hardship for residents.





The Company participated in the “Beautiful Canals, Clean Water” activity by providing a garbage collection boat and staff to collect trash in the Sapphasamit Canal.



The Company collaborates with the National Blood Center of the Thai Red Cross Society to hold annual blood donation drives. The blood collected is used for medical treatment of patients requiring transfusions at Phra Samut Chedi Municipality and Pomnakarachsawatyanon School.



In 2025, there were no disputes with the community/society.

*Note: Display information for the head office only.





3. Labor Management



Asian Marine Services Public Company Limited is guided by the organizational philosophy that “People are the heart of driving the organization.” As such, employees are considered valuable assets and are essential to propelling the Company towards success and sustainable growth. The Company prioritizes the fair care and treatment of employees and all stakeholders across its value chain, grounded in respect for human rights. It emphasizes promoting participation and valuing diversity to enrich employees and inspire them to perform at their highest potential.

The Company’s human rights policy and practices are aligned with international human rights guidelines and standards, including the United Nations Universal Declaration of Human Rights (UNDHR) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the labor laws of the countries where the Company operates. They also adhere to internationally recognized standards, the Company’s internal management policies, and customer requirements.

Guidelines

1. The Company recognizes and respects the human rights of all employees and stakeholders involved in its business operations. All parties shall treat one another with mutual respect, honor, and equality across all dimensions of thought and perspective—including race, color, religion, gender, nationality, age, disability, or any other status—without discrimination.
2. The Company will execute its duties with due care and will not participate in any actions that violate human rights, especially forced labor, illegal migrant labor, child labor, human trafficking, unfair remuneration, discrimination, and violations of personal data rights.
3. The Company will treat employees humanely, free from violence, sexual harassment, physical threats, psychological intimidation, and verbal abuse, while maintaining standards of hygiene and workplace safety and fostering a positive working environment.
4. The Company communicates, disseminates policies, educates, establishes guidelines, and provides necessary support to employees, suppliers, and contractors in the business value chain. This ensures their participation in ethical business operations that respect human rights and treat everyone in accordance with this policy. The Company regularly reviews understanding and provides training on human rights, including workplace discrimination and harassment, to all employees and relevant parties.
5. The Company has established a verification process and channels for employees to file complaints or provide suggestions regarding various matters, including reports of human rights violations related to the Company’s and its subsidiaries’ business operations and/or supply chain. These channels include the Company website www.asimar.com, email, postal mail, complaint boxes, and the Human Resources Department. The Company ensures that complaints are addressed and human rights impacts are appropriately mitigated or resolved, without disclosing the complainant’s information unless required by law.
6. Violators of human rights are considered a breach of the Company’s code of conduct and will be subject to disciplinary action.
7. The Company is committed to fostering and maintaining an organizational culture that respects human rights, in line with this Human Rights Policy.
8. Child Labor: The company will comply with laws regarding the minimum age for employment and will not allow young workers to engage in work that is harmful to their health and development, including work that interferes with compulsory education. It will not support or engage with suppliers who employ workers below the legal age limit.



9. **Forced Labor:** The Company will not engage in or support the use of forced labor in any form, and will not demand money from employees or confiscate their identification documents except where required by law.
10. **Non-Discrimination:** The Company respects diversity and treats all employees equally, without providing unfair advantages or depriving anyone of their rights based on race, nationality, ethnic origin, skin color, lineage, religion, social standing, gender, age, disability, political beliefs, or marital status. Furthermore, the Company will implement measures to prevent and address sexual harassment.
11. The Company is committed to promoting local employment and creating equal opportunities for women in the workplace, fostering a society of equality at work and promoting sustainable development by supporting the human rights of everyone in the communities where it operates.
12. **Freedom of Association and Collective Bargaining:** The Company respects employees' rights to associate or form groups of any kind that do not violate the law, including their participation in collective bargaining procedures as provided by law.
13. **Labor Protection of Pregnant Employees:** The Company will provide a safe working environment for pregnant employees at suitable times and in a way that does not endanger their pregnancy. The Company will not terminate, demote, or reduce the benefits of employees due to their pregnancy. **Discipline and Disciplinary Action:** The Company will not use inappropriate verbal reprimands or physical punishment, and will not coerce, threaten, or physically harm employees.

In cases where international standards followed by the Company or customer requirements are more stringent than the above guidelines, those standards or requirements will be considered and adopted as relevant guidelines as appropriate.

Asian Marine Services Public Company Limited prioritizes human rights, upholding the principles of freedom, equality, and human dignity without discrimination based on gender, race, religion, or skin color. The Company is committed to preventing and avoiding human rights violations concerning its employees, suppliers, customers, contractors, and the communities in which it operates. Recognizing employees as a valuable asset, Asian Marine Services promotes initiatives to foster employee engagement. A Communication and Relationship Committee (CRC), also referred to as the Welfare Committee in the Workplace, has been established to represent employees and facilitate two-way communication, gathering feedback to continuously improve work systems, the work environment, and employee benefits. The Company also strictly complies with labor laws and emphasizes systematic human resource management, ensuring fair treatment for all personnel and supporting employee development through a competency development system and performance evaluations. Ultimately, Asian Marine Services aims to empower employees to create value for themselves, the organization, and society.



For more information, please see

[Human Rights Policy and Guidelines](#)

Operational Goals

Operational Goals			
Indicators	Short-term: 2025	Medium-term: 2026 – 2027	Long-term: 2028 – 2029
Employee engagement score increased from the base year (2024)*	0.50	1.50	2.50

2025 Performance Results

Indicators	Target 2025	2025 Performance Results
Employee engagement score increased from the base year (2024)*	0.50	6.45



Employee engagement with the organization is a key driver of efficient work performance and leads to sustainable business success. Therefore, the company prioritizes the continuous assessment of the engagement between the organization and its employees, using eight basic happiness principles (Happy workplace) to guide its management approach. This starts with fostering a positive mindset towards life, coexistence with others, social responsibility, and maintaining a healthy balance as a good member of the family, the organization, and society through various projects and activities. These include participation in clubs, monthly alms giving, blood donations, recognition of outstanding employees, scholarships for employees' children and employees themselves, visits to sick employees, Father's Day and Mother's Day celebrations, Songkran festivities, workplace development and improvements, skills and knowledge enhancement for work, annual sports competitions, annual health check-ups, an obesity reduction program, healthy food options, special bonuses, and participation in volunteer initiatives.

The Company assesses employee engagement levels across all organizational levels twice yearly, with the goal of improving upon previous results. The 2025 assessment yielded an average score of 78.18%. Furthermore, the Company has established the Welfare Committee in the Workplace to engage in consultations and incorporate employee feedback and recommendations to continuously improve and enhance welfare provisions and the working environment.

In 2025, there were no significant labor disputes.

Providing educational scholarships for employees' children is one of the employee welfare programs designed to support staff, with the objective of creating and distributing educational opportunities for youth, thereby ensuring equitable access to quality education.



The Company participated in the "Walk-Run Charity Marathon" with the goal of promoting employee health.



New Year and monthly almsgiving ceremonies were organized to promote morality and ethics among employees, while preserving and inheriting fine cultural traditions and heritages.





“Weight Loss and Belly Fat Reduction” Project Season 2: The Company organized the “Weight Loss and Belly Fat Reduction Season 2” activity to encourage employees to become health-conscious and appropriately modify their lifestyle behaviors, while building motivation for exercise, reducing health risks, and enhancing a sustainable quality of life.



The Company provides annual health check-ups to promote health monitoring and prevent health risks for employees, ensuring they stay healthy and can work efficiently.



The Company organizes Songkran festivities including water blessings for elders and recreational games like ring toss, to preserve Thai traditions and foster strong relationships within the organization, promoting unity and lasting employee engagement.





The Company organized a 5S award event to promote employee involvement in workplace organization, cleanliness, and safety.

