

## Anti-competition Policy



Sikarin Public Company Limited

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Sikarin Public Company Limited (“Sikarin” or “the Company”) places great importance on conducting business under the principles of good corporate governance and strictly adhering to competition law. The Company recognizes that free and fair competition is a crucial element of a transparent, fair, and sustainable economic system, which aligns with the principles compliance management system standard and the United Nations Sustainable Development Goal 16 (Promoting Peace, Justice, and Strong Institutions).

To promote ethical business practices, transparency, and social responsibility, the Company has established this Anti-Competition Policy as a guideline for the Board of Directors, executives, and employees at all levels to operate in a fair manner while respecting competition rules, both at the national and international levels.

This policy emphasizes that all personnel at the Company act with integrity and transparency, and avoid any actions that may obstruct or distort competition, such as price-fixing agreements or market share division, which violate the spirit of the law and contravene business ethics. This aims to ensure that the Company can compete sustainably and gain international trust. The Company has defined the following operational guidelines:

1. **Promote understanding of competition law and international standards** by regularly providing training for the Board of Directors, executives, and relevant employees. Additionally, establish guidelines for controlling, auditing, and assessing risks comprehensively to ensure that the company’s operations strictly adhere to competition laws and ethical standards.
2. **Prohibit any collusion that restricts competition**, such as price-fixing, market sharing, customer division, or production limitation, whether direct or indirect, which distorts market mechanisms and creates an unfair business advantage.
3. **Prohibit the exchange of strategic information with competitors without justifiable reasons**, including pricing data, marketing plans, production plans, cost data, or any internal information that may impact competition or violate competition laws.
4. **Prohibit the use of business status or market influence to hinder other competitors**, such as blocking market entry, imposing unfair trade conditions, or using monopolistic strategies that harm consumers and the overall market system.
5. **Promote competition considerations in business decisions**, particularly in mergers and acquisitions, business partnerships, and setting pricing policies or trade benefits. In each case, a thorough competition impact analysis must be conducted.

6. **Foster a corporate culture based on transparency, accountability, and serious adherence to the law**, by incorporating competition issues into risk management plans, internal audits, and performance evaluations for executives and relevant departments.
7. **Provide a channel for employees, partners, or external parties to report concerns or tips about behaviors that may violate competition laws safely.** The company will establish measures to protect whistleblowers in accordance with human rights principles and international standards.

This Anti-Competition Policy is the revised version 3, effective from 22 February 2025, onward, as approved by the Board of Directors of Corporate Governance Committee in Meeting No. 1/2025 on 21 February 2025.



(Mr. Seni Chittakasaem)

Chairman of Corporate Governance Committee