



## AMIC CONFLICT OF INTEREST POLICY

To ensure that the principles of **integrity, teamwork, work excellence, corporate responsibility, respect for individual, social and environment responsibility**, AMIC Conflict of Interest Policy is hereby created in all transactions and official transactions of AMIC. In this regard, all work-related decisions, actions or inactions of AMIC directors, officers, employees and consultants are above-board and based on sound business principles and judgment and devoid of bias or partiality.

As a policy, transactions which are or may have the potential of being deemed as Conflict of Interest transactions are strictly **prohibited**. All business decisions of the Directors, Employees and Consultants must be based on the best interest of PMC and its subsidiaries and affiliates and must not be motivated by personal considerations and other relationships that can interfere with their independent judgment.

Employees have a duty of loyalty to the Company and are therefore expected to always act in the Company's best interests. A conflict arises when the personal interests or activities of an employee influence or have the potential to influence the exercise of his or her judgment in the performance of his or her duties. Conflicts of interest and even the appearance of a conflict of interest may compromise the Company's reputation and must be avoided.

Nevertheless, the Company also respects its employees' right to privacy in their personal activities and financial affairs. It is the responsibility of each employee to ensure that his or her personal conduct complies with the following principles and make the proper disclosures, whenever applicable, to allow the Company to determine and address conflicts of interests issues.