



Policy on Conflict of Interest Prevention

Thai Rubber Latex Group Public Company Limited is committed to conducting business with ethics, transparency, and fairness. Consequently, we prioritize the consideration of transactions that may involve conflicts of interest, connected transactions, or inter-company transactions. The Company has established this Conflict of Interest Prevention Policy to control and prevent such conflicts, ensuring that directors, executives, and employees understand and act in compliance with relevant laws and regulations, in alignment with the Code of Conduct, and for the utmost benefit of the Company and its stakeholders.

Definition

"**Conflict of Interest**" refers to any action that creates a direct conflict with the Company's interests by favoring oneself or other related persons, resulting in problems or damages to the Company. This includes utilizing one's position, acquired information, or competing with the Company's business for personal gain.

Guidelines, Monitoring, and Education

The Company mandates that directors, members of sub-committees, executives, and employees must not pursue personal interests that conflict with the Company's interests. Business operations must be conducted for the Company's maximum benefit. If a conflict arises, the involved person must notify the Company of their relationship or interest in the transaction and must refrain from participating in the consideration or approval of said transaction.

Actions that may constitute a conflict of interest include the following:

Competition with the Company

Directors, sub-committee members, executives, and employees should not engage, operate, or invest in any business that competes—or may compete—with the Company or its subsidiaries, whether for personal benefit or the benefit of others, if it may directly or indirectly harm the Company. This includes becoming a partner, a significant shareholder with decision-making power, or an executive in a competing entity, unless it can be demonstrated that mechanisms are in place to ensure such involvement will not affect the Company, and measures exist to protect the best interests of the Company and its shareholders.

Seeking Personal Benefits from Business with the Company

Every director, sub-committee member, executive, and employee should disclose any business or activity conducted privately, or with family, relatives, or dependents, that may pose a conflict of interest with the Company or its subsidiaries. Disclosure of direct or indirect interests must be made annually or whenever there is a significant change, such as:

- Co-investing or having interests with business partners of the Company or its subsidiaries.
- Holding a position or serving as a consultant for merchants doing business with the Company, or being an employee of the Company/subsidiaries.
- Trading products or services with the Company or its subsidiaries directly or through others.

Misuse of Company Information

Directors, executives, and employees must not seek benefits for themselves or others by utilizing the Company's confidential information (e.g., business plans, financial results, resolutions, business forecasts, research findings, or bidding data). They must strictly adhere to the Company's Policy and Guidelines on the Use of Inside Information and Confidentiality.

Holding Shares or Serving as a Director in Other Entities

If directors, members of subcommittees, executives, or employees hold a significant number of shares, act as partners, or serve as directors or advisors in other businesses, such positions must not interfere with their duties or negatively affect their responsibilities within the company. If these positions were held before joining the company, before the company entered that business, or were obtained through inheritance, they must be reported to the company immediately or as soon as possible. Directors, subcommittee members, and executives must report such matters to the Company Secretary for further reporting to the Board of Directors and/or shareholders, while employees must report to their direct supervisors for escalation to management and the Board.

Additionally, directors, executives, and employees who have an interest in any agenda item under consideration must abstain from voting or refrain from participating in meetings concerning matters where they have a conflict of interest.

Transaction Review and Monitoring

The Board of Directors must establish measures to monitor and oversee transactions that may involve conflicts of interest. The Board must independently and carefully consider the appropriateness of such transactions within the framework of good corporate governance,

prioritizing the company's best interests as though the transactions were conducted with external parties. If directors, subcommittee members, executives, or employees are involved in transactions that may create conflicts of interest, they must not participate in the consideration of those transactions.

Directors, members of subcommittees, executives, and employees should avoid entering into transactions classified as connected transactions under the regulations of the Capital Market Supervisory Board, the Office of the Securities and Exchange Commission (SEC), or the Stock Exchange of Thailand, as such transactions may create conflicts of interest with the company.

When directors, subcommittee members, executives, employees, or related persons engage in transactions classified as connected transactions under the regulations, announcements, orders, or requirements of the SEC or the Stock Exchange of Thailand, they must comply with all rules, procedures, and disclosure requirements concerning connected transactions, acquisitions, or disposals of assets of the company and its subsidiaries. They must also strictly comply with the company's connected transaction policy, related regulations, and accounting standards established by the Federation of Accounting Professions.

If a connected transaction is not conducted under normal business terms approved by the Board of Directors or if the nature and size of the transaction exceed the authorized approval authority, the Audit Committee must review and provide its opinion before the matter is submitted to the Board of Directors or shareholders for approval, as appropriate, in accordance with the company's connected transaction policy and related regulations.

The company will disclose transactions involving conflicts of interest and related-party transactions in the notes to the audited financial statements prepared by the company's licensed auditor, as well as in the annual report and the annual registration statement (Form 56-1 One Report) on a yearly basis.

The company regularly provides education and training regarding conflicts of interest to directors, executives, and employees and requires strict compliance with this policy. Any intentional or negligent violation that causes damage to the company may result in disciplinary action in accordance with company regulations, depending on the severity of the offense.

The company will also periodically review and revise this policy to ensure alignment with relevant laws and regulations as appropriate.

Announced on May 15, 2026.

