

## 4 Fair Competition and Antitrust Law

Brytec conducts its business in a fair manner and supports free, undistorted, and effective competition for the benefit of customers, companies, and society as a whole. Brytec aims for long-term business relationships with its current and future customers, based on the excellent quality of its products and services – not on illegal practices.

Brytec complies with international and national competition and antitrust laws applicable in the respective countries in which it operates. This commitment ensures that all business activities are conducted in accordance with the principles of fair competition. Responsible employees and managers regularly participate in dedicated training sessions and follow the Brytec Group's internal policies for the careful selection of business partners.

### 4.1 Conduct Toward Competitors

Brytec will not engage in any anti-competitive arrangements or agreements with competitors. **“Illegal arrangements and agreements between competitors”** refer to understandings between companies operating in the same market and engaging in similar business activities. Certain behaviors may violate competition and antitrust laws. To prevent this, employees are strictly prohibited from:

- **(i)** coordinating or agreeing with competitors on prices, markets, production volumes, capacities, sales, bids, profits, profit margins, costs, distribution channels, or other factors that influence or determine the company's competitive behavior—particularly if such coordination aims to prompt similar conduct from competitors;
- **(ii)** entering into agreements or understandings with competitors that involve refraining from competition; restricting business relationships with suppliers; submitting sham bids during tenders; or dividing customers, markets, regions, or production plans;
- **(iii)** influencing the resale prices of our customers or pressuring them to restrict the export or import of Brytec products.

Furthermore, employees may not obtain information about competitors or markets through **industrial espionage, bribery, theft, or electronic surveillance**. It is also prohibited to knowingly spread false information about a competitor or their products and services.

## 4.2 Conduct Toward Customers, Distribution/Business Partners, and Suppliers

Brytec also promotes open and fair competition in its relationships with customers, distribution/business partners, and suppliers. Therefore, employees are required to refrain from the following during conversations with customers, distribution/business partners, or suppliers:

- **(i)** Agreements on the maintenance of resale prices. In many cases, however, non-binding price recommendations without pressure or incentives, as well as the establishment of maximum resale prices, are permissible.
- **(ii)** Actions aimed at obstructing exports or re-imports.

Anti-competitive behavior can have severe consequences, including:

- Fines of up to **10%** of Brytec's **global annual revenue**,
- **Exclusion from public tenders**,
- **Prison sentences**, and
- Significant **reputational damage** to Brytec, including potential third-party claims for damages.

It is important to note that fines can also be imposed in cases where the violation of competition laws was **not intentional**. Therefore, it is the responsibility of each and every Brytec employee to strictly comply with **all applicable competition and antitrust laws**.