



## **CONFLICT OF INTEREST**

Once hired, no employee may engage in any business or undertaking that is directly or indirectly in competition with that of the company and its affiliates or engage directly or indirectly in any undertaking or activity prejudicial to the interests of the company or to the performance of his/her job or work assignments. The same provision will be implemented for a period of one (1) year from the date of an employee's resignation, termination or separation from the company.

For the avoidance of doubt, the preceding non-compete clause as contemplated herein shall mean that during the aforesaid non-compete period, the resigned/terminated/separated employee shall not own, manage, operate, consult or be an employee in any business substantially similar to or competitive with the present business of the company and/or its subsidiaries or affiliates or such other business activity which the company and/or its subsidiaries or affiliates may substantially engage in during the term of such employee's employment. During the said non-compete period, the employee will not be employed or engaged in any capacity whatsoever by any firm or entity, while not engaged in business substantially to that similar to the company and/or its subsidiaries or affiliates, will assign such employee to work for a customer, firm or another entity engaged in such business.

The above policy is subject to more stringent provisions under the relevant MC's internal policy or employment contract.