

Competition Policy

1. Purpose and Commitment

Dynamic Energy Supply is committed to competing in a fair, ethical, and professional manner across our organization and wherever we conduct business. Our purpose is aligned with our core value of respect.

This policy sets out our commitment to complying with the applicable legal framework (including the Treaty on the Functioning of the European Union and applying fair market competition practices. It is required that this policy is read, understood, and followed by all employees.

2. Expectations for Partners

We expect our vendors and business partners to conduct their activities in accordance with applicable laws and fair competition practices when engaging with Dynamic Energy Supply.

3. Measures Implemented

- **Independent Compliance Department:** Specialized expertise in competition law providing guidance to all departments.
- **Risk Assessment:** Ongoing identification and management of anti-competitive risks within the Group.
- **Reporting & Investigation:** Clear procedures for reporting suspicious activities. We investigate all allegations related to anti-competitive behavior.
- **Records & Training:** Maintenance of appropriate records for a minimum of 5 years and regular mandatory training for employees.

4. Consequences of Violation

Any violation of this policy by an employee of Dynamic Energy Supply may have severe consequences, including disciplinary action (up to termination of employment) and potential criminal or civil liability.