



บริษัท เอเชียน มารีน เซอร์วิส จำกัด (มหาชน)

ASIAN MARINE SERVICES PUBLIC COMPANY LIMITED

Announcement No. EXC A67051

Subject: Social Responsibility Policies

Asian Marine Services Public Company Limited has established a Corporate Social Responsibility (CSR) policies, recognizing and prioritizing the continuous support of social and community initiatives around its operating locations, alongside caring for the environment. The Company conducts business under good corporate governance and ethical principles, taking into account all stakeholders, both within and outside the organization, as well as the broader community, to build a foundation for ongoing and sustainable responsibility. The details of our social responsibility policies are as follows:

1. Fair Business Operations

The Company is committed to conducting business with honesty, fairness, and ethics, and is committed to competing in trade based on principles of commercial ethics, applicable laws, and fair competition. This includes rejecting any practices that impede fair competition. Furthermore, the Company respects the intellectual property rights of others and will obtain appropriate legal authorization from the rights holders before using any such property.

2. Anti-Corruption

The Company conducts its business with transparency and ethics, adhering to corporate governance principles and complying with all laws related to prevention and anti-corruption practices, including offering or accepting bribes from government or private officials. The Company has established an organizational structure that clearly segregates duties, responsibilities, operational processes, and chains of command within each department to ensure an appropriate balance of power and rigorous internal checks and balances. The Company also maintains a Code of Business Conduct to guide the actions of its directors, executives, and employees. Furthermore, the Company strictly prohibits all employees and executives from offering or accepting bribes from any government or private official.

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 for their human dignity, ensuring equality and equal freedom, and upholding fundamental rights without discrimination on the basis of race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The Company is committed to ensuring its business operations do not contribute to human rights violations, such

as child labor and sexual harassment. The Company promotes the monitoring of human rights compliance by encouraging stakeholders to participate in expressing opinions and providing grievance channels for those affected by rights violations arising from the Company's business operations, while providing appropriate remedies.

4. Fair Labor Practices

The Company recognizes the importance of human resource development and fair labor treatment, as these practices enhance the value of the business and strengthen its competitiveness and sustainable growth in the future. To this end, the Company has established the following practices:

4.1 Respect employee rights based on human rights principles and comply with labor laws.

4.2 Establish recruitment, hiring, and employment terms and conditions, including compensation and performance-based merit reviews under a fair performance evaluation process.

4.3 Promote personnel development by organizing training, seminars, 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, in accordance with the annual training plan.

4.4 Provide employees with various benefits as required by law, such as social security, and additional benefits beyond legal requirements, including provident funds, group accident insurance, and various forms of financial assistance, such as funeral assistance grants.

4.5 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 issues through channels such as suggestion boxes and the Human Resources and Administration Department. The identity of anyone filing a complaint will be kept confidential.

5. Customer Responsibility

The Company focuses on delivering high-quality work on time to maximize customer satisfaction. The Company is committed to addressing customer complaints with sincerity and working to resolve any potential deficiencies that may arise, all with the aim of building long-term, sustainable customer relationships.

6. Environmental Protection

The Company has clear environmental policies that serve as strict operational guidelines and must comply with all applicable environmental laws and standards. This includes establishing internal systems to control and prevent environmental issues. The Company also promotes resource and energy conservation among employees, encouraging them to save electricity, water, and fuel.

7. Community and Social Development

The Company recognizes its responsibility to the community and society and is committed to strengthening communities and genuinely giving back to the society. The Company consistently supports social initiatives, improve the quality of life for community members, promote ongoing volunteer efforts related to community and social development, and foster a sense of responsibility for the community, society, and the environment among all employees.

8. Innovation and Diffusion of Innovation Derived from Operations with Corporate Social, Environmental, and Stakeholder Responsibility

The Company will support innovation both internally, within its processes, and through collaboration with other organizations. This innovation involves developing new approaches to reduce environmental impact and enhance business value, ultimately maximizing benefits for society. The Company's guidelines for implementation are as follows:

8.1. Assess the risks associated with the Company's current operational processes to determine whether they pose risks or have negative impacts on society or the environment. This includes studying ways to mitigate these impacts. Additionally, the Company will thoroughly study, consider, and analyze work processes comprehensively to identify opportunities for development and business innovation.

8.2 Analyze approaches to problem-solving and continuously develop innovations to create opportunities for new product development, foster company growth, and respond to customer needs.

8.3. Disclose discovered innovations beneficial to society and the environment to inspire other businesses and entrepreneurs to adopt them.

9. Implementation and Reporting (CSR in Process)

The Company has also announced its social responsibility policies through its communication channels, including executive and departmental meetings, and internal public relations boards. Furthermore, the Company communicates its CSR activities via its corporate website, www.asimar.com, LINE and other suitable channels, with the results of CSR activities reported during monthly meetings.

Therefore, this announcement is made for all employees' acknowledgment

Announced on December 23, 2024

-Signature -
(Mr. Suradej Tanpaibul)
Chief Executive Officer