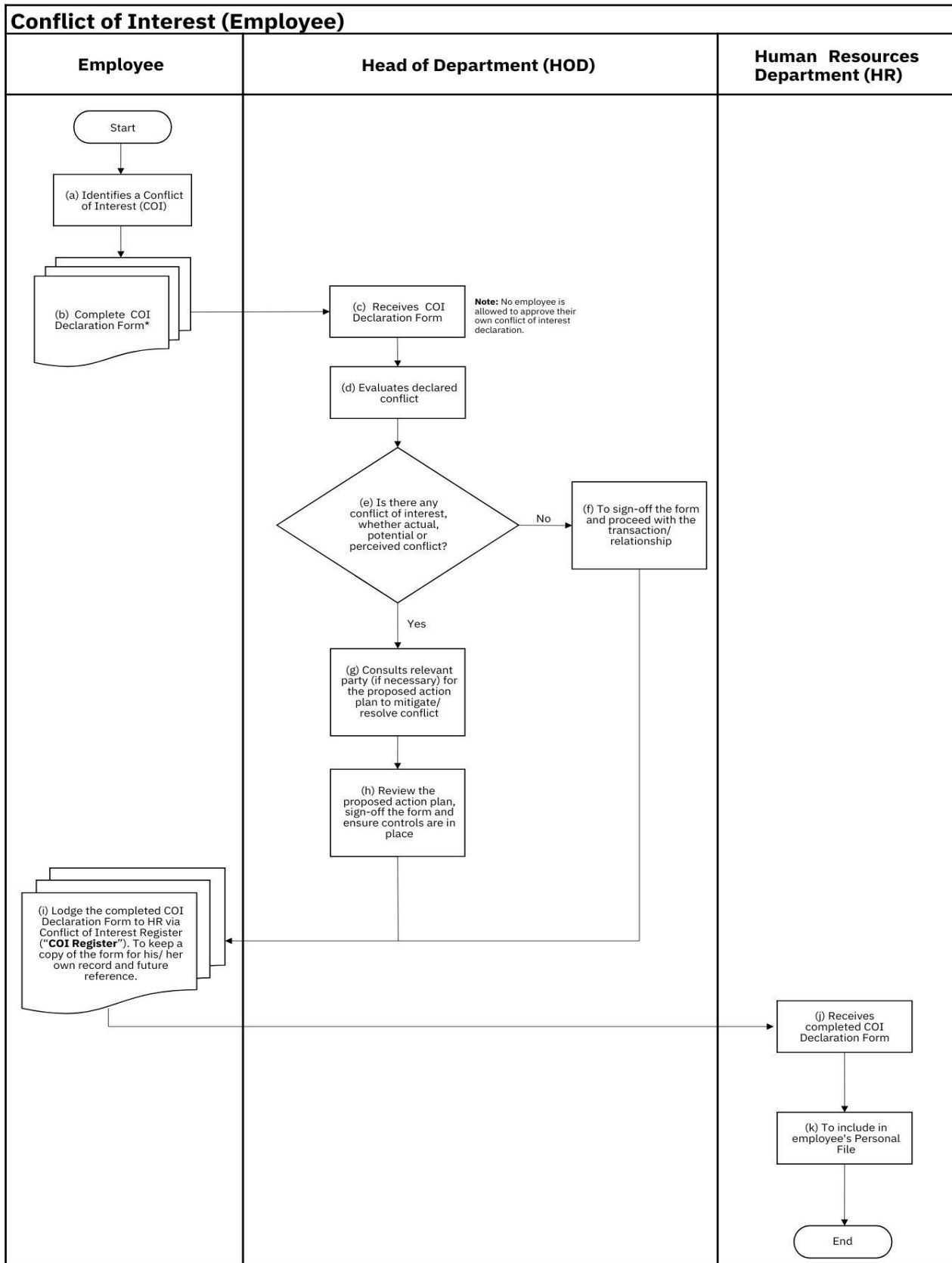


## Appendix B: Conflicts of Interests for Employees Flowchart



**\*Note:** For annual declaration, employees are still required to provide their declaration to HR even when there is no conflict.

**\*\*Note:** Directors to submit declaration to the Company Secretary.