

Conflict of Interest Prevention Report 2024

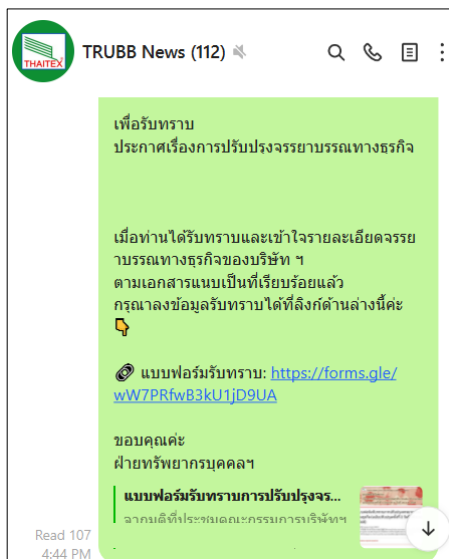
Thai Rubber Latex Group Public Company Limited

The Company has established a key policy to ensure that directors, subcommittee members, executives, and employees do not misuse their positions or take undue advantage of their roles for personal gain that conflicts with the Company's interests. All business operations must be conducted solely for the Company's maximum benefit. In the event of any conflict of interest, those involved or having vested interests in a transaction are required to disclose their relationship or interest to the Company. They must refrain from participating in any consideration or decision-making process and must not have any authority to approve the transaction. Any act that may lead to a conflict of interest shall be deemed as falling under this policy.

The Company has therefore established clear guidelines for the prevention of conflicts of interest, as outlined in its Code of Business Conduct and Good Practice Guidelines. These serve as a framework for directors, executives, and employees at all levels to conduct themselves with honesty, integrity, transparency, and high ethical standards. The Company discloses any transactions involving conflicts of interest and related-party transactions in the Notes to the Financial Statements, audited by a certified public accountant, in the Annual Report, and in the Form 56-1 One Report on a yearly basis. The Board of Directors ensures regular monitoring of compliance with this policy. Relevant policies and guidelines are communicated to the Board, management, and employees via the internal information system (Intranet), and are publicly disclosed on the Company's website.

Communication, Disclosure, and Acknowledgement of Compliance with Conflict-of-Interest Prevention

The Human Resources Management Department communicates the content of the Conflict-of-Interest Prevention Policy, as outlined in the Company's Code of Business Ethics and Good Practice Guidelines, through multiple internal communication channels. These include email, the Company's official Line group, and the MyHR system, which serves as the Company's internal information platform. In addition, the policy is disclosed via Google Forms and the Company's official website, as illustrated in the following examples.



THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED

แบบฟอร์มรับทราบ
เรื่อง การปรับปรุงจรรยาบรรณทางธุรกิจ (Code Of Conduct)

แบบฟอร์มรับทราบการปรับปรุงจรรยาบรรณทางธุรกิจ

จากบันทึกว่าด้วยจรรยาบรรณทางธุรกิจของบริษัทฯ ได้พิจารณาว่าจรรยาบรรณทางธุรกิจของบริษัทฯ เพื่อให้ได้
จรรยาบรรณ ผู้บริหาร และพนักงานทุกคน ไม่มีความขัดแย้งในการปฏิบัติงานและสามารถปฏิบัติตามจรรยาบรรณ
ด้วยความซื่อสัตย์ สุจริต ไม่โกง ไม่ทุจริต และมีความซื่อสัตย์สุจริตในการปฏิบัติงานต่อไป

