

## Preventing Conflict of Interest Policy

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Meb Corporation Public Company Limited

## Preventing Conflict of Interest Policy

The Company emphasizes the importance of preventing conflicts of interest by adhering to the principle that individuals with any involvement or stake, directly or indirectly, in the Company's or its subsidiaries' transactions must not participate in the approval process for those transactions. This ensures that the decisions made in business activities are in the best interests of the Company and its shareholders. The Company has set this policy to guide directors, sub-committees, executives, and employees in avoiding actions that may result in conflicts of interest and requires such persons to inform the Company of their relationships or interests in such transactions and not involve in the decision-making process and not have authority to approve such transactions. The following practices are implemented

(1) Directors, sub-committees, and executives should refrain from engaging in businesses that are similar to or in competition with the Company's or its subsidiaries' business, or from becoming partners or shareholders with decision-making authority, or holding positions as directors, sub-committee members, or executives in such businesses. This applies to both personal and external interests unless the individual had already held such positions or had investments before becoming a director, sub-committee member, or executive and had reported this to the Company's board of directors and/or shareholders meeting, as applicable, prior to the appointment, unless the Company can demonstrate mechanisms ensuring that the individual's actions do not negatively affect the Company. Additionally, the individual must not participate in any decision-making related to the Company's activities in which they have a personal interest.

(2) Directors, sub-committees, and executives should disclose to the Company any business activities or interests related to themselves, their families, relatives, or dependents, which might lead to a potential conflict of interest with the Company or its subsidiaries. This includes

- Investments or interests in business partners or customers of the Company or its subsidiaries.
- Holding any positions or being an advisor for business partners or customers of the Company or its subsidiaries.
- Trading products or providing services directly to the Company or its subsidiaries, or conducting transactions through third parties.

(3) Directors, sub-committees, and executives have the responsibility to disclose their personal and related party interests by reporting to the Company secretary, who will then forward the report to chairman of the board of directors, chairman of the audit committee, and the board of directors within seven working days. This disclosure must happen before any transaction takes place to ensure transparency regarding relationships and transactions that could lead to a conflict of interest.

(4) Directors, sub-committees, executives, and employees must not seek personal benefits for themselves or others, nor use the Company's assets, confidential information, or undisclosed data (such as plans, revenues, meeting resolutions, business projections, research results, or bidding information) for personal or external benefits, regardless of whether it harms the Company or its subsidiaries. They must also strictly follow the Company's policy on preventing the misuse of insider information.

(5) Directors, sub-committees, executives, and employees must act according to the Company's Code of Conduct and ensure that personal or close family interests do not influence decisions, ensuring that the Company's best interests remain the primary consideration. They must also refrain from participating in any decision-making or approval of transactions in which they or their relatives have a personal or indirect conflict of interest.

In cases where an employee or their close relatives have a stake or conflict of interest in a transaction, the employee must report their interest to their supervisor on a case-by-case basis.

(6) Directors, sub-committees, executives, and employees must not participate in recruitment decisions for individuals related to them, ensuring that hiring decisions are transparent and fair.

The Company will periodically review this Conflict of Interest Prevention Policy to ensure it aligns with the Company's evolving business environment.

Additionally, the Company will ensure that its subsidiaries follow this policy by, as applicable.

This Conflict of Interest Prevention Policy shall be effective from 18 April 2022, onward.