

## BUSINESS CONDUCT AND ETHICS POLICY

### **General:**

SILIKO undertakes to comply with applicable antitrust and competition laws and other related regulations. Some business activities, such as agreements between competitors that set prices together, violate these laws and these principles. Many other business activities, such as certain restrictive supply or distribution agreements, or the inadequate use of a strong market position (monopoly) to distort competition, may violate these laws and these principles.

This policy includes all SILIKO employees as well as third parties acting on behalf of SILIKO.

### **Basic principles:**

1. In the proposed discussions with competitors, a specialized legal representative should be involved as appropriate
2. Not to propose or reach an agreement or arrangement with competitors in relation to any aspect of competition, including:
  - The price
  - Terms of sale
  - Tenders (including bidding activities)
  - Customer distribution
  - Distribution of geographical areas
  - Production, capacities or quantities
  - Industrial and market conditions
  - Costs, profits or reserves
3. Avoid discussing or interacting with competitors who might cast doubt on an improper agreement.
4. Prior to enrollment or solely for the purpose of participating in industry or trade associations, verify their compliance with this policy.
5. The application of competition law is complex and it is therefore necessary to consult a legal representative in a timely manner in cases where the following possible arrangements are being considered:
  - Exclusive sales or purchase agreements
  - Relations with distributors or their termination
  - Selective lower prices
  - Joint sale of goods or services
  - Restrictions on the resale of products or services
  - Licensing technology agreements that limit licenses and licenses
  - Activities or programs aimed at acquiring or maintaining a dominant market position
6. Avoid, prevent and report corruption, extortion and bribery
7. Provide and protect privacy
8. Use and promotion of whistleblowing system and stood up for protection against retaliation
9. Insure and protect harmful and unethical disclosure of information and respect intellectual property
10. Provide, maintain and advertise financial responsibility (accurate records)
11. Prevent conflicts of interest, also between own personal interests and the interests of the organization.
12. Participate in and support export controls and economic sanctions
13. Plan, implement, control and report processes, appropriate to the organization and the product, for the prevention of counterfeit and/or suspect counterfeit parts use and their inclusion in products delivered to the customer.

The operation, contrary to the applicable competition and competition laws, has created civil and / or criminal consequences for SILIKO and its employees, and thus significantly affects the company's business and its reputation.