



Prevention of Conflicts of Interest Policy

of

SISB Public Company Limited

Prevention of Conflicts of Interest Policy

SISB Public Company Limited, its subsidiaries, and all schools under SISB's management ("the Company") places great importance on the prevention of conflicts of interest. The policy adheres to the principle that any person who is involved in or has an interest, either directly or indirectly, in transactions of the Company or its subsidiaries must not participate in the consideration or approval of that transaction.

To ensure that business decisions and activities of the Company and its subsidiaries are made in the best interest of the Company and its shareholders, the Company deems it appropriate to establish this Policy. It requires Directors, Executives, and Employees to avoid any acts that may lead to a conflict of interest and mandates that such persons disclose to the Company their relationship or interest in the transaction. They must not participate in the decision-making process, nor have the authority to approve such transactions. The operating guidelines are as follows:

(1) Directors, Executives, and Employees shall refrain from engaging in businesses of the same or similar nature that compete with the business of the Company and/or its subsidiaries, or from becoming a partner, a shareholder with decision-making power, or holding a position as a Director or Executive in such competing businesses, whether for their own benefit or the benefit of others. This is waived only if they can demonstrate a mechanism that provides assurance that such engagement will not negatively affect the Company and its shareholders as a whole. They must report this to the Board of Directors and/or the Shareholders' Meeting, or to their supervisor in the case of employees.

(2) Directors and Executives have a duty to disclose to the Company any personal, family, close relative, or dependent's business transactions or ventures that may result in a conflict of business interest with the Company and/or its subsidiaries, such as Joint ventures or having any interest with a counterparty that does business with the Company or its subsidiaries, or a customer of the Company or its subsidiaries, Holding any position or serving as a consultant for a counterparty that does business with the Company or its subsidiaries, or a customer of the Company or its subsidiaries, or Trading goods or providing services to the Company or its subsidiaries directly, or conducting business through other parties.

(3) Directors and Executives have a duty to disclose and submit information regarding their interests and those of related parties promptly, or immediately upon becoming aware of such interest, by

reporting to the Company Secretary. The Company Secretary must then forward the report of interests to the Chairman of the Board and the Chairman of the Audit Committee within seven (7) working days from the date the report is received, to ensure immediate awareness of relationships and transactions that may create conflicts of interest with the Company and its subsidiaries before the transaction is executed.

(4) Directors, Executives, and Employees shall not seek benefits for themselves or others, nor shall they use the assets, confidential information, and/or non-public information of the Company or its subsidiaries for their personal benefit or the benefit of others, regardless of whether it causes damage to the Company or its subsidiaries. They must strictly comply with the Company's policy on the prevention of insider trading.

(5) Directors, Executives, and Employees of the Company must adhere to the Code of Business Conduct and must not allow personal interests, or the interests of related persons or close relatives, to influence their decisions or deviate from the principles. They must prioritize the best interests of the Company and its subsidiaries and must not participate in the decision-making or approval of transactions in which they, related persons, or close relatives have an interest or conflict of interest, whether direct or indirect.

In the case of a transaction where an employee, related person, or close relative of the employee has an interest or conflict of interest, the employee must report their interest in that matter to their supervisor on a case-by-case basis.

(6) Directors, Executives, and Employees must not play a role in the decision-making process for the hiring of new personnel who are related to them, to ensure the consideration is transparent and fair.

(7) Directors, Executives, and Employees shall refrain from holding a significant number of shares in businesses of a similar nature that compete with the business of the Company or its subsidiaries, if such action would prevent the Director, Executive, or Employee from performing their duties appropriately or affect their work performance. In cases where the Director, Executive, or Employee acquired the shares before their appointment, before the Company or its subsidiary entered the business, or by inheritance, they must report this to the Company Secretary or their supervisor (as the case may be) without delay.