

Conflict of Interest Policy Announcement

Purpose The purpose of this policy is to protect the integrity and transparency of decision-making processes within Unimit Engineering Public Company Limited, to ensure stakeholders' confidence in our ethical conduct, and to preserve the integrity and reputation of employees, executives, and directors - hereafter collectively referred to as “All Stakeholders.”

The Company’s policy is that All Stakeholders must avoid any involvement in conflicts of interest that may affect their decision-making, impartiality, or loyalty to the Company. This includes both Company - related business activities and assigned tasks. All Stakeholders must avoid actual or potential conflicts between the interests of the Company and their own personal, professional, or business interests. This also includes adherence to the Company’s Conflict of Interest Guidelines.

All Stakeholders are expected to recognize situations where a conflict of interest exists, may arise, or could be perceived to exist. In case of any doubt, they should consult with management.

Conflict of Interest Guidelines include, but are not limited to:

1. **Personal Relationships at Work**

Supervisors and subordinates must manage relationships that may influence hiring or employment conditions, particularly when such relationships involve individuals closely related to decision-makers.

2. **Outside Engagements**

Engaging in external work, with or without compensation (either personally or on behalf of an organization), that may affect the employee’s performance or responsibilities at the Company.

3. **Personal Financial Interests**

Holding direct or indirect financial interests in other entities that are business partners, customers, vendors, relevant agencies, or competitors of the Company.

4. Receiving Gifts, Entertainment, or Travel Benefits

Directly or indirectly soliciting or accepting from business partners or competitors:

- Cash or cash equivalents
- Gifts that exceed the acceptable value as outlined in the Company's policy (such gifts must be declared and reviewed with management)
- Meals, travel, or entertainment unless such activities are part of legitimate business purposes, attended by representatives from the partner organization, and do not influence—or appear to influence—business decisions. Exceptional or non-routine entertainment must be approved by management in advance.

5. Receiving Fees, Commissions, Services, or Other Benefits

Soliciting or accepting fees, commissions, services, or any other benefits, either directly or indirectly, from any business partner or competitor.

Upon being hired, employees are required to disclose all relevant information that may result in a conflict of interest—such as relationships or positions that may present such risks. Written disclosures will be documented in a “Register of Staff's Self-Interest Declaration Form” and updated as appropriate.

In any employment or contract engagement, All Stakeholders must disclose any interest in transactions or decisions that may conflict with the Company's best interests or with other organizations in which the employee is involved.

--Mr. Bundit Lertprasertsuk--

Chief Executive Officer

Unimit Engineering Public Company Limited

Register of Staff's Self-Interest Declaration Form

Name:.....

Position:.....

Department:.....

Please describe below any relationships, positions, or circumstances in which you are involved that you believe could contribute to a Conflict of Interest as defined in Unimit Engineering Public Company Limited's Policy on Conflicts of Interest.

<u>Declaration of Interest in the issues that related to you, such as :</u> <u>Person and organization:</u>	<u>Nature of relationship and/or nature of potential conflict of interest:</u>
1. Personal Workplace Relationship Person and organization:.....	
2. Outside Engagements Person and organization:.....	
3. Personal Financial Interest Person and organization:.....	

<p>4. Gifts, Entertainment, and Travel</p> <p>Person and organization:.....</p>	
<p>5. Fees, Commissions, Services</p> <p>Person and organization:.....</p>	
<p>6. Other Favors or benefits</p> <p>Person and organization:.....</p>	
<p>7.</p> <p>Person and organization:.....</p>	

I hereby certify that the information set forth above is true and complete to the best of my knowledge. I have reviewed and agreed to abide by the Conflict of Interest Policy of Unimit Engineering Public Company Limited that is currently in effect.

Signature:.....

Date:.....

Supervisor / Manager:

Name:.....Position:.....

Signature:.....

Date:.....

Applicable To:

1. Section Managers, Division Managers, and higher positions
2. Employees in functions with decision-making influence:
 - HR & Admin
 - Marketing
 - Procurement
 - Maintenance
3. Engineers, Lead Engineers, and Supervisors/Chiefs with decision-making authority