



Conflicts of Interest Policy

P.S.P. Specialties Public Company Limited

Conflicts of Interest Policy

P.S.P. Specialties Public Company Limited (the “Company” or “PSP”) and its subsidiaries (the “Group”) reinforce the Conflicts of Interest Policy on the Corporate Governance principles of integrity, accountability, transparency, verifiability, and professionalism. The Conflicts of Interest Policy is based on a fundamental appreciation that any business decision or undertaking on behalf of the Group, i.e., a Group transaction, must be in the best interest of the Group and its shareholders as originally intended, and those with potential conflicts of interest are to be avoided or managed properly. Thus, any Group personnel involved with a Group transaction with anything desirable to gain or lose beyond the original intention is a stakeholding Connected Person, whereby the dealing is a Connected Transaction and the desirable thing to gain or lose is a Conflict of Interest. A Connected Person is required to declare any Conflict of Interest to the Group and is excused from participating in or deciding the Connected Transaction. The key principles are as follows:

Directors, subcommittees, executives, and employees of the company shall refrain from conducting business, either directly or indirectly, in a nature that is similar to and in competition with the business of the company or its subsidiaries either for their own benefit or for others which may cause damage to the company or enter into a partnership with or acquiring the status of a shareholder with decision-making power or an executive in a business that competes with or has similar nature to that of the company or its subsidiaries unless they can demonstrate that a mechanism is put in place to assure that the transaction will not cause any damage to the company, and a measure is also put in place to ensure the best interest for the company and its shareholders in general. A Group employee is to declare any stakeholdings with potential conflicts of interest to the Group per board guidelines (i) immediately upon operating a Competitor or becoming an Inside Competitor, (ii) before the company has similar to and in competition with the business of the company, (iii) before engaging in the business or shareholding that is acquired as an estate shall be notified to directors, subcommittees, or executives of the company immediately in accordance with the methods provided by the Board of Directors. An Inside Competitor is prohibited from allowing their conflicts of interest to (i) encourage them to take any action on behalf of, yet, unintended by the Group, or, (ii) prevent them from performing assigned duties and responsibilities for the Group to the fullest of their ability.

Group Directors, Sub-Committee members, Executives, and Employees must declare stakeholdings with any conflict of interest with the Group either immediately, as soon as possible, before commencing a position either as Group personnel or with a competitor, or before inheriting or retaining shares with controlling power over a Competitor. Company personnel, including subcommittee members, are to declare stakeholdings with the

Company Secretary who reports to the board or the shareholders' meeting, or both, as the case may be, while Company subsidiary personnel declare through their designated channels internally.

1. Directors, Subcommittees, and Executives shall disclose to the Company any personal stakeholdings, be it any business transactions or ownership, including that of its family, next of kin, and dependents, with the following potential conflicts of interest with that of the Group:

- Joining investment or having any interest with a business partner or customer of the Group.
- Holding any position or serving as a consultant of a business partner doing business with the Group or a customer of the Group.
- Trading goods or services directly with the Group or through a third party.

4. No Group personnel may seek personal gain or the gain of others in violation of the Information Disclosure Policy, i.e., insider trading of confidential or non-disclosed Group information, be it work plans, remuneration information, business or budget forecast, research or financial results, investment or asset acquisition-disposal, bidding or tendering, as well as meeting resolutions of the board, a committee, or any internal meetings, regardless of the beneficiary or incurred benefit. The Group reinforces strict IDP compliance under relevant bylaws and guidelines on Inside Information Policy.

5. Group directors and sub-committee members with any stakeholding in potential conflicts of interest with a meeting agenda or transaction are deemed a Connected Person and thus have to forfeit their (i) right to vote or participate in that meeting agenda and (ii) power to participate in the decision-making process and approve that connected transaction. Group personnel with such conflicts of interest are required to declare the stakeholdings to their immediate superiors.

6. The Board of Directors ensures Group compliance with the above guidelines under the principles of prudence, reason, and independence, with a transparent transaction approval process for Connected Transactions, taking into account the best interests of the Group per Capital Market Supervisory Board and SET—SEC bylaws. Group personnel are excused from considering or approving a Connected Transaction as a Connected Person on the Group's behalf.

7. The Board of Directors supervises directors, subcommittees, and executives to disclose accurate and complete information on Related Transactions and Conflicts of Interest in the Annual Registration Statements (Form 56-1 One Report).

8. Group Personnel may not partake in the decision-making process to recruit new personnel when an applicant or candidate is related to them to allow a transparent and fair recruitment consideration for other applicants of the same position.

9. The Audit and Corporate Governance Committee supervises, reviews, and follows up on contractual obligations, to avoid operating in situations that may create a Conflict of Interest for the company. The committee's reviewed results and opinions are proposed to the board of directors for acknowledgment and necessary action, if any, at least once a year.

This Conflicts of Interest Policy is approved by the Board of Directors and is effective from the 19th of December 2023, onwards.