

A photograph of a modern glass building with a blue circle overlay. The building features a prominent glass facade and a large overhanging section supported by white columns. The sky is clear and blue. The blue circle is positioned in the lower right quadrant of the image, containing the title text.

**POLICY  
FOR  
ADDRESSING  
UNHEALTHY  
COMPETITION**

## **1. PURPOSE AND SCOPE**

### **1.1 PURPOSE**

The purpose of this Policy is to ensure that all GEK TERNA employees and associates comply with the current anti-trust legislation and the applicable procedures. In addition, it aims at informing and raising awareness among GEK TERNA employees so that they shall not act, be it unbeknownst to them, in any manner that could expose the company to serious sanctions, fines, and negative publicity.

### **1.2 SCOPE**

Entire company.

## **2. PERSONS INVOLVED – RESPONSIBILITIES**

All employees.

## **3. DEFINITIONS - ABBREVIATIONS**

No definitions.

## **4. REFERENCES**

No references.

## **5. POLICY DEVELOPMENT**

### **5.1 General Principles**

All GEK TERNA personnel shall respect the following commitments:

- GEK TERNA's strategy and applicable policies should not be coordinated in any manner whatsoever with those of its competitors.
- GEK TERNA should not take advantage of its dominant position to exclude competitors, manipulate the market, or impose special terms in contracts with suppliers or clients.

## **5.2 Relations with competitors**

The following shall apply in our relations with GEK TERNA competitors:

- No offers, price lists or financial data from suppliers, clients, associates should be disclosed to GEK TERNA's competitors.
- No request should be made to GEK TERNA's competitors to disclose offers, price lists or financial data from their suppliers, associates, or clients.
- No agreements should be entered into with GEK TERNA's competitors about prices, costs, or any other matters, such as payment terms, payment periods, etc.
- No sharing of clients or suppliers should be agreed with GEK TERNA's competitors.
- At meetings with GEK TERNA's competitors, you should not take part in discussions relating to supplier or client prices, competitor pricing policies or other business data. In such an event, you should either request that the discussion be interrupted or leave the discussion and immediately inform the Regulatory Compliance Officer.
- Avoid participating in meetings of sector companies (associations, federations) for which no official agenda has been set or about which no official notice has been given.
- Avoid talking about matters not included in the agenda during meetings with sector companies.

## **5.3 Relations with clients - suppliers**

The following shall apply in our relations with GEK TERNA clients - suppliers:

- Do not define clients or geographical areas where the supplier or associate may operate.
- Do not set the prices that a supplier may offer to any GEK TERNA competitor.
- Do not unreasonably enter into long-term agreements with suppliers which may unduly exclude other suppliers from the same sector.
- Do not enter into long-term agreements with suppliers that may limit or prohibit their collaboration with GEK TERNA's competitors.
- Do not ask from clients to provide information about our competitors, such as offers, price lists.
- Do not request from clients not to do business with GEK TERNA's competitors.
- Be very careful about the discounts you may promise to a client since they may be considered to influence the market if our prices fall below the cost of the services provided.

#### **5.4. Actions in the event of deviations**

Any employee who becomes aware of any violation of or deviation from the relevant legislation or this policy shall be responsible for immediately notifying GEK TERNA's Regulatory Compliance Officer by e-mail, letter, or telephone call.

GEK TERNA shall be responsible for ensuring the anonymity of any person making the complaint and for protecting them from any retaliation.

Furthermore, all employees shall directly contact GEK TERNA's Regulatory Compliance Officer about any queries or clarifications needed regarding the relevant legislation or this policy.

#### **5.5 Actions in case of an inspection**

According to anti-trust laws, regulatory authorities and competition authorities have extended powers to request information and conduct inspections at a company's facilities (with or without notice). Such authorities may also request information over the phone or send an e-mail officially requesting information. Inspections may take place at the offices of GEK TERNA and/or in the facilities of members of the consortium.

GEK TERNA is willing to help the regulatory authorities when conducting any investigation.

Should any employee, associate, or member of GEK TERNA's Management receive a request for information or a notice about an audit on its activities, they should immediately refer the matter to the Legal Directorate and to the Regulatory Compliance Officer.

#### **6. RECORD KEEPING**

No keeping of records required.