

## Global Competition Law Policy

*Audience Specific - see appendix, Contingent Workers and Suppliers (excluding Germany)*

### 1. Purpose

To ensure that:

- JM and its employees comply with global Competition (sometimes called Antitrust) laws, which are meant to protect end users and prohibit things like price fixing, bid rigging and market allocation schemes.
- We compete openly and fairly in accordance with our high ethical standards and values.

### 2. Definitions

Word	Definition
<b>Competition Law</b>	Sometimes referred to as antitrust law, refers to laws and regulations that protect free and fair competition among competitors by prohibiting predatory practices like: <ul style="list-style-type: none"> <li>• price fixing;</li> <li>• market allocation;</li> <li>• customer allocation;</li> <li>• bid rigging; and</li> <li>• abuse of a Dominant Position in a market.</li> </ul>
<b>Dominant Position</b>	A business with such strength in a market that it can effectively control prices or exclude competition to the detriment of the end user. It is frequently used interchangeably with "monopolies."
<b>Competitively Sensitive Information</b>	Any category of confidential information that, if known to a competitor, would give them a competitive advantage, such as: <ul style="list-style-type: none"> <li>• pricing;</li> <li>• customers;</li> <li>• confidential research and development;</li> <li>• plant capacities / output volumes;</li> <li>• planned geographical footprints;</li> <li>• adherence to technological standards; or</li> <li>• strategies.</li> </ul>

### 3. Policy

While the specifics of Competition Laws can vary by jurisdiction, there are principles common to nearly all Competition Laws. Below are the rules you must follow.

#### 3.1 Interactions with Competitors

- Before communicating with a competitor for any purpose, you must complete a Competitor Meeting Form and consult with the Legal Team.
- When communicating with competitors you must **never**:
  - discuss or share Competitively Sensitive Information;
  - discuss or agree to the division / sharing of customers, territories, or markets;
  - discuss or agree how (or whether) to bid for specific contracts; or
  - discuss or agree how (or whether) to avoid competing.
- If a competitor discloses Competitively Sensitive Information to you, you must voice your objection openly and immediately – publicly distancing yourself from the competitor's disclosure.

- If the interaction with the competitor is in-person or over the phone, make clear that JM policy prohibits such conversations and end the interaction.
- Immediately call the Legal Team.
- Do not record or forward the Competitively Sensitive Information to anyone unless the Legal Team tells you to do so.

### **3.2 Entering Agreements with Third Parties**

- You must consult with the Legal Team before entering into an agreement with a distributor or agent to ensure the agreement does not improperly restrict:
  - the distributor's / agent's ability to set pricing; or
  - to whom or where the distributor / agent can sell.
- You must consult with the Legal Team before entering the following agreements:
  - exclusive sale / supply agreement (ie, an agreement where JM and its counterparty agree to purchase / sell all its requirement / stock to the other).
  - research and development agreement with a third party, licensing agreement, patent settlement; or
  - any agreement that contains a non-compete or exclusivity provision.

### **3.2 Operating in a JM Business with a Dominant Position**

- If your business has a Dominant Position, you must exercise special care to ensure the business's conduct does not unfairly limit competition or otherwise violate Competition Law.

## **4. Exceptions**

There are no exceptions to this Policy.

## **5. Consequences of Breach**

Any breach of this policy could result in disciplinary proceedings, including termination of employment.

## **6. References**

### **6.1 Associated Policies**

- Code of Ethics: Doing the Right Thing <https://matthey.com/about-us/governance/code-of-ethics>
- Global Speak Up Policy [Global Speak Up Policy \[final\].docx](#)

### **6.2 Associated Guidance**

- Competitor Meeting Form [Competitor Meeting Form.docx](#)

## 7. Appendix

### 7.1 Document responsibilities

Document Role	Business roles
Approver (GLT Sponsor)	General Counsel & Company Secretary
Owner	General Counsel, Group
Writer	Assistant General Counsel Ethics, Compliance & Sustainability

### 7.2 Version control

Version	Date	Change
1.0	09/11/2022	Simplified format to highlight the most important information to colleagues
1.1	11/03/2024	Policy owner updated and removal of one reference
1.2	22/10/2024	Reviewed and no changes save for links to documents

### 7.3 Policy audience

Functions	Applicable? (Y/N)	Job families Policy is relevant to
Administration		
Security		
IT		
Corporate Affairs	Y	
Finance		
HR		
Legal and IP	Y	GLT, Directors, Lawyers
Project Management	Y	
R&D		
Engineering		
EHS		
Manufacturing		
Supply Chain	Y	Directors, Managers
Procurement	Y	Directors, Managers
Transport & Planning		
Quality		
Commercial	Y	
General Management		