Employee Development

The Company continuously develops its personnel by conducting an annual training needs survey across all departments. Upon gathering these requirements, they are compiled into the Annual Training Plan, which incorporates both in-house and external programs to improve employees' knowledge, capabilities, and operational efficiency of employees.

The Company systematically and continuously develops its personnel development, covering all target employee groups, and provides adequate budget support for personnel development, integrating it into the annual performance review and employee potential development process.

In 2025, the Company achieved the average of 4.77 training hours per employee annually, exceeding the target of 4 hours per person per year and demonstrating a commitment to ongoing personnel development.

In addition, the Company tracks the application of knowledge through employee interviews. In 2026, the Company aims to increase average training hours per employee to 6 hours per year to enhance employee capabilities to support the organization's long-term growth.





Labor Skill Promotion

1. Refresher training on the working procedures of each work unit
2. Technical / pipefitter training and knowledge in the line of work according to the annual training plan
3. The Welding School provides a learning environment for both theoretical and hands-on training for employees and subcontractors. Those who pass from the Welding School will undergo a skill proficiency test according to the standards specified by the Company.
4. Welders and fitters must pass a skill proficiency test administered by the quality control department to obtain a certification for performing welding and assembly work.
5. Skill proficiency test according to the standards of the IACS (International Association of Classification Society) for each individual.

In addition to the direct benefits the Company receives from having highly skilled employees, the benefits for employees participating in the designated training can be summarized as follows:

Course	Employee Benefits
Basic First Aid and Automated External Defibrillator (AED) Training	Acquired skills can be applied in daily life in the event of emergencies involving family members or to provide initial assistance to others. For instance, if an employee encounters an individual who has lost consciousness or is experiencing a critically low heart rate while on duty, they are fully equipped to operate an AED and perform proper basic first aid.
Ship Knowledge	Gained knowledge about all aspects of ship operation, from construction to deployment at sea.
Hazardous and Non-Hazardous Waste Management in Compliance with Legislation	Employees have knowledge and understanding of proper waste segregation, storage, and disposal in accordance with legal requirements and environmental regulations, reducing legal risks and environmental impact.
Professional project management	Employees can effectively plan, manage resources, track, and control projects, leading to successful task completion on time and within budget.
Professional negotiation skills	Employees can communicate and negotiate effectively and ethically, build strong relationships, and reach mutually beneficial agreements with suppliers and the organization.
Self&Time Management/ Performance Feedback&Coaching	Employees can manage their time and work effectively, and develop their skills in advising and coaching teams to improve overall performance.
Effective Communication Skills (Department Head)	Supervisors can clearly communicate goals, policies, and instructions, which reduces work errors and promotes better understanding within the team.
Outward Mindset: A Framework For Success	Employees have a positive attitude, are open to collaboration, and focus on creating value for the team, the organization, and stakeholders.

Human Rights and Employment

1. The Company respects employees' rights in accordance with human rights principles and complies with Thai labor laws, regulations, and other relevant standards.
2. Provide fair employment processes and terms of employment, including compensation and consideration of merit based on a fair performance evaluation process.
3. Promote personnel development by organizing training, seminars, and workshops, and by sponsoring staff attendance at relevant academic conferences and training courses to enhance their knowledge, skills, and potential. This also includes fostering a positive attitude, ethical conduct, and teamwork among personnel.



4. Provide employees with various benefits as required by law, such as social security, and additional benefits beyond legal requirements, like health and accident insurance, as well as various forms of financial support.
5. Provide annual health check-up services for employees at all levels of the Company, considering risk factors based on age, gender, and individual working environment.
6. Ensure employees work safely and maintain good workplace hygiene by implementing accident prevention measures and fostering a safety-conscious culture. This includes providing training, promoting employee well-being, and ensuring the workplace is consistently clean and safe.
7. Provide employees with the opportunity to express their views or file complaints about unfair treatment or wrongdoing within the Company, and protect employees who report such matters.

In 2025, there were no reports of human rights violations.

In 2025, there were no reports of rights violations, inequality, or unfair labor practices.



For more information, please see

[Human Rights Policy and Guidelines](#)

4. CUSTOMER RELATIONSHIP AND SATISFACTION



Asian Marine Services Public Company Limited places great emphasis on creating positive experiences for both existing and prospective customers across the entire end-to-end value chain. This process begins with customer expectation analysis, clear customer experience identification, and a comprehensive understanding of the customer journey. The Company implements structured processes to gather in-depth customer insights, which are subsequently used to refine operational workflows and enhance the service quality of personnel. This framework also includes customer experience measurement and stringent data protection practices to prevent leaks. Collectively, these initiatives foster strong relationships between the Company and its customers, mitigate potential grievances, increase repeat business, and enhance the corporate image.

Operational Goals

Operational Goals			
Indicators	Short-term: 2025	Medium-Term: 2026 - 2027	Long-term: 2028 - 2029
Customer Satisfaction Rate (%)	92	94	96

The Company compiles customer complaints and expectations to analyze their root causes and triggering factors, while ensuring responses are aligned with those expectations. The insights gained are integrated into planning and formulating customer experience management strategies. Furthermore, the Company promotes a customer-centric culture across all dimensions to reduce existing grievances and prevent future complaints. By addressing customer needs and expectations precisely through continuous oversight and development, the Company ensures the delivery of an optimal customer experience.



The Company has established a working group to implement policies related to enhancing customer satisfaction appropriately, covering ESG issues. The working group also collects customer complaints to develop strategies for preventing and reducing potential grievances. In addition, the Company has established a Cyber Security Policy, along with policies and guidelines for personal data management and measures to ensure personal data security and prevent data breaches. These measures include controlling access to personal data, storage devices, and data processing, while considering data security responsibilities to prevent unauthorized access to customer data. If a violation of the Company's security measures results in a personal data breach or data leakage to the public, the Company will promptly notify affected data owners and consider appropriate remediation. Furthermore, the system is updated to prevent unauthorized access from the internet to the Company's information systems and computer networks, protecting customer data.

In 2025, the company implemented customer satisfaction management practices, and as a result, there were no incidents or complaints regarding violations of consumer rights, no customer data breaches, and positive customer satisfaction scores.

Indicators	Target: 2025	2024 Performance Results	2025 Performance Results
Customer satisfaction rate (%)*	92	95	96

*Note: Display Information only for the head office.

In 2025, the Company customer data regarding the volume of vessels entering the Company's facilities, the frequency of vessel arrivals, and historical expenditure over the past 5 years to determine which customers should be categorized as Key Accounts. This data was analyzed to develop proactive problem-solving frameworks involving both direct and indirect customer-facing business units across all customer touchpoints, thereby elevating the service experience for customers.

The Company is committed to increasing average customer satisfaction among key accounts to at least 96% by 2029. Currently, the average customer satisfaction rate is 92% across both key accounts and the general customer base. To achieve this goal, the Company will establish a working group to drive initiatives that enhance customer satisfaction and minimize customer complaints. This working group will gather customer feedback, develop strategies, and ensure consistent communication with employees. Furthermore, the Company is focused on eliminating complaints from key account customers entirely by 2029.

In addition to increasing customer satisfaction, the company has established a Responsible Marketing Communication Policy to guide its marketing efforts. This policy ensures our communications are accurate, transparent, and fair, and take into account the impact on society, customers, and the environment. It applies to all channels, including online media, print media, television, radio, and promotional events. This helps to build the Company's image and set its products apart from the competition.

However, the Company remains committed to ethical, responsible and fair marketing practices. It strictly prohibits unethical communications, including false, ambiguous, exaggerated, or any other forms of misleading data that could adversely impact society in either the short or long term. Furthermore, the Company provides diverse channels for receiving customer complaints and feedback, including structured questionnaires, electronic mail, and direct telephone lines.



For more information, please see

[Cyber Security Policy](#)

[Personal Data Management Policy and Guidelines](#)

[Measures to Maintain Personal Data Security](#)

[Responsible Marketing Communication Policy](#)



Sustainability Issue Management and Corporate Governance & Economic Performance.





