

# DISCLOSURE OF INTEREST POLICY

Disclosure of Interest Policy establishes a clear framework for identifying, declaring, and managing conflicts of interest, as well as safeguarding corporate information and property. It applies to all employees and relevant stakeholders, with department heads responsible for ensuring compliance. All actual or potential conflicts arising from personal, familial, business, or financial relationships must be declared promptly using the prescribed form. Declared interests are recorded in confidential registers maintained by the Company Secretariat or HR, reviewed annually, and updated as necessary. Employees and directors must abstain from decision-making or voting where a conflict exists and uses proprietary information solely for company purposes. Non-compliance may result in disciplinary action, including termination.