



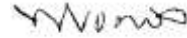
## Conflicts of Interest Policy

The Company's policy on conflicts of interest is rooted in the principle that the Board of Directors and all employees must act solely in the best interests of the Company. All corporate actions and decisions must be entirely free from the influence of personal interests, as well as those of family members, relatives, siblings, or personal acquaintances. To prevent directors, executives, and employees from exploiting their positions for personal gain, the Company has established guidelines requiring the disclosure of personal and related-party interests, covering two core areas:

- **Connected Transactions:** Prior to entering into any transaction, the Company will thoroughly review its appropriateness, ensuring that pricing and conditions are determined on an Arm's Length Basis, as if transacting with an independent third party. The Audit Committee is tasked with reviewing and verifying the necessity and reasonableness of these transactions. Furthermore, if the Company or its subsidiaries engage in any transaction categorized under the Notification of the Securities and Exchange Commission (SEC) of Thailand regarding the *"Disclosure of Information and Other Acts of Listed Companies Concerning Connected Transactions (2003)"*, the Company will strictly adhere to the prescribed regulations, conditions, and procedures. Such transactions will be fully disclosed in the annual report and registration statement (Form 56-1 One Report) to ensure transparency and mitigate conflicts of interest.
- **Other Conflict of Interest Situations:** Potential conflicts of interest are categorized as follows:
  1. **General Investment and Business Relationships:** Employees who hold shares in, or benefit from, competitors or suppliers/vendors doing business with the Company are strictly prohibited from participating in any decision-making regarding that business relationship, unless explicitly approved by the Board of Directors.
  2. **Acceptance of Gifts and Benefits:** Personnel at all levels must refrain from accepting gifts, transport tickets, sports event tickets, travel offers, accommodation, or any personal favors that could create binding obligations or compromise the Company's interests.
  3. **External Appointments and Academic Work:** Personnel may seek approval from their respective department heads to accept external roles, such as academic assignments,

public service, guest lectures, or directorships/advisory positions that contribute to their professional development. However, employees must not leverage the Company's name or their official positions for any external activities without prior approval from the Board of Directors.

This policy is effective from November 4, 2011.



( Prof. Dr. Pichaet Wiriyachitra )

Chairman of the Executive Committee.