1. Quality work process



Within the context of market competition, the Company is committed to providing high-quality, fast services. We have consistently focused on ship repair and construction, striving for excellence in modern products, rapid service, and stringent quality control to meet customer needs. This commitment is underpinned by the ISO 9001:2015 quality management system and adherence to the standards of the International Association of Classification Societies (IACS). The Company prioritizes skilled labor through continuous development, ensuring our craftsmen are certified by leading classification societies such as the American Bureau of Shipping (ABS), Bureau Veritas (BV), Lloyd's Register (LR), and Korean Register (KR). Modern tools further support our inspection process, guaranteeing standardized products before delivery to our customers.

Sustainability Policy on Quality

Asian Marine Services Public Company Limited is committed to strengthening its business capabilities by improving the efficiency and effectiveness of its operations to meet customer needs and build trust through high-quality work in terms of standards, pricing, and delivery time, through the following measures:

1. Analyze the organizational context and set a suitable direction for business development.
2. Conduct organizational risk assessments and create measures to mitigate the risks.
3. Develop personnel at all levels
4. Continuously improve ship repair, shipbuilding, and operational processes.
5. Consistently coordinate and monitor customer satisfaction.
6. Consistently coordinate and resolve customer complaints.
7. Supervise and evaluate subcontractors to secure high-quality subcontractors, ensuring operational efficiency and effectiveness.
8. Monitor, inspect, review, and evaluate quality objectives through internal audits, customer feedback follow-up, and performance report monitoring.
9. Continuous Improvement Process



For more information, please see
[Quality Policy](#)

Operational Goals

Indicators	2025 – 2029 Targets
Zero quality-related customer complaints (times)	0

Quality Operations

The Company focuses on quality and strives to create products or services that meet customer needs as follows.

1. Analysis of data from past customer complaints (Claims) is used to review, improve, and define preventive and corrective actions, and to create Work Instructions (WI) to prevent recurrence.
2. Training and education are provided before starting work through on-the-job training (OJT). Work instructions—documents that detail work procedures—are used to define task requirements, control operational processes, and minimize errors.



3. Quality Control: Supervisors are required to perform initial quality checks, and the Quality Control Department must ensure the work meets defined standards before delivery to the customer.

Due to strict quality control management, the Company received no quality complaints from customers in 2025 and remains committed to continuously delivering products and services that meet their needs.

Indicators	Targets: 2024-2029	Performance Comparison with 2024 Targets	Performance Comparison with 2025 Targets
Zero quality-related customer complaints (times)*	0	0	0

*Note: Display Information only for the head office.

Under the ISO 9001:2015 Quality Management System standard and quality control procedures aligned with the standards of the International Association of Classification Societies (IACS), along with prompt, high-quality service, the Company has consistently demonstrated its commitment to developing and delivering quality products to customers. This commitment is further supported by warranties provided according to the terms specified in each ship repair contract. Should customers raise any concerns, the Company will promptly acknowledge and document them in a Claims/Complaint report, which will be immediately emailed to the Director of Operations and relevant departments for joint review and resolution. Corrective actions will be taken without delay, and preventative measures will be identified for future occurrences. For shipbuilding contracts, post-delivery warranties will adhere to the terms and conditions outlined in the contract, mirroring the approach taken with ship repair work. The Company will clearly communicate the warranty start and end dates to customers, project managers, and related departments. The Company places a strong emphasis on strict adherence to all requirements and conditions related to post-delivery warranties.

2. Supply Chain Management



Supply chain management is a key strategy for sustainable business operations, ensuring the quality and safety of products and services while upholding social and environmental responsibility throughout the entire business process. The Company prioritizes transparency and business ethics in all procurement activities between the Company and its suppliers. This spans upstream manufacturing and delivery activities—beginning with raw material sourcing, production, and logistics—through to downstream activities, ensuring the highly efficient delivery of products or services to customers.

Operational Goals

Operational Goals			
Indicators	Short-term: 2025	Medium-Term: 2026 - 2027	Long-term: 2028 - 2029
1) Percentage of key suppliers passing the sustainability screening criteria	1) 100% of new suppliers	1) 50% of existing customers	
2) Percentage of key suppliers attending training and signing the corporate code of conduct with the Company	2) 50% of key suppliers		
3) Number of audits performed on key suppliers			3) 35 cases



The Company has established a sustainable supply chain management working group in accordance with its operating guidelines, legal requirements, rules and regulations, and relevant domestic and international standards. This aligns with the United Nations Sustainable Development Goals (SDGs), corporate governance principles, and business ethics, while ensuring accuracy, transparency, and accountability. The Company considers environmental impact, social responsibility, community, and Environmental, Social, and Governance (ESG) factors. Furthermore, the Company promotes fair competition in its procurement and purchasing processes to elevate the competitive capabilities, potential, and operational efficiency of both the Company and its suppliers, fostering sustainable mutual growth. The criteria for assessing business ethics have been reviewed to comprehensively incorporate ESG issues, enabling communication, evaluation, and implementation with suppliers and business alliances.

The Company has set a short-term target to train 100% of new suppliers on business ethics assessment criteria by 2025, and to train 50% of existing key suppliers in 2024. A working group was established to review the guidelines for assessing supplier business ethics, as well as internal processes, to ensure alignment with the business ethics assessment criteria.

For the medium-term targets, between 2026 and 2027, the Company aims to have 50% of its existing suppliers pass its business ethics assessment. Looking further ahead, the long-term plan for 2028–2029 is to audit the business ethics performance of 15 key suppliers in 2028 and 20 suppliers in 2029.

The Company has established a working group and reviewed the supplier business ethics evaluation guidelines by integrating the evaluation criteria into the supplier selection process. Furthermore, a Supplier Business Ethics Evaluation Committee comprising 6 members was appointed to review the business ethics evaluation criteria and optimize internal procurement processes for evaluating supplier business ethics and ultimately implement and communicate a Supplier Code of Conduct in the coming year.

The Company has announced a policy and guidelines for sustainable supply chain management, providing an

operational framework for its executives and employees. The Company prioritizes transparent, ethical, and fair business practices with its suppliers, coupled with sustainable operations encompassing economic, social, and environmental dimensions. It also takes into account the safety and well-being of all stakeholders. The goal is to foster collaboration with suppliers and business allies, both direct and indirect, to build a responsible supply chain that delivers benefits, enhance confidence and ensures the long-term stability and sustainability of the Company and its suppliers.

The Company has criteria for selecting suppliers and contractors, with a process designed to maximize benefits to the Company while ensuring fairness, reasonableness, transparency, and accountability. Furthermore, the Company prioritizes mutually beneficial relationships with its suppliers and contractors, and fosters positive working relationships based on mutual respect and trust.

The Company places great importance on selecting suppliers and contractors, ensuring a fair and equitable process for selection, procurement, employment and treatment processes are conducted equitably and fairly in accordance with specified criteria. The Company supports doing business with suppliers and contractors who operate fairly, commit no human rights violations, and demonstrate responsibility towards society, communities, and the environment. This reflects the Company's unwavering commitment to sustainable business operations, supported by selection criteria for suppliers and contractors that comprehensively cover Environmental, Social, and Governance (ESG) dimensions as follows:

- Suppliers and contractors have a sound financial history and the potential for long-term growth alongside the Company.
- Suppliers and contractors conduct their operations with due regard for society and the environment, in compliance with legal requirements, including committing no human rights violations, avoiding the use of illegal labor, and preventing environmental damage.
- Suppliers and contractors are able to produce, supply, or distribute quality products/services and ensure their quality can be verified.



Suppliers and contractors can deliver quality products in the agreed quantities and within the agreed timeframe.

- Suppliers and contractors can provide support for sales promotion and after-sales/customer service.
- Suppliers and contractors must cooperate with the Company regarding quotations, product specifications, samples, or other information, such as adherence to the Supplier Code of Conduct.

