

# OUR CORE VALUES

Within the SBO Group, we share fundamental principles, our Core Values, which guide our daily cooperation with each other and our interaction with our business partners, customers, suppliers and other stakeholders. These values make clear what we stand for and are further anchored in our company policies.

## PARTNERSHIP

We strive to be a reliable and responsive long-term partner for our customers

- in day-to-day business by providing both high-quality services and feasible solutions to create added value for our customers.
- as a long-term strategic partner by further developing advanced technologies, products and services which help our customers achieve their objectives.
- by our commitment to protect the proprietary knowledge of ours and our customers.

## INTEGRITY

We are dedicated to integrity and honesty and act accordingly.

## INNOVATION & CONTINUOUS IMPROVEMENT

We encourage and reward innovative behavior from our employees. We are committed to continuous improvement and strive to be the best in the fields of our activities.

## DIVERSITY, TRUST & EMPOWERMENT

We strive to be a diverse company attractive for our employees and offer them challenging opportunities in a performance-oriented organization. We promote an environment of transparency, trust and personal responsibility.

## ENTREPRENEURIAL ACCOUNTABILITY

SBO provides a strong strategic and financial basis for our highly autonomous subsidiaries. Common objectives and clear communication channels are the basis for our success.

## SUSTAINABILITY

We are committed to long-term growth and sustainable energy. We take responsibility for the principles of Environmental, Social & Governance (ESG). We are dedicated to operate in a safe and environmentally responsible manner.

## VALUE CREATION

We strive for a sustained rise of corporate value that allows us

- to remain a long-term, reliable and innovative partner for our customers,
- to pursue new business opportunities and invest in advanced technologies,
- to offer an attractive return to our shareholders.

