

CODE OF CONDUCT

*A guide to ethical decision-making
and professional integrity at S+B Gruppe AG.*



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S+B Gruppe AG | Code of Conduct



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We shape the future, not just buildings.



For more than five decades, S+B Gruppe AG has stood for technical expertise, reliability and entrepreneurship. We develop places where people live, work and invest, with foresight, responsibility and a drive to create what comes next.

What sets us apart is not construction craftsmanship in the narrow sense, but our ability to recognize opportunities where others see limits. We approach projects differently and pursue them with consistency and determination.

This Code of Conduct describes how we act when we carry responsibility: with integrity, respect and a mindset that endures even in times of change. It applies to everyone who is part of S+B and to everyone who works with us.

It is not simply a document to consult when questions arise. It is an invitation to live our way of thinking and acting consciously in our daily work.

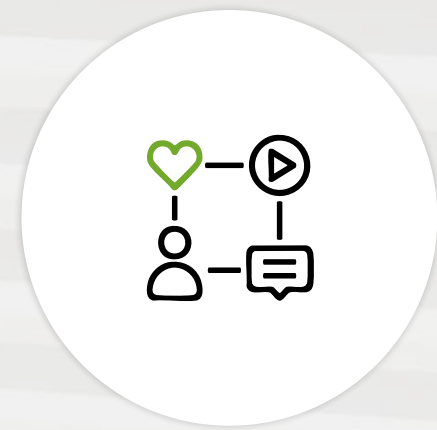
Values that provide direction and carry us forward.

Our values are not words on a poster. They are part of our daily practice.

They guide our decisions, shape the way we work together

and define how we deliver our projects. They combine expertise with

principle and make us dependable even when circumstances change.



Integrity

We keep our promises.
At S+B, commitments matter,
whether they are made verbally
or in writing.



Responsibility

We take a long-term view rather
than focusing on quarterly results.
For us, this means building
in a resource-conscious way,
considering climate impacts
and developing projects that are
designed to stand the test of time.



Technical Excellence

We combine engineering
expertise with entrepreneurial
thinking. Strong solutions come
from knowledge, experience
and a willingness to challenge
established ways of doing things.



Respect

We treat one another
with appreciation and respect.
Diversity, equal treatment
and open dialogue are part of
our culture because
they lead to better outcomes.



Future Orientation

We see progress as a responsibility.
We support ideas that improve
existing approaches in technical,
environmental and social terms.
For us, innovation is not
an end in itself, but the path
to sustainable progress.

These five principles are non-negotiable.

They shape our thinking, our decisions and the way we work together.

Trust grows when people feel safe

and know they are taken seriously.

Our leaders set the example for what defines S+B:

clarity, courage in decision-making

and respect in how we treat one another.

We support learning and development, from practical craftsmanship to academic collaboration. Every individual contributes to the bigger picture. That is why we create an environment that enables strong performance without overburdening people.

We value collaboration across disciplines because innovation emerges where different perspectives meet. Responsibility begins where work and life remain in balance.

We place importance on health, fairness and personal development as the foundation for long-term success.

4.

Responsibility

Beyond Our Company

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We stand for reliability

and for quality grounded in values.

Widok Towers, image (c) Grzegorz Kucharski Fotografia

We honour our commitments.

Contractual reliability, transparency and a spirit of partnership form the basis of every successful collaboration.

Our responsibility does not end at the boundaries of a property. We engage with neighbourhoods, municipalities and partners because projects succeed only when they are accepted and create real added value. We expect our suppliers and subcontractors to adhere to a binding framework for ethical conduct. This framework is defined in our Supplier Code of Conduct, which we agree separately with our business partners.

We are guided by international standards, including the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards and the Universal Declaration of Human Rights. For us, these principles are not merely a formal framework. They express how we work: fairly, with integrity and with a focus on the future throughout the entire value chain.

We handle resources, energy, data and information with care. We regard the climate impact of our actions as an integral part of corporate responsibility. We use digital tools, including AI-supported applications, responsibly: transparently, traceably and always with human judgment as the final authority.

Raise concerns.

Take responsibility.

We protect whistleblowers

and make decisions with integrity.

Should I report a concern?

These four questions can help guide your decision:

Does what I have observed violate our Code of Conduct or applicable law?

1.

Could my report help prevent harm to the S+B Group or to third parties?

2.

Could I openly stand by my decision to report this, for example to friends or in public?

3.

Would I want others to act in the same way in a similar situation?

4.

If you are unsure, seek advice

from a manager or from the compliance function.

If, in the course of your work, you become aware of serious violations of legal requirements, this Code of Conduct or fundamental values, you can contact managers who are bound by confidentiality at any time, or report your concern through our protected **GlobaLeaks** platform.

The whistleblowing system is intended exclusively for employees and allows concerns to be reported **confidentially or anonymously**. Reports made through this system make an important contribution. They help identify risks at an early stage and prevent harm to people, the environment and the company.

The system is intended for **serious, significant and well-founded reports**. Anyone who reports concerns in good faith is protected by law. Deliberate misuse of the system, however, may have consequences.



Closing Remarks

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Responsibility

is not a project.

It is the way we work.

Openness, reliability and the willingness to take responsibility are what define the S+B Gruppe.

This Code of Conduct does not live on paper alone. It lives in the decisions we make every day on construction sites, in negotiations and in conversations.

Thank you for bringing it to life.