



## Code of Conduct (CoC) & Supplier Code of Conduct (SCoC)

### Dear colleagues, Dear suppliers & business partners,

We are a leading global software provider for the AEC/O (architecture, engineering, construction, and operation) and media industry. Managing our company well and taking responsibility for our employees, the society and the environment is of great importance to us.

The public image of the Nemetschek Group is