



FAIR COMPETITION POLICY

At ALFA Development, we believe in honest and fair competition, which means we firmly reject any illegal or unethical business practices wherever we operate.

We comply with all applicable competition laws and have clear processes in place to ensure that we always act in accordance with current regulations and best practices.

We expect both employees and business partners to adhere to competition laws. We stay continuously informed about competition legislation and have implemented routines that ensure compliance.

We have zero tolerance for:

- Cartel formation, price fixing, or market sharing
- Bid rigging or limiting production/output
- Exchange of confidential information with competitors
- Abuse of dominant market position
- Participation in any activity that restricts competition

If we become involved in an investigation by competition authorities, we will cooperate fully and provide access to relevant information and documents.

We continuously prioritize raising awareness among employees and management through training and information on competition rules.

Suspected violations of competition rules must be reported immediately to the nearest manager or through our grievance mechanism. Inquiries can be submitted via the following [form](#)

Violations of this competition policy may result in disciplinary action, including termination of employment or criminal reporting.

This policy has been approved by executive management and is publicly available to ensure that all employees and partners have access to it.

December 2025