

Conflict of Interest Practice

The company has established that directors, executives, and employees must not seek personal benefits that conflict with the company's interests. Any actions must be aimed at serving the best interests of the company. If a conflict of interest arises, those involved or with a stake in the transaction must disclose their relationship or interest in the transaction and must not participate in its consideration or approval.

1. Forms of Conflicts of Interest

- 1.1 **Competition with the Company** – The directors, executives, and all employees must not engage in or invest in activities that compete or could potentially compete with the company's business, in a direct or indirect way, for personal gain or the gain of others. This includes being a partner, shareholder with decision-making authority, or executive in a competing or similar business.
- 1.2 **Personal Benefit from Company Transactions** – The directors, executives, and all employees must disclose any business or personal activities, or those of their family or relatives that could create a conflict of interest with the company's business.
- 1.3 **Use of Company Information for Personal Gain** – The directors, executives, and all employees must not seek personal or others' benefits by using the company's confidential information and must strictly adhere to the company's internal data usage policies.
- 1.4 **Holding Shares or Directorships in Other Businesses** – When the directors, executives, or employees hold significant shares or serve as directors or advisors in other businesses, these positions must not interfere with their duties or impact their work for the company. The directors, executives, and employees with a stake in a particular agenda must abstain from voting or participating in meetings where a conflict of interest exists.

2. Handling and Monitoring Transactions with Potential Conflicts of Interest

The board of directors must implement measures to monitor transactions that may have conflicts of interest, ensuring thorough and independent evaluation within the framework of good corporate governance for the company's benefit. The procedures are as follows:

- 2.1 If the directors, executives, or employees are involved in transactions where they have a conflict of interest, they must not participate in the decision-making process regarding those transactions.
- 2.2 The directors, executives, and employees should avoid engaging in transactions that could be classified as related transactions, according to the regulations of the Securities and Exchange Commission (SEC) or the Stock Exchange of Thailand ("Related Transactions"), which might create conflicts of interest with the company. Also, they must adhere to the disclosure requirements and guidelines for related transactions.
- 2.3 If related transactions do not conform to general commercial terms as approved by the board of directors, or if the transaction's nature or size exceeds the management's decision-making authority,

the audit committee should review and provide opinions before presenting the matter for approval of the board of directors or shareholders, as applicable. The company will disclose transactions with conflicts of interest and related transactions in the notes to the audited financial statements, the annual report, and the Form 56-1.

3. Conflicts of Interest Report

All the directors, the management and the employees are required to show their transparency by disclosing their private interest which conflicts with the company under the following conditions and periods: -(Procedure of Conflict of Interest according to annex 1.1 and 1.2)

- 3.1 All the directors, the management and the employees shall submit conflict-of-interest reports as below: -
 - 3.1.1 To make Conflicts of interest Report within 1 month after effective this anti-corruption policy, except it was progress already before this policy.
 - 3.1.2 Rotation, new employee or new appointment
 - 3.1.3 Conflict of Interest transaction occur during the year or involved work with risk of Conflict of Interest for the employees at level 6 upward.
 - 3.1.4 Make a report when you find or have a conflict of interest situation occur during the year or when it is related to the nature of work that is at risk of conflict of interest.
- 3.2 Conflict-of-interest reports for the directors and the employees at each level
 - 3.2.1 The employees at level 0-11 shall make conflict-of-interest reports (annex: report form item no.1) in the form provided, and submit them to the human resource department which will collect and propose them to the chief executive officer.
 - 3.2.2 The directors and the employees at level 12 upward to the director shall make conflict-of-interest reports (annex report form item no.1) in the form provided, and submit them to the company secretary who will collect and propose them to the Board of Directors Meeting.

4. Reporting and Consideration on Conflicts of Interest

When Human Resource Department or company's secretary receive the Conflicts of Interest Report, Human Resource Manager or the company's secretary will make the report to Chief Executive Officer or Chairman of the Board depends on case immediately as possible. And when Chairman of the Board received the report from the Company's Secretary or Chief Executive Officer received the report from Human Resource Department shall perform either of the following operations: -

- 4.1 In case of no conflict of interest: the board of directors or the chief executive officer, as the case maybe, acknowledges such reports.
- 4.2 In case of conflict of interest:
 - 4.2.1 Employee in level 0-11, Chief Executive Officer acknowledge the report and /or to have the opinion for managing that transaction of conflict of interest. Afterward, Human Resource

Department will inform to the reporter to acknowledge and operation. It must be progress before the reporter make that transaction of conflict of interest.

- 4.2.2 Employee in level 12 upward to the director, Chairman of the Board acknowledge and to have opinion for managing the conflict of interest that transaction. Afterward, the company's secretary will make the circulation letter to the director for acknowledgement and inform the result to the reporter before making that transaction.

