



Antitrust and Fair Competition Policy

Delta Electronics (Thailand) Public Company Limited



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To All Employees,

Delta Electronics (Thailand) Public Company Limited establishes the “**Antitrust and Fair Competition Policy**” to implement transparent business operations for directors, management and all employees. The policy defines the Company’s guidelines for employees at all levels to perform duties and assignments with integrity trustworthiness, transparency, ethically and with good morals. This policy is the key to the Company’s sustainable business growth and acceptance to stakeholders.

Delta announced its Antitrust and Fair Competition Policy covering overall business operations in 2016. This policy is an integral part of the Company’s working regulations. All directors, management and employees and required to study and perform duties according to this policy.

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(MR. HSIEH SHEN YEN)

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Delta Electronics (Thailand) PCL. (Hereafter referred to as the “Company”) conducts global business operations and is required to comply with the applicable laws, rules and regulations in each country where it operates.

Antitrust Law and Competition Law play a significant role in maintaining the Company’s excellent reputation. In fact, the Company’s Code of Conduct clearly states that employees at all levels must observe the provisions of fair trade law. It is the Company’s duty to draft a clear policy on this subject so that executives and employees can understand the objectives of such laws to prevent a monopoly and promote free and fair business operations.

Guidelines for directors, management and employees are as follows:

- Avoid any action related to monopoly or unfair competition. These actions include practices such as price fixing among business operators; agreements on production output, geographic market segmentation and customer classification and coercion of customers to buy or pay for any products or services.
- Avoid the abuse of a dominant position and any behavior which leads to any form of conspiracy such as discrimination towards operators or predatory pricing.
- Avoid any agreement made between two or more operators (cartel) to monopolize, reduce or limit the competition in a product market by actions like price fixing, bid rigging and collusive agreements on the market share.
- Avoid unfair trade practices, including the negotiation of commercial power to manipulate trade conditions to limit opportunities or alternatives in business operations for trading partners.
- Actions such as forming a merger, making an acquisition or amalgamation must be thoroughly investigated to assure that they may not lead to a situation of market monopoly or unfair competition.
- The Company’s Legal Department must be consulted when determining whether an action could violate Antitrust Law and Competition Law.

Hereafter, disciplinary practices and complaint channels will comply with item 8 of the Company’s Code of Conduct.