

Conflict of Interest

All employees and officers of the Group must avoid any conflict between their own interests and the interests of the Group. This includes transaction in securities of the Group, any affiliate, or any non-affiliated organization, in dealing with suppliers, customers and other third parties.

Employees are required to declare to Group Human Resources immediately under any of the following circumstances:

- Any immediate relationship with a KCL Director or the CEO.
- Any ownership interest (either direct or indirect) in any supplier, customer, or competitor of the Group, unless it is in a listed company for investment purposes only.
- Any representation as an officer, director, partner, consultant, representative, agent or advisor of a supplier, customer, or competitor of the Group, including if acting as a Group company's nominee Director on the Board of supplier, customer or other business associate.