In 2025, the Company categorized its key suppliers based on total purchase value and the difficulty of replacing them with alternative products or services. This was done to identify key suppliers and contractors, providing essential data for mitigating supply chain risks arising from suppliers and contractors.

Type of Suppliers	No. (Entities)	Rate (%)
Tier I Supplier/Subcontractor	149	5.95
Non-Tier I Supplier/Subcontractor	2,355	94.05

Performance Results

Indicators	Short-term: 2025	2025 Performance Results
1) Percentage of key suppliers passing the sustainability screening criteria	100% of new suppliers	100% of new suppliers
2) Percentage of key suppliers attending training and signing the corporate code of conduct with the Company	50% of key suppliers	55% of key suppliers

In 2025, the Company announced its Supplier and Contractor Code of Conduct, establishing policies and a commitment to conducting business with integrity, transparency, and fairness, in accordance with good corporate governance and sustainable development principles. This initiative aims to strengthen relationships with suppliers and contractors and create sustainable value for all stakeholders. The Company also seeks to promote continuous improvement throughout the value chain by encouraging suppliers and contractors to adopt and implement the principles outlined in this Code of Conduct in their business operations and collaborative activities.

The Company conducted screening and selection of new suppliers/contractors against sustainability assessment criteria, and 100% of all new suppliers/contractors assessed met those criteria.

The Company has grouped its key suppliers/contractors (Tier I Suppliers) and invited these key suppliers to attend training and sign the Supplier Code of Conduct with the Company. The training and signing event was held in October 2025, with 82 Tier I Supplier participating, representing 55.03% of the total 149 Tier I Supplier



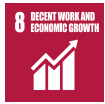
For more information, please see

[Sustainable Supply Chain Management Policy](#)

[Policy and Guidelines for Anti-Corruption in Procurement](#)



3. Innovation and Technology



Innovation

Asian Marine Services Public Company Limited is committed to fostering a culture of innovation by empowering its employees to leverage their creativity in developing new inventions, refining workflows, and improving operational efficiency.

The Company emphasizes creativity, the development of new inventions, or applying existing technology to work processes. The primary objectives are to drive sustainable competitive advantages, enhance long-term competitiveness, deliver timely solutions to customers, and consistently maximize value for all stakeholders.

Operational Goals

Operational Goals			
Indicators	Short-term: 2025	Medium-term: 2027	Long-term: 2029
Number of Innovation Projects	10 projects with successfully completed plans	50% of successfully completed projects from the projects approved in the short term.	Innovation projects successfully completed / generating 20% revenue from the projects in the medium term.

The Company has established an innovation task force, supported by a dedicated budget and knowledge resources. Initiatives like the KAIZEN AWARDS and annual employee KPIs have been implemented to foster the development of innovations (Innovation) or new inventions — for example, streamlined work processes that reduce operational costs in terms of time, personnel, and expenses, deliver added value (Value Creation), and include new products with the potential for commercial expansion, ultimately leading to new business model innovations (Business Model Innovation).

2025 Performance Results

Indicators	Short-term targets: 2025	* 2025 Performance Results
Number of Innovation Projects	10 projects with successfully completed plans	15 projects

Note: 1) 15 small-scale innovation projects (KAIZEN AWARDS) amounting to 15 projects.

In 2024, the Company formalized its innovation policy and practices in a concrete manner, and developed shipbuilding innovations using HDPE materials while also streamlining work processes to improve efficiency and reduce operational time.

In 2025, the Company expanded its shipbuilding innovations using HDPE materials into commercial sales, with a positive market reception. Simultaneously, the Company focused on building understanding and cultivating an innovative mindset among its employees, encouraging a proactive approach to work. The Company fostered a culture of learning and innovation through the “KAIZEN AWARDS” program, offering all employees the opportunity to contribute to small-scale innovation projects aimed at improving operational efficiency (Operational Excellence). These projects focused on streamlining redundant processes, effective time management, and maximizing the potential of tools and equipment, all under the principle of continuous improvement. The grand prize was awarded to the “CNC Bed Shaft Lock Set,” which resulted in a significant reduction in processing time.



In addition, the Company is conducting research and development into environmentally friendly products, specifically electric vessel innovations, to replace fossil fuels. This is a key mechanism for reducing greenhouse gas emissions from shipping. Currently, the project is in the prototype development phase and preparing for full-scale commercialization.

To ensure more comprehensive and sustainable product development and marine industrial innovation, the Company prioritizes understanding trends in customer needs and behavior, as well as developments in products, markets, and technologies aligned with the ESG framework. This aims to build trust among stakeholders and customers in the marine industry regarding sustainability, based on the goals and guidelines of the International Maritime Organization (IMO) and other key factors and frameworks, including environmental laws and policies, safety standards, and the quality standards of ship classification societies.



For more information, please see [Innovation Policy and Guidelines](#)

Technology

The Company recognizes the importance of information technology, as it has developed rapidly and now plays a crucial role in business operations. Cybersecurity and personal data protection are particularly significant concerns that the Company is keenly aware of.

The Company recognizes the importance of effective information technology management. Currently, information technology and artificial intelligence (AI) are

rapidly evolving and playing an increasingly important role in business operations, particularly in areas such as cybersecurity and personal data protection—key risks that the Company is fully aware of and closely monitors.

Protection of personal data, cybersecurity, and the responsible use of AI are all critical factors in building stakeholder trust. The Company, which operates business in the shipbuilding and ship repair industry, still continues to aim to seek and apply new technologies and innovations continuously in order to elevate competitive capability. For this reason, the Company therefore has opportunities to face risks from cyber threats and the use of technology in an inappropriate way. The Company has therefore determined guidelines and frameworks for operations in cybersecurity and AI utilization to be in accordance with international standards and consistent with relevant laws, along with having regular reviews, and promoting a culture of cybersecurity and ethical technology use throughout the organization, so that it can prevent, cope with, and recover systems from threats efficiently and sustainably.

1. Personal Data Protection

Risks associated with cybersecurity threats, disruptions to information technology systems, and data breaches—particularly those involving customer information—may result in financial loss, reputational damage, and erosion of customer trust. Therefore, the Company places strong emphasis on personal data management policies and practices, as well as measures to ensure data security and maintain business continuity.

The Company recognizes the importance of privacy and the protection of personal data of all stakeholders.



To ensure that such personal data is protected and safeguarded with minimal risk of damage, the Company has established this policy and guidelines as follows:

- The collection, compilation, use, and disclosure of personal data, the Company must receive explicit consent from the owner of the personal data, including sensitive data. In the case of persons who visit the Company's website, it is considered that person has already given consent to collect and compile personal data.
- The Company has measures in place to protect, store, and retain personal data, employing appropriate safeguards to ensure its accuracy, timeliness, and reliability, and to prevent its destruction, alteration, and unauthorized access.
- Personal data that exceeds the period specified by the Company for retention, or cases where the Company does not have rights or cannot claim a lawful basis in processing the personal data of the data owner, the Company will proceed to destroy that personal data.
- Arrange to have channels for receiving requests to exercise the rights of the personal data owner through channels specified by the Company.

The Company provides processes and channels for reporting personal data breaches. The Data Protection Officer will assess and collect personal data and notify the Personal Data Protection Committee within 72 hours of becoming aware of the incident. If the breach impacts the rights and freedoms of data subjects, they will be notified of the cause of the breach and available remedies without delay. Furthermore, training will be provided to all employees to ensure they understand and are aware of personal data protection.

In addition, the Company has implemented measures to safeguard personal data security, covering the collection, use, and disclosure of personal data in compliance with the law, by dividing into 3 measures, which are administrative preventive measures, technical preventive measures, and physical preventive measures, by operating as follows:

- **Administrative preventive measures:** Build awareness regarding the importance of personal data protection for stakeholders of the Company to know, follow specified measures strictly, and perform inspection, monitoring of threats, and personal data breach incidents, in accordance with the cybersecurity policy.