* Indicates required question

สถานะผู้รับทราบ *

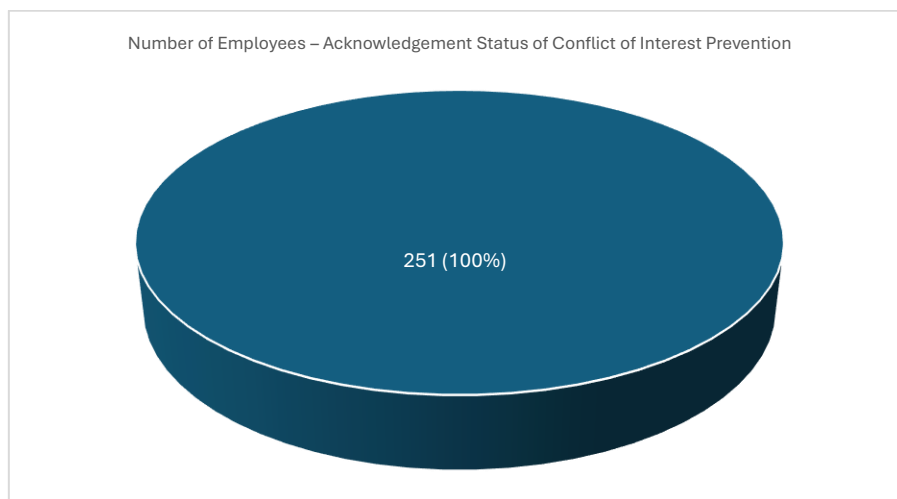
☐ พินิจงาน

☐ กรรมการผู้รับทราบ

☐ อื่นๆ

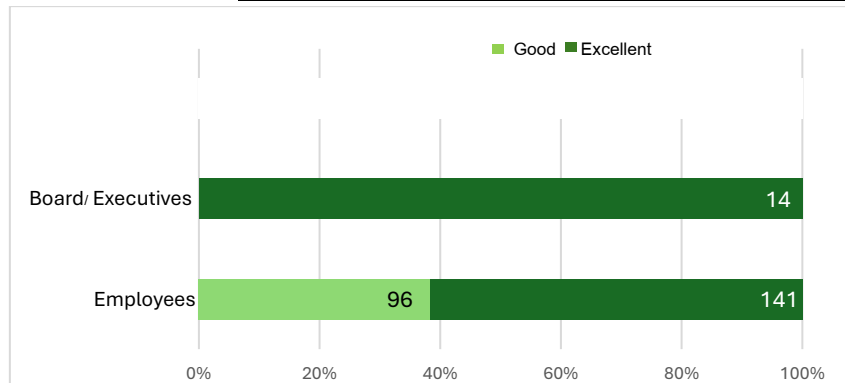
Summary of Acknowledgement Count (Online System)

Group	Total Number	Policy Acknowledged	Not Yet Acknowledged
Monthly Employees	237	237	0
Board/ Executives	14	14	0
Total	251	251	0



Assessment Results Following Policy Acknowledgment (Online System)

Group	Below Standard	Standard	Good	Excellent
Monthly Employees			96	141
Board/ Executives			0	14
Total	0	0	96	155



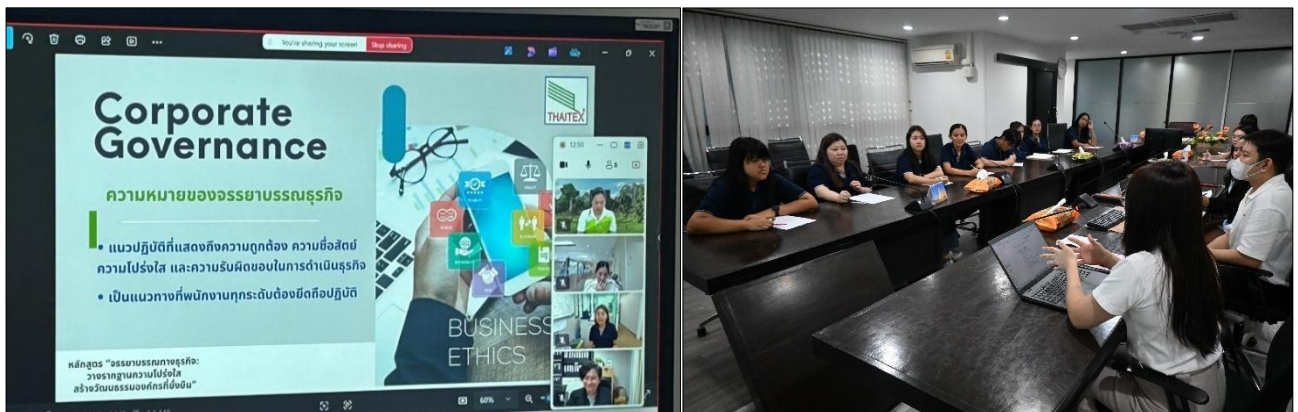
Training

The Human Resources Management Department organized employee training sessions to provide knowledge on Conflict-of-Interest Prevention under the course titled **“Business Ethics: Laying the Foundation for Transparency and Building a Sustainable Organizational Culture.”** There were two training batches conducted:

Batch 1: Held on September 18, 2024, with a total of 120 employees participating.

Batch 2: Held on November 22, 2024, with a total of 126 employees participating.

Photographic Highlights from the Training Sessions



In the year 2024, following the dissemination of the policy and the employee training program on

“Business Ethics: Laying the Foundation for Transparency and Building a Sustainable Organizational Culture,”

- No cases of conflict-of-interest prevention were required.