

MANAGING CONFLICTS OF INTEREST POLICY

Prohibition on Directors, Executives, and Employees of the Company from Soliciting, Engaging in, or Accepting Corruption Practices in all Countries and Entities, including Government and Private Sector Organizations, with which the Company's business is involved. Together, they promote values of honesty, integrity, and responsibility to foster an organizational culture. Furthermore, the anti-corruption policy covers the following actions undertaken by the Company:

1. PLANB employees must refrain from competing with PLANB, whether directly or indirectly.
2. PLANB employees must refrain from engagement in potential conflicts of interest between oneself and PLANB, and from any action that poses direct or indirect burdens to PLANB.
3. PLANB personnel must not spend work hours on private businesses or activities unrelated to PLANB's business in a way that affects their own job competency and performance efficiency.
4. PLANB employees must refrain from participation in reviewing items of conflicts of interest involving oneself; if participation is unavoidable, one must immediately inform one's supervisor.
5. PLANB employees must avoid letting personal relationships with other parties or agencies harm PLANB's best interests.
6. PLANB employees must conform to the criteria, procedures, and disclosure of connected transaction information strictly by the law or regulators' requirements, while observing PLANB's regulations.
7. If it is necessary to make connected transactions, transactions must be in accordance with the general business conditions as approved by the Board, based on transparency and fairness, as if done with outsiders and taking into account PLANB's maximum benefit.



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8. If the connected transactions are against general business conditions as approved by the Board or if their nature or sizes exceed the authority of the management, they must be submitted to the Audit Committee for checking and providing opinions before seeking approval of the Board or shareholders.

- *Pinijsorn Luechaikajohnpan* -

(Pinijsorn Luechaikajohnpan, Ph.D.)

Authorized Director

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