- **Technical preventive measures:** The Company has appropriate user rights management in place, including the ability to grant, revoke, review, and modify rights. It also features data backup and recovery systems to ensure system can still operate continuously.
- **Physical preventive measures:** The Company controls access to personal data, storage devices, and equipment used to process personal data, ensuring the security of personal data in line with its responsibilities. This is to prevent unauthorized access, disclosure, discovery, illicit copying of personal data, theft of storage devices or processing equipment, and to take precautions against data leakage or breaches.

In the event of a violation of the Company's security measures that results in a breach or disclosure of personal data to the public, the Company will promptly notify the data owners and consider appropriate remedy guidelines.

In 2025, the Company experienced no incidents or data breaches involving personal information.



For more information, please see [Personal Data Management Policy and Guidelines](#) [Measures to Maintain Personal Data Security](#)

2. Cybersecurity

The Company is committed to protecting information technology security to ensure its readiness in coping with and responding to cyber threats that may occur appropriately and in a timely manner, including determining a Cybersecurity Policy covering the content as follows:

1. **Security Principles:** By adhering to the principles of Confidentiality, by allowing authorized persons only to be able to access data; Integrity, by having maintenance of data accuracy, not allowing data to be modified, deleted, or changed by unauthorized persons; and Availability, by allowing only persons with rights to use data to access the data, and having prevention against anything causing the system to stop working.



2. Guidelines for preventing attacks from threats: The Company has implemented technology to improve operational efficiency and employee convenience. The Company's preventative measures are as follows:

- Organize training programs for employees to learn basic hardware and software skills to minimize the risk of human error and prevent damage to the information technology system.
- Organize training programs for employees and executives to enhance their cybersecurity awareness, mitigate the risk of business data breaches, and promote information technology security awareness throughout the organization.
- Improve the system to prevent unauthorized access to the Company's information system and computer network from the internet.
- There are measures in place to control access to the central computer room, and individuals are prohibited from entering. CCTV cameras have been installed to deter theft.
- Data backup is performed to prevent potential data loss, with backups stored on the computer storage area in the Information Technology Department, in the server room, and at the Surat Thani branch as a backup site to ensure efficient data recovery in emergency situations.

In 2025, the Company had zero numbers of incidents or cases where the Company was attacked via cyber channels.



For more information, please see
[Cyber Security Policy](#)

3. Artificial Intelligence (AI)

As artificial intelligence (AI) technology rapidly advances and becomes increasingly importance of applying AI within the organization to increase efficiency in operations regarding management, processing, and data compilation, as well as reinforcing the competitive capability of the organization.

At the same time, the Company prioritizes the responsible use of technology, with a strong focus on data security and personal privacy. It has established policies and guidelines for the use of artificial intelligence to prevent rights violations or potential adverse effects on the Company and its stakeholders, covering the following areas:

When AI is used in operations, the Company follows these guidelines:

- Data Security: Do not use Company data that could directly or indirectly harm or negatively impact the Company in conjunction with AI systems, as this may result in internal data leakage.
- Privacy and Personal Data Protection: AI must not be used to violate individuals' privacy. The use of personal or sensitive information—such as national identification numbers, copies of identification cards, financial information, or the personal data of customers and employees—is strictly prohibited. Strict compliance with the Personal Data Protection Act (PDPA) is mandatory.
- AI shall not be used in critical decision-making, such as law enforcement. All decisions generated by AI must be subject to human verification and review to prevent errors or injustice.
- The use of AI for deception or fraud: AI must not be used to create false information or mislead people.
- AI is prohibited for personal gain. Employees may only use AI to support the Company's work and are forbidden from using it for any work or activities that generate profits or benefits for themselves. This includes using AI to work on or develop a private business during work hours, using the Company's data and resources without authorization, or using AI to work for other individuals or organizations in a way that creates a conflict of interest with the Company, such as by leveraging Company information (project data, costs, customers, or plans). All AI use must be for the "benefit of the Company" and "must not create a conflict of interest."
- Prompts, questions, or commands—whether in written or spoken form—used to instruct or interact with the AI must not be unlawful, violate applicable laws and regulations, or infringe intellectual property rights, including copyright.
- Forbid using AI in counterfeiting or adjusting data results, or adjusting results received from AI systems to obtain results that are not true or for deception, which must be within the framework of transparency and correctness, so that the obtained data has correctness and reliability.
- Forbid using AI in Cyber Attacks: Do not use AI for cyberattacks, actions that have an effect on data safety in computer systems, or causing damage to data in computer systems.



For more information, please see
[Artificial Intelligence \(AI\) Policy](#)



4. Corporate Governance



The Company aims to be an organization committed to conducting business in compliance with all applicable laws, regulations, and rules, in alignment with good corporate governance principles, risk management, and internal controls. This ensures that the Company operates with transparency and accountability as a well-governed enterprise. We prioritize meeting the needs of all stakeholders and emphasize good corporate governance alongside strong operational performance. By fostering transparency, we aim to build trust with external parties and achieve sustainable growth.

The Company established and announced its corporate governance policy on December 4, 2007, following the guidelines of the Securities and Exchange Commission and the Stock Exchange of Thailand. This policy provides a framework for the Company's operations and ensures continuous development of good corporate governance practices, in line with the corporate governance principles for listed companies set by the Stock Exchange of Thailand.

The Company has joined the Thai Institute of Directors (IOD) to participate in the assessment of the Corporate Governance Report of Thai Listed Companies (CGR). A plan has been established to address the IOD's five categories of corporate governance assessment, and improvements are being made to work processes, corporate governance practices, risk management, and internal controls. These enhancements aim to improve the Company's score and reflect its commitment to sustainable operations.



For more information, please see
[Corporate Governance Policy](#)

Company Targets for Material Sustainability Issues

Operational Goals			
Indicators	Short-term: 2025	Medium-Term: 2026 - 2027	Long-term: 2028 - 2029
Corporate Governance Assessment Results (Score)	Assessment result higher than that of 2024	Excellent (5 stars)	FTSE Russell ESG Scores

In 2025, the Company was evaluated under the annual Corporate Governance Report of Thai Listed Companies (CGR) assessment conducted by the Thai Institute of Directors (IOD), achieving an "Excellent" rating (5 stars) with a total score of 91. This score reflects a high standard of corporate governance and a significant improvement over 2024.

The assessment results reflect the Company's commitment to conducting business with transparency, responsibility to all stakeholders, and continuous adherence to Good Corporate Governance, encompassing its governance structure, the roles and responsibilities of the Board of Directors, protection of shareholder rights, information disclosure, and effective internal controls.

To maintain these standards and further improve performance, the Company has developed an operational plan encompassing the five assessment categories of the IOD. The Company has conducted a detailed analysis of the assessment results to identify areas for improvement (Gap Analysis) and defined concrete improvement guidelines, including enhancing the quality of information disclosure to ensure it is complete, clear, and timely, as well as strengthening governance mechanisms and internal control systems to improve effectiveness.

The Company aims to improve scores in areas for development to further enhance assessment results from 2025 and sustain its "Excellent (5 Stars)" rating in the long term.



Corporate Governance Structure

The Company's Board of Directors comprises four committees: the Board of Directors, the Executive Committee, the Audit Committee, and the Nomination and Remuneration Committee. These committees oversee the Company's business operations to ensure compliance with the law, the Company's objectives and articles of association, and shareholder resolutions. They also supervise, monitor, and evaluate the Company's performance, aligning it with business conditions and corporate governance principles.

The Board of Directors comprises 11 members, consisting of 5 executive directors and 6 non-executive directors. Of these, 4 are independent directors (including 1 chairman and 3 members of the Audit Committee). These directors meet the qualifications outlined in the Stock Exchange of Thailand's announcement concerning the qualifications and scope of work for the Audit Committee, and will perform their duties to oversee and provide checks and balances over the Company's management administration, ensuring accuracy, fairness, and the best interests of all shareholders.

