

## Prevention of Conflict-of-Interest Policy



Sikarin Public Company Limited

## Prevention of Conflict of Interest Policy


Sikarin Public Company Limited (“Sikarin” or “the Company”) recognizes the importance of good corporate governance, transparent business operations, and effective risk management. Therefore, the Company has established a policy to prevent conflicts of interest, ensuring that decisions and transactions by the Company and its subsidiaries are made with the best interests of the Company, shareholders, and all stakeholders in mind, while avoiding behaviors or situations that could lead to conflicts of interest, either directly or indirectly.

In this regard, any person involved or having a stake in any transaction or matter of the Company must disclose all relevant information completely, transparently, and in a timely manner. Additionally, they must refrain from participating in the consideration, providing opinions, or approving such matters to prevent any impact on fairness and credibility in the decision-making process. The Company will strictly adhere to the principles and practices in compliance with laws, the regulations of the Stock Exchange of Thailand, and international standards of governance and sustainability assessments. The following are the guidelines for preventing conflicts of interest:

1. Directors, executives, and employees must refrain from engaging in business activities that are the same as or competing with the business of the Company or its subsidiaries, whether for personal or others' benefit, which may harm the Company, either directly or indirectly. They must not become partners, shareholders with decision-making power, or directors or executives in competing businesses or those similar to the Company's or its subsidiaries, unless the directors, executives, or employees were involved in such activities before taking their positions at the Company. In such cases, the directors, executives, or employees must report this to the Company's secretary immediately.
2. Directors, executives, and employees must refrain from holding significant shares in the competitors of the Company, if such actions would prevent them from performing their duties or lead to conflicts of interest in their roles. If the shares were acquired before they became directors, executives, or employees, or before the Company entered that business, or were obtained through inheritance, they must report this to the Company's secretary immediately.
3. The Company requires all directors, executives, and employees to report any interest in the management or operations of their own business or related parties that may lead to a conflict of interest with the Company or its subsidiaries, such as:
  - Investing in or having interests with traders or customers doing business with the Company.
  - Holding any position or even acting as an advisor to traders or customers doing business with the Company.

- Trading goods or providing services to the Company or its subsidiaries, either directly or through others. Such interests must be reported to the Company's secretary in advance, no less than 7 days before the meeting for consideration of the matter, and the interests must be recorded in the board meeting minutes.
4. Directors, executives, and employees will not seek personal benefits for themselves or others using confidential information of the Company or its subsidiaries, such as plans, revenue, meeting resolutions, business forecasts, research findings, or bidding prices, for personal gain, regardless of whether or not it causes harm to the Company. They must also strictly comply with the Company's internal information disclosure policy.

This policy on the prevention of conflicts of interest is the second revised version, effective from 16 January 2025 onwards by the resolution of the Board of Directors at the meeting No. 1/2025 on 15 January 2025.



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Mr. Seni Chittakasaem  
Chairman