



## TSCNET Principles of Conduct

Our mission is to provide Transmission System Operators in Continental Europe with 24/7 cross-border coordination services to ensure secure operation of the European power system.

Integrity is the guidance for our business behaviour. We are committed to comply with all applicable national laws and EU regulations and expect the same from our partners. We are in particular committed to the following principles:

### 1 Human Rights

We give the protection of internationally recognised human rights and fundamental freedoms highest priority. We will also not tolerate any violation of these principles by our business partners.

### 2 Employment

We are committed to treat our employees and everyone who is involved in our business operations with fairness and respect. We do not tolerate any form of discrimination including harassment, intimidation, hostility and violent or abusive conduct as well as any form of retaliation against anyone who reports potential misconduct in good faith.

### 3 Environment, Health and Safety

We are committed to ensuring compliance with all applicable environmental, health and safety laws.

### 4 Data Privacy

We treat personal data confidential and protect it in accordance with applicable law, especially the EU General Data Protection Regulation (GDPR).

### 5 Confidentiality and IT Security

We respect and maintain the confidentiality and integrity of confidential information and business secrets. We protect our IT systems and the information that run on them.

### 6 Intellectual Property

We protect our IP rights including patents, trademarks, copyrights, and other proprietary information and treat the IP of our business partners accordingly.

### 7 Regulatory Compliance

Our operative actions are guided by the regulations applicable to us as a RCC (esp. Regulation (EU) 2019/943) as well as by our reporting and information obligations towards European and national regulators and associations.

### 8 Free Competition

We advocate free and transparent markets, combat unfair competition and comply with applicable sanctions regulations.

### 9 Anti-Corruption

We will not tolerate any form of corruption. As a company being active in a highly regulated sector, we are fully committed to complying with all applicable anti-corruption laws. We avoid situations that present – or create the appearance of – a conflict between private interests and those of TSCNET. Pursuant to Art. 35 of Regulation (EU) 2019/943, we act independently of individual national interests and independently of the interests of TSOs, when performing our tasks under EU law.

### 10 Financial Integrity

We do not compromise our financial integrity. We keep accurate books and records and provide timely, accurate and complete financial information to our shareholders and relevant public authorities.

### 11 Anti-Money Laundering

We are committed to complying fully with all applicable anti-money laundering laws and regulations.