




Policy : Conflict of Interest

Document No : PB-COM-033

Effective Date : 25 February 2022

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Policy
Conflict of Interest

In accordance with the resolution of the Board of Directors, AMR Asia Public Company Limited (the "Company") has issued a notification on Conflict of Interest Policy. as follows

1. Introduction

The Company places importance on and understands the objectives of conducting business for the utmost benefit of shareholders, stakeholders, and related parties in a fair and transparent manner. The Company exercises caution in handling matters involving conflicts of interest. Therefore, the Company has established policies and practices to be followed.


2. Principal

Conducting business with honesty, reasonableness, and independence, and treating shareholders, stakeholders, and related parties equally, in accordance with good corporate governance principles. In any transactions the Company makes with those who have authority or can control the Company's decisions, such as major shareholders or executives, which may lead to conflicts of interest, the Company will prioritize and consider the utmost benefit of the Company as if conducting transactions with general external parties.

3. Conflict of Interest Policy

The Company recognizes the importance of conducting business with integrity, transparency, and accountability, which are principles of good corporate governance and enhance organizational efficiency. Therefore, the Company has established a policy that directors, executives, and employees should avoid any actions that may conflict with the Company's interests, which may arise from:

- (1) Interactions with the Company's business-related parties, such as customers and partners.
- (2) Utilizing the Company's opportunities or internal information for personal gain.
- (3) Conducting transactions with the Company.
- (4) Engaging in businesses that compete with the Company.

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The Company must not lend or guarantee loans to directors or businesses in which directors hold shares, except as part of the Company's benefits program.

3.1 Directors must not engage in businesses that compete with the Company unless they have received approval from the shareholders' meeting prior to their appointment as directors.

3.2 Directors, executives, and employees must not use the Company's opportunities or information for personal gain or for the benefit of others, including engaging in businesses that compete with the Company or related businesses.

3.3 Directors and executives must not participate in meetings or refrain from voting on matters that relate to themselves and may lead to a conflict of interest with the Company. If it is necessary to conduct such transactions for the benefit of the Company, they should be treated as if they were transactions with external parties.

3.4 Directors and executives must inform the company of any interests they have in contracts made by the company.

3.5 Directors and executives must prepare an annual report disclosing conflicts of interest or when an event occurs.

3.6 Any transactions such as the purchase or sale of goods or other assets by directors with the company must be reported and approved by the board of directors beforehand.

3.7 Consideration of conflicts of interest and transactions that may involve conflicts of interest must include independent directors in the meeting and deliberation each time.

3.8 Directors, executives, and employees of the company must not use inside information for their own benefit or provide inside information to others for inappropriate benefits.

Announcement as of February 25th, 2022

AMR Asia Public Company Limited

(Mr. Somsak Channnoi)

Chairman of the Board