

CONFLICT OF INTEREST

All employees and officers of the Group must avoid any conflict between their own interests and the interest of the Group. This includes transaction in securities of the Group, any affiliate, or any non-affiliated organization, in dealing with suppliers, customers and other third parties.

Employees are required to declare to the Management immediately under any of the following circumstances:

- Any immediate relationship with the Director or the CEO.
- Any ownership interest (either direct or indirect) in any supplier, customer or competitor of the Group, unless it is in a listed company for investment purposes only.
- Any direct reporting relationships between an employee and his immediate family members, any ownership interest in any supplier, customer and other third parties.
- Any representation as an officer, director, partner, consultant, representative, agent or advisor of a supplier, customer, or competitor of the Group, including if acting as a Group company's nominee Director on the Board of the supplier, customer or other business associate.