Details of the policy, structure, and corporate governance system can be found in the 56-One Report.

Gender



Male: 8
persons



Female: 3
persons

Status

Non-Executive
Directors



6 persons

Independent
Directors:



4 persons

Executive
Directors:



5 persons





Information on the Board of Directors and Controlling Persons of the Company

The Board of Directors consists of eleven directors as follows:



1. Mr. Prakrit Pradipasen

Chairman of the Board and Independent Director



2. Mrs. Warawan Nganthavee

Chairman of the Executive Committee and Director



3. Mr. Sribhumi Sukhanetr

Chairman of the Nomination and Remuneration Committee
Chairman of the Audit Committee and Independent Director



4. Mr. Suradej Tanpaibul

Director, Executive Director, and Chief Executive Officer



5. Mr. Sutin Tanpaibul

Director and Executive Director



6. Mrs. Nuntawan Sakuntanaga

Independent Director and Audit Committee Member



7. Mr. Chaiwat Chanruang

Director, Nomination and Remuneration Committee



8. Mrs. Luckana Srisod

Independent Director and Audit Committee Member



9. Mr. Teerapong Tanpaibul
Director



10. Dr. Nonn Panitvong
Director, Executive Director, and Member of the Nomination and Remuneration Committee



11. Mr. Win Panitvong
Director and Executive Director



Board Skill Matrix

Name of the Directors/Area of Expertise	Business Knowledge	Accounting and Finance	Management	Laws	Information Technology	Environmental Aspects
1. Mr. Prakit Pradipasen		✓	✓			
2. Mr. Sribhumi Sukhanetr			✓	✓		
3. Mrs. Warawan Nganthavee	✓	✓	✓			
4. Mr. Sutin Tanpaibul	✓		✓			
5. Mr. Chaiwat Chanruang			✓		✓	
6. Mrs. Nuntawan Sakuntanaga		✓	✓			
7. Mrs. Luckana Srisod		✓	✓			
8. Mr. Teerapong Tanphaibul	✓		✓			
9. Dr. Nonn Panitvong		✓	✓			✓
10. Mr. Suradej Tanpaibul	✓	✓	✓		✓	
11. Mr. Win Panitvong		✓	✓			

Sustainability Risk Management

Currently, the Company's business operations face uncertainties from both internal and external factors, which may lead to events that impact the Company's operations and goals in various dimensions. Therefore, systematic and effective sustainability risk management plays a crucial role in reducing the likelihood and impact of potential risks, while enhancing readiness to cope with rapidly changing situations.

Risk management is not only a tool for preventing and mitigating negative impacts, but also helps the Company maintain business stability and achieve its objectives and strategic goals effectively and sustainably.

Moreover, risk management is also a key component of good corporate governance, with a focus on ensuring all operations are transparent, efficient, and accountable. This helps to foster trust among stakeholders and positively impacts the organization's image and long-term value creation.

Asian Marine Services Public Company Limited recognizes the importance of risk management in relation to factors that may impact its business operations, including risks related to organizational sustainability. The Company has therefore established a Risk Management and Sustainability Committee to oversee risk management and develop appropriate risk responses, in accordance with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) risk management framework for maximum effectiveness. In addition, a working group comprising executives from each department is responsible for assessing and implementing risk mitigation measures, as well as continuously monitoring such risks. The Company has also defined policies and guidelines for sustainable risk management to ensure clear communication and understanding among employees at all levels, enabling correct implementation and reducing risks associated with business operations.



To ensure effective risk management in line with its goals, the Company has established a risk assessment process and identified seven risk categories as follows:

- 1) Sustainability Risk
- 2) Strategic & Brand Risk
- 3) Operational & Supply Chain Risk
- 4) Financial and Liquidity Risk
- 5) Compliance Risk
- 6) Information Technology Risk
- 7) Emerging Risk/Crisis Management & Response

Emerging Risk

The Company recognizes the importance of emerging risks that may affect the business, and therefore assesses new and potential risks and prepares measures to accommodate changes. The Company has identified two emerging risk issues, analyzed their potential impact on its business operations, and established preliminary management measures and guidelines, as follows:

1. Risk from Climate Change

Climate Change: As global temperatures rise due to increasing concentrations of carbon dioxide in the atmosphere, this poses a direct impact on the shipbuilding and ship repair industry. This can reduce the productivity of outdoor workers, potentially making work impossible, and may cause employees to suffer from heatstroke, leading to industry disruptions and damage to machinery and plant facilities.

The Company has implemented the following measures and guidelines: It communicates prevention methods and basic first aid to all employees and advises them to avoid working outdoors whenever possible. If outdoor work is necessary, employees should use protective canvas sheets and limit time spent in confined spaces. Ventilation fans are provided in confined spaces, and electrolyte drinks are available for employees and contractors.

2. Cybersecurity Risk

Cybersecurity risk refers to the likelihood of experiencing operational, financial, or online disruptions that affect sensitive data, as well as certain delivery systems relevant to business operations and public services. It stems from threats to information technology systems and can result in operational outages, loss or leakage of sensitive data, and impacts to financial information and services supporting the Company's business. Today's attack methods are increasingly sophisticated and evolving, leading to a growing risk landscape.

If the Company is attacked by cybercrime, it may cause significant damage to operations, stakeholder confidence, and the organization's reputation. Therefore, the Company prioritizes systematic cybersecurity risk management, encompassing technology, processes, and personnel.

The Company has implemented the following measures: upgrading its internal computer protection system from the existing Endpoint Security to a new EDR (Endpoint Detection and Response) system for improved protection. It has also established a Cyber Security Policy, detailing policies and guidelines for personal data management, personal data security measures, and training courses to raise employee awareness of and emphasize the importance of cyberattack prevention. In addition, a new physical server set has replaced the old one, and VM servers have been migrated to a new system. A DR-Site (Disaster Recovery Site) has been set up for data backup and remote access to the primary system, with server replication performed daily.



Sustainability risks (ESG risks)

	Environmental Aspects	Social Aspects	Economic side
Risk	Climate Change Risk	Human Resources Risk	Cybersecurity Threat Risk

Environmental Aspects

Climate Change Risk is a significant issue that continues to receive global attention, with increasingly evident impacts on the environment, economy, and society. These include global warming, rising greenhouse gas levels, and air pollution issues such as particulate matter (PM 2.5), which can affect public health and employees, as well as long-term business operations.

Moreover, the trend of increasingly stringent environmental regulations and measures from governments and regulatory bodies, both domestically and internationally, is gaining momentum, especially regarding the control and reduction of greenhouse gas emissions. This may necessitate adjustments to the Company's production processes and technologies to ensure compliance.

The Company recognizes the importance of responsible environmental stewardship and is committed to managing its environmental impact alongside ensuring the safety and well-being of its employees. The Company continuously improves its processes to prevent pollution, minimize environmental effects, and utilize natural resources efficiently and effectively. Furthermore, it supports efforts to reduce greenhouse gas emissions and promote sustainable energy practices.

The Company has implemented the following operational measures:

- Environmental monitoring measures, including air and wastewater monitoring from production, to ensure compliance with legal standards.
- Implementing the ISO 14001:2015 environmental management system to control and mitigate negative impacts at their source.
- Conducting surveys and gather feedback from surrounding communities to assess potential impacts and enable timely prevention and corrective actions.
- Setting environmental policies, environmental targets, and environmental projects
- Formulating Energy Conservation Measures and Projects
- Organize campaigns and raise environmental awareness among employees to cultivate consciousness and encourage involvement within the organization.
- Development of renewable energy to reduce greenhouse gas emissions
- Controlling and improving work efficiency to reduce pollution and waste (such as wastewater discharge, dust, and waste) from production processes impacting the environment.



