

## **Conflict of Interest Policy**

### **Objective**

To identify values and ethical standards that is in line with the MTSH's vision and mission.

### **Commitment**

A Conflict of interest is a condition in which the economic interest of the company is conflicting with the personal economic interest of a shareholder, a Board of Directors, a Director or an employee of the Company.

#### **(1) Basic Principles regarding Conflict of Interest**

- Every employee shall avoid conflict of interest of any kind. Employees are prohibited from carrying out any activity that would benefit to his/her own or to his/her family member or relative, either directly or indirectly.
- An employee is not allowed to take advantage of his/her own position or company facilities to support particular political activities.
- Shareholder who is having a conflict of interest shall cast a vote in a General Meeting of Shareholders (GMS) according to the resolution made by the shareholders with no conflicting interests.
- Employees should not take advantage of their position for their own benefit or for the benefit of any other individual or party connected to MTSH.

#### **(2) Conflict of Interest Category**

- Having a financial interest in particular supplier or entities participating in a tender for supplying goods or services.
- Having a significant financial interest in a listed company which is a competitor of MTSH.
- Accepting or giving a gift or special treatment.
- A condition in which an external consultant gives advice to MTSH in the same time that particular consultant is also acting for the benefit of another party.