5. Storage of Conflict-of-Interest Disclosure Reports

The company provides secure storage of the reports, documents and copies of any document relevant to conflicts of interest. Accessibility to such data is limited to authorized employees only. Periods of eliminating the documents are set as below:

5.1 Annual Summary Report

- 5.1.1 The human resource department is responsible for collecting reports of employee in level 0-11 and making a conclusion report to submit to the Chief Executive Officer every year end.
- 5.1.2 The company's secretary is responsible for collecting reports of employee in level 12 upward to the director and making a conclusion report according to submit to the Chairman of the Board every year end.

5.2 Period of keeping conflict-of-interest reports

- 5.2.1 In case of no conflict of interest, such reports shall be kept at least two years after termination of employment.
- 5.2.2 In case of conflict of interest, such reports shall be kept until the end of prescription.

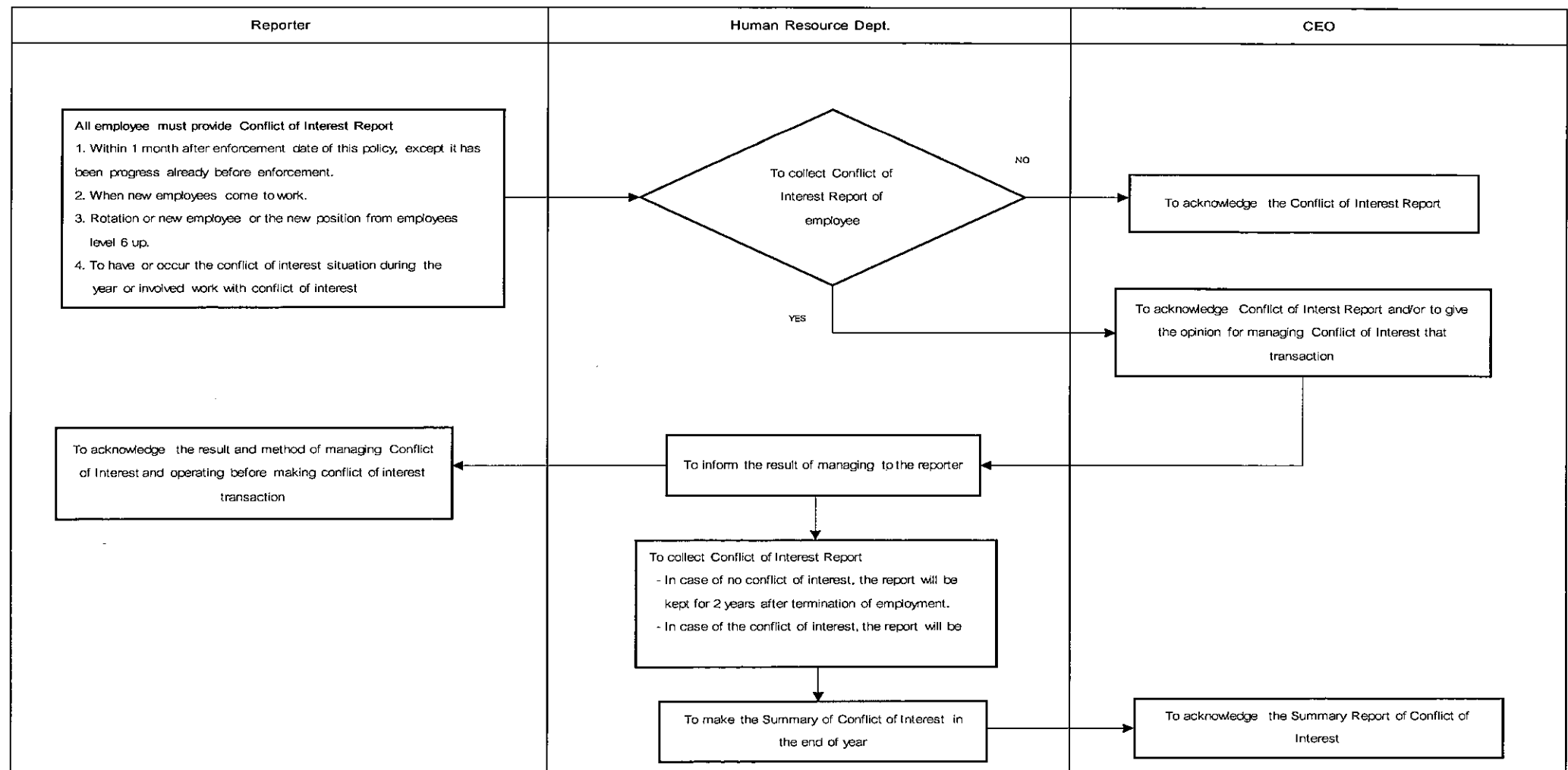
- 5.3 The internal audit department will examine transactions involving conflicts of interest and report the results to the audit committee and the corporate governance committee annually.

Annex: Flowchart of Practice and Report Form

Flowchart

1. Process of Conflicts of Interest Report

1.1 Process of Conflicts of Interest Report of employee in level 0 - 11



1.2 Process of Conflicts of Interest Report of employee in level 12 upward to the director

