



## The DYWIDAG Spirit

We make infrastructure safer, stronger, and smarter.

We believe in Safety, Excellence, Honesty, Integrity, Trust, and Responsibility. At DYWIDAG, these values are more than just words. In practice they mean...

### ... for our Customers:

- We strive for quality and safety, we are innovative, we act with prudence and efficiency
- We aim at exceeding expectations
- We are honest and always meet our commitments.

### ... for us at Dywidag:

- We cooperate. We acknowledge that everybody is different and treat each other with respect, regardless of differences. We don't tolerate harassment, abuse or unfair treatment
- We ensure a safe working environment for all employees, wherever they are, whatever they do
- We protect each other and DYWIDAG Group's assets, confidential information and all private data
- We immediately disclose any actual or potential conflicts of interests
- We adhere to internal controls and recognize required reporting standards.

### ... for the Markets we operate in:

- We believe in fair competition on the merits of quality, competence and price
- We don't bribe, neither directly nor indirectly, we avoid the appearance of bribery, we don't accept bribes or facilitate any improper payments to third parties
- We don't agree on prices or markets with competitors or cooperate with them in any other way, unless this is explicitly allowed by law. We don't rig bids
- We comply with all laws and regulations that are applicable to what we do.

### ... for the World we live in:

- We develop and deliver high quality, durable products and strive for sustainability, preserving environmental resources whenever possible
- We require our supply chain to comply with all applicable standards relating to working conditions, safety, environment and quality
- We carefully select our business partners and comply with international trade restrictions.

### How do we do it?

We know that living by our values without compromise requires continuous effort by everyone. Therefore, we all lead by example and acknowledge a special responsibility at the leadership level. We seek open and transparent collaboration, rather than making individual decisions.

If we see an issue, we don't remain quiet, but we speak up, either to our manager or, if that is not possible, we raise it through one of the channels: Our hotline, website (also anonymous) or send an email to [compliance@dywidag-systems.com](mailto:compliance@dywidag-systems.com). There will be no retaliation against honest reporters, regardless of whether the issue is confirmed or not. Any retaliation is a violation of our values.

**"We would rather lose business than compromise our values."**

Matti Kuivalainen, CEO DYWIDAG