For more information, please see
[Environmental Policy](#)

Social Aspects

Risk of Personnel Shortage: The Company's operations in the shipbuilding and repair industry depend on specialized personnel, especially skilled craftsmen and engineers with advanced technical expertise. These are critical to the quality of work, safety, and the company's competitiveness. However, the growing shortage of skilled labor in this industry could impact the company's operational efficiency and long-term growth.

The Company therefore prioritizes sustainable human resource management, focusing on employee motivation through appropriate and fair compensation and benefits, coupled with continuous personnel development — enhancing knowledge, skills, and career progression — to strengthen corporate engagement and mitigate turnover rates.



Furthermore, the Company has fostered collaboration with educational institutions to develop curricula and expertise related to specialized fields, such as metal welding, providing employees with opportunities to upskill and further their education. This will enhance employee capabilities and support future business growth.

The Company believes that these actions will help reduce the risk of personnel shortages and strengthen the organization in the long run.

The Company has implemented the following operational measures:

- Recruitment and selection processes are conducted to identify qualified personnel, with due regard for human rights principles, equality, and non-discrimination.
- Continuous training and development of employees to enhance their knowledge and skills in areas essential to their job roles.
- Consideration of fair and appropriate compensation and benefits.
- Continuous review and optimization of operational workflows and internal systems to ensure permanent corporate readiness
- Develop a succession plan and establish a working group of senior executives to define the selection process and prepare personnel at both the executive and supervisory levels to mitigate risks associated with a shortage of skilled and technically proficient staff.
- Organize the collection of specialized knowledge and expand its application to a Knowledge Management project, continuously improving work processes and systematically developing essential skills.

Economic side

Cybersecurity Risk: Cyberattacks and cybercrime are increasingly prevalent threats, with large organizations as prime targets. As these organizations heavily depend on information technology systems to conduct business, a successful attack can cause substantial damage. Recognizing these potential risks, the Company has established an IT Security Policy and implemented measures to prevent attacks from malicious actors and minimize the impact should an attack compromise its information technology systems.

The Company has implemented the following operational measures:

- Establish a written cyber security policy, along with guidelines, requirements, and procedures for maintaining information security, in compliance with applicable laws, principles, and international information security standards.
- Provide information, information technology systems, information technology equipment, related locations and environments, development and maintenance of information systems, and all other information-related matters with appropriate and sufficient security measures. Access control should be clearly defined based on principles of need-to-know and ensure both security and reliability.
- Provide a data backup system, a data recovery system, and a failover system for the primary information technology system.
- In case of emergency, the backup system must be operational.
- Conduct regular information risk assessments aligned with the IT department's risk management approach.
- Ensure inspection and corrective action are taken when security breaches occur, along with preventive measures to avoid recurrence, and maintain clear records and reports.
- Users are provided with information on policies, guidelines, standards, and regulations concerning information security, and are required to strictly adhere to and comply with them.



For more information, please see
[Sustainability Risk Management Policy and Guidelines](#)
[Cyber Security Policy](#)



SUSTAINABILITY PERFORMANCE DATA

(Head Office information only)

Sustainability Performance			2021	2022	2023	2024	2025
Environmental Dimension							
E1	Environmental Policy and Compliance Standards						
	Number of cases or incidents of legal violations or negative environmental impacts, with explanation of mitigation measures	No. of cases	4	0	0	0	0
	Value of damages or fines received from legal violations or negative environmental impacts	Baht	0	0	0	0	0
E2	Energy Management						
	Electricity consumption	kWh	-	-	-	4,432,000	4,594,000
	Diesel fuel consumption	kWh	-	-	-	679,355	631,591
	Petrol Consumption	kWh	-	-	-	22,580	46,762
	Natural Gas (NGV) Consumption	kWh	-	-	-	1,882	1,338
	Liquefied Petroleum Gas (LPG) Consumption	kWh	-	-	-	343,703	365,027
	Total Energy Consumption (Electricity and Fuels)	kWh	-	-	-	5,479,520	5,638,718
	Renewable energy consumption	kWh	0	0	0	0	0
	Energy intensity per total revenue	kWh / Thousand Baht	-	-	-	5.50	6.65
E3	Water Management						
	Volume of water consumption	cubic meters	38,897	44,055	43,313	41,605	52,256
	Water intensity per total revenue	cubic meters/ Thousand Baht	0.08	0.06	0.08	0.04	0.06
	Percentage of wastewater treated before discharge	%	100	100	100	100	100



Sustainability Performance			2021	2022	2023	2024	2025
E4	Waste Management						
	Volume of waste generated	Ton	1,375.25	1,306.08	1,360.35	1,401.39	1,666.04
	Volume of waste that is reused and/or recycled	Ton	987.53	788.96	844.82	1,249.15	1,548.63
E5	Greenhouse Gas Management						
	Scope 1 greenhouse gas emissions	tCO ₂ e	-	-	-	442	468
	Scope 2 greenhouse gas emissions	tCO ₂ e	-	-	-	2,257	1,536
	Scope 3 greenhouse gas emissions	tCO ₂ e	-	-	-	8,543	7,535
	Carbon intensity per total revenue	tCO ₂ e/ Million Baht	-	-	-	10.30	11.25
Environmental Indicators by Industry Sector							
TLO-E1 / IMA-E4	Air Pollution						
	Volume of air pollution from business operations, such as:						
	- Measurement Area: grit blasting shop, North (Total Suspended Particulate)	mg/m ³	5.84	6.2	7.8	7.5	6.8
	- Measurement Area: grit blasting shop, South (Total Suspended Particulate)	mg/m ³	6.33	5.7	8.3	8.6	7.0
	- Measurement Area: Painting Shop Stack, North (Toluene)	ppm	0.703	0.560	0.454	3.929	0.984
	- Measurement Area: Painting Shop Stack, South (Toluene)	ppm	0.064	0.736	0.189	4.796	0.746
	- Measurement Area: Painting Shop Stack, North (Xylene)	ppm	0.042	0.215	0.672	0.837	4.369
	- Measurement Area: Painting Shop Stack, South (Xylene)	ppm	0.925	0.356	0.207	0.715	3.815



Sustainability Performance			2021	2022	2023	2024	2025
TLO-E2	Hydrocarbon Leakage						
	Number of incidents or cases of hydrocarbon leakage	No. of cases	0	0	0	0	0
IMA-E2	Environmentally Friendly Products						
	Percentage of sales for environmentally friendly products (eco products) compared to total product sales	%	6.26	0.02	0	0.23	0.87
Social Dimension							
S1	Human Rights						
	Number of cases of human rights violations, and explanations of remediation and mitigation measures	No. of cases	0	0	0	0	0
Employment							
S2	Fair Labor Practices						
	Number of employees by gender, age, level, and location	people					
	Employees by Gender						
	- Male		239	233	235	239	244
	- Female		44	46	47	51	54
	Employees by age group						
	- Below 30 years old		58	57	53	55	55
	- 30-50 years old		155	151	150	156	162
	- Over 50 years old		70	71	79	79	81
	Employees by level						
	- Staff level		250	244	247	251	258
	- Management level		28	30	31	35	36
	- Senior management level		5	5	4	4	4
	Employees by location						
	- Residence (Bangkok Metropolitan Area)		162	161	169	179	166
	- Others (Outside Bangkok Metropolitan Area / Overseas)		121	118	113	111	132
	Number of employees with disabilities and/or elderly employees	people	8	2	2	2	2



