



FAIR COMPETITION POLICY

THE PLAST – BOX CAPITAL GROUP'S
ISSUE 1 DATED 30-06-2026

TABLE OF CONTENTS



Introduction	3
We ensure compliance with applicable laws	4
We promote transparency and fair marketing practices	5
We support integrity and ethics	6
Breaches of the provisions of this Policy	7



INTRODUCTION

In its activities, the Plast – Box Capital Group is founded upon the principles of honesty and business integrity. All operations are conducted in a transparent manner, in compliance with the law, good commercial practices, and with respect for the interests of clients and other stakeholders. We promote high ethical standards. These form an integral part of the Group's business culture.

In its decisions relating to market expansion, the Management Board and Senior Management ensure that the principles of fair competition are maintained. We recognise that quality, innovation, and respect for people and the natural environment are the primary factors determining the success of any company. We support all initiatives, both internal and external, which are rooted in respect for competition and which do not violate the rights of other market participants. We wish to present a set of principles and measures aimed at creating a fair competition environment and conditions that ensure ethical functioning within the market environment. These principles apply to all employees of the Plast – Box Group. We expect them to be applied by the Group's contractors and business partners as part of building a shared value chain. To this end, all Companies of the Plast – Box Group implement and adhere to the following principles:

1. WE ENSURE COMPLIANCE WITH APPLICABLE LAWS

We comply with all applicable laws in the area of fair competition. We model our approach on local regulations and integrate the best practices of international legal standards. We wish to participate in a competition that is free from disloyal, unfair, or prohibited methods and means of competing.

We ensure that our activities apply only such commercial practices as are accepted and established in economic trade within every market where we operate.

We use only legitimate sources to obtain information about the competition.



2. WE PROMOTE TRANSPARENCY AND FAIR MARKETING PRACTICES

In our relations with clients and partners, we use only trade marks and designations associated with our Group. We expect the other party to use them exclusively within the scope of cooperation with us. We eliminate any attempts to use the names or designations of other companies, particularly competitors, to promote our business. We mutually commit to maintaining the confidentiality of information constituting trade secrets of both our companies and other companies operating on the market, provided that such information is not publicly available. We promote fair advertising, which enables our clients to make informed choices. We eliminate misinformation.

We ensure that client acquisition and market dialogue are conducted in an ethical manner. We build relations on mutual respect and professionalism. We reject any methods that mislead the other party, in particular the provision of incorrect, incomplete, or unverified information. We strongly condemn actions that negatively impact the reputation of competitors, whether directly or through negative PR.



3. WE SUPPORT INTEGRITY AND ETHICS

In our market development, we focus on fair and ethical cooperation. We declare that we do not induce our current or potential partners to terminate contracts with other companies, nor do we encourage them to improperly perform their obligations towards them.

We eliminate any instances of offering any financial advantages intended to influence a decision to enter into cooperation with us. This also applies to the potential provision of services that extend beyond standard business customs and commercial practices. We protect intellectual property by respecting patents, trade marks, and copyrights. We prohibit the disclosure or use of confidential technical, technological, or organisational information of the company. We are guided by the best interests of the client.

Within the Group, we formulate strategies and make decisions independently of our competitors. We reject any proposals to enter into price-fixing agreements or agreements related to market allocation. We do not engage in activities that prevent other companies from entering the market or operating freely.

We refrain from actions aimed at distorting proper competition by restricting production capacity, quality, or technology, or by refusing to cooperate with specific clients or suppliers.

We ensure equal treatment of our suppliers. In our external relations, we eliminate any manifestation of or attempt to abuse a dominant market position.



BREACHES OF THE PROVISIONS OF THIS POLICY

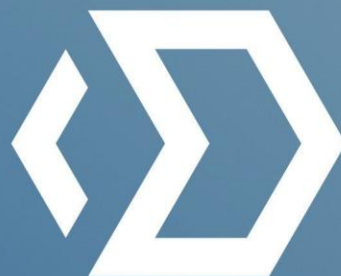


Our relations with employees, contractors and business partners are based on broadly understood ethical practices. We build them on such values as transparency, honesty and trust, and the key to our success is continuous improvement.

Any instances of violation of the principles described in this Policy should be reported using the reporting form available at www.plast-box.com/en/for-whistleblowers/, via email to kodekspostepowania@plast-box.com, by telephone, or in person to our compliance officers.

Reports will always be treated as confidential, and we guarantee full anonymity and protection against any form of repercussions or harassment.





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Packaging Group

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STARK

2K
KARTPOL GROUP

 **SUWARY**