

Conflict of Interest Policy



Sikarin Public Company Limited

Conflict of Interest Policy

The Board of Directors has established a policy on the prevention of conflicts of interest based on the principle that any decision to enter any transaction or transaction of the Company or its subsidiaries must be in the best interests of the Company and its shareholders and should avoid actions that may cause a conflict of interest. It requires persons who are involved or have an interest in the transaction under consideration to notify the Company of their relationship or interest in the transaction and must not participate in the consideration. They also have no authority to approve transactions or transactions with the following important principles:

1. Director Executives and employees should refrain from operating businesses that are in the same condition and are in competition with the business of the Company or its subsidiaries, whether for personal benefit or others, which may directly or indirectly harm the Company, or become a partner or shareholder with decision-making power, or directors or executives in a business that is competitive or similar to the Company or its subsidiaries. Unless the directors, executives and employees have engaged in such business before assuming the position of directors, executives and employees of the Company. In this case, the directors, executives and employees shall immediately report to the Company Secretary.

2. Director Executives and employees should refrain from holding significant shares in the Company's competitors. If such actions will prevent directors, executives and employees from performing or omitting actions that should be performed or affect the work of their duties. If the director, executives and employees received the shares before becoming directors, executives and employees, or before the Company enters the business, or it is acquired by inheritance of directors, executives and employees must immediately report to the Company Secretary.

3. The Company requires all executive, directors, and employees to report on their management interests. Managing the affairs of the Company and related persons that may cause a conflict of business interest with the Company or its subsidiaries, such as:

- Joint investment in or interest in a trader who does business with the Company or its customers.
- Holding any position or even being an advisor to a trader doing business with the Company or its clients.
- Trade in goods or services with the Company or its subsidiaries directly or through others, which shall be reported to the Company's Secretary at least 7 days prior to the meeting for consideration of the agenda and such interests shall be recorded in the minutes of the Board of Directors' meeting.

4. Director, executives and employees will not seek benefits for themselves or others by relying on confidential information of the Company or its subsidiaries, such as work plans, revenues, resolutions of

meetings, business forecasts, results from research experiments, auctions for personal benefit, whether or not the Company suffers damages. In addition, the Company must strictly comply with the Company's internal information disclosure policy.

This Conflict of Interest Policy is the 2nd revision and is effective from 20 January 2024 onwards, according to the resolution of the Supervisory and Business Committee at its meeting No. 1/2024 on 19 January 2024.



Mr. Seni Chittakasem

Chairman