Sustainability Performance			2021	2022	2023	2024	2025
Employee Compensation							
Total employee compensation	Million Baht	91.567	92.108	94.971	109.620	114.036	
Percentage of employees enrolled in provident funds	%	90.11	90.68	84.04	88.62	95.30	
Gender pay gap	Female : Male	1.22:1	1.15:1	1.18:1	1.28:1	1.30:1	
Employee Development							
Average hours of employee training	hours/ person/ year	2.50	3.04	2.78	3.58	4.77	
Employee development spending	Baht	251,002.86	1,122,862.72	465,162.00	1,495,436.70	1,313,323.69	
Occupational Safety, Health and Environment							
Number of incidents or injuries leading to three or more days of lost work time	No. of incidents/ injuries	5	4	1	2	3	
Lost Time Injury Frequency Rate (LTIFR)	cases/ 200,000 hr.	10.91	8.42	2.20	4.40	5.24	
Promoting Employee Relations and Employee Engagement							
Percentage of voluntary employee turnover	%	-	-	-	1.88	1.77	
Number of significant labor disputes, and remediation measures	No. of cases	0	0	0	0	0	
S3	Responsibility to Customers/Consumers						
Consumer Rights							
Number of incidents of consumer data breaches, and remediation measures	No. of incidents	0	0	0	0	0	
Number of incidents or complaints relating to consumer rights violations, and remediation measures	No. of incidents	0	0	0	0	0	



Sustainability Performance			2021	2022	2023	2024	2025
S4	Responsibility to Communities/Societies						
	Number of conflicts with communities/societies, and remediation measures	No. of cases	0	0	0	0	0
	Total financial contribution to community/social development projects or activities	Baht	93,110	87,850	136,915	57,921	167,512
Social Indicators by Industry Sector							
TLO-S1 / Respecting Diversity and Equality IMA-S2							
	Employee statistics categorized by gender and nationality						
	Thai						
	- Male	People	239	233	235	239	244
	- Female	People	44	46	47	51	54
	Burmese						
	- Male	People	1	1	1	1	1
	- Female	People	0	0	0	0	0
	Number of incidents or complaints related to violations of rights, equality, and unfair treatment of labor, along with remediation and mitigation measures	No. of cases	0	0	0	0	0
TLO-S2 / Promotion of Female Workforce IMA-S3							
	Number of female employees categorized by employment level						
	- Staff level	People	38	38	38	40	43
	- Management level	People	4	5	7	8	9
	- Senior management level	People	2	3	2	2	2
IMA-S1	Local Employment						
IMA-S1.2	Percentage of employees from local communities	%	57.24	57.71	59.93	59.50	55.70
Governance and Economic Dimension							
G1	Policy, Structure and Governance System						



Sustainability Performance		2021	2022	2023	2024	2025
Board Composition						
Number of board members	People	11	11	11	11	11
Number of independent directors	People	4	4	4	4	4
Number of non-executive directors	People	6	6	6	6	6
Number of female directors	People	2	2	3	3	3
Number of independent directors in the audit committee (sub-committee)	People	3	3	3	3	3
Number of independent directors on the Nomination and Remuneration Committee (sub-committee)	People	1	1	1	1	1
Number of years of tenure for individual directors	Years					
1. Mr. Prakit Pradipasen		26	27	28	29	30
2. Mr. Sribhumi Sukhanetr		26	27	28	29	30
3. Mrs. Warawan Nganthavee		18	19	20	21	22
4. Mr. Suthin Tanpaibul		23	24	25	26	27
5. Mrs.Nuntawan Sakuntanaga		-	-	1	2	3
6. Mrs. Luckana Srisod		5	6	7	8	9
7. Mr. Teerapong Tanpaibul		3	4	5	6	7
8. Mr. Chaiwat Chanruang		-	1	2	3	4
9. Dr. Nonn Panitvong		19	20	21	22	23
10. Mr.Suradej Tanpaibul		6	7	8	9	10
11. Mr.Win Panitvong		4	5	6	7	8
Board Roles and Responsibilities						
Number of board meetings	No. of meetings	4	4	4	4	4
Number of audit committee meetings	No. of meetings	4	4	4	4	4
Number of Nomination and Remuneration Committee meetings (sub-committee)	No. of meetings	2	2	2	2	2
Director and Senior Executive Remuneration						



Sustainability Performance			2021	2022	2023	2024	2025	
G1.22C	Director remuneration by individual		Million					
	1. Mr. Prakrit	Pradipasen	Baht	0.24	0.24	0.24	0.24	0.24
	2. Mr. Sribhumi	Sukhanetr		0.36	0.36	0.36	0.36	0.36
	3. Mrs. Warawan	Nganthavee		0.15	0.15	0.15	0.15	0.15
	4. Mr. Suthin	Tanpaibul		0.15	0.15	0.15	0.15	0.15
	5. Mrs.Nuntawan	Sakuntanaga		-	-	0.27	0.27	0.27
	6. Mrs. Luckana	Srisod		0.27	0.27	0.27	0.27	0.27
	7. Mr. Teerapong	Tanpaibul		0.15	0.15	0.15	0.15	0.15
	8. Mr. Chaiwat	Chanruang		-	0.15	0.21	0.21	0.21
	9. Dr. Nonn	Panitvong		0.21	0.21	0.21	0.21	0.21
	10. Mr.Suradej	Tanpaibul		0.15	0.15	0.15	0.15	0.15
	11. Mr.Win	Panitvong		0.15	0.15	0.15	0.15	0.15
	Total remuneration for senior executives	Million Baht	15.91	16.07	16.01	19.57	20.21	
Business Code of Conduct								
	Number of code of conduct violations or incidents of corruption, and remediation measures	No. of cases	0	0	0	0	0	
G5	Innovation Development							
	Spending on innovation research & development	Baht	-	-	-	592,242	362,992	
	Governance and Economic Indicators by Industry Sector							
	Cybersecurity and Personal Data Protection							
	Percentage of employees who have been trained in cybersecurity and personal data usage	%	1	2	1	2	11.75	
	Number of incidents or cases of cyberattacks against the company, along with mitigation measures	No. of cases	0	0	0	0	0	
	Number of incidents or cases of personal data breaches, along with mitigation measures	No. of cases	0	0	0	0	0	
	TLO-G2 Emergency and Crisis Management							
	Number of emergency and crisis drills	No. of cases	5	8	8	8	10	
	Number of cases or incidents that cause business interruption, along with mitigation measures	No. of cases	0	0	0	0	0	



Summary Table of Sustainability Performance for 2025 Reader Feedback Survey

2025 Sustainability Report, Asian Marine Services Public Company Limited

Objective: The data collected from this feedback survey will be used to improve the content and format of the sustainability report for Asian Marine Services Public Company Limited.

Please mark an X in the box ☐ and provide your comments in the space provided.

1. Which group of readers of the sustainability report do you belong to?

- ☐ Suppliers ☐ Employees ☐ Students/Educational Institutions
☐ Customers, ☐ Shareholders/Investors, ☐ Government/Public Agencies
☐ Media, ☐ Other. Please specify.

2. Through which channel did you receive the 2025 Sustainability Report?

- ☐ Annual General Meeting of Shareholders, ☐ Company Employees, ☐ Seminars/Exhibitions/Lectures
☐ Company website. ☐ Others, please specify.

3. You read the 2025 Sustainability Report in order to

- ☐ Company Overview ☐ Education/Research ☐ Investment Decision-Making
☐ Prepare your own report. ☐ Others. Please specify.

4. Completeness and Reliability of the 2025 Sustainability Report

	High	Moderate	Low	Very low
To what extent do you understand the sustainability issues of the Company after reading the report?				
To what extent does the sustainability performance align with the Company's strategy?				
To what extent is the content appropriate and credible?				
To what extent does the content match what you want to know?				

5. Please select 3 sustainability issues that are important to you, ranking them in order of importance from 1 most important, 2 moderately important, 3 least important.

- ☐ = Please specify the sustainability material topics of your Company =
☐ = Please specify the sustainability material topics of your Company =
☐ = Please specify the sustainability material topics of your Company =
☐ = Please specify the sustainability material topics of your Company =
☐ = Please specify the sustainability material topics of your Company =
☐ = Please specify the sustainability material topics of your Company =
☐ Others, please specify.....



6. Do you think the content in the report covers the sustainability issues of the Company or not?

☐

Covered

☐

Not covered

If you believe it is not covered, please specify the issues that should be added.

7. Please provide suggestions for improving the next sustainability report.

8. Other comments on the Company's sustainability management

Thank you for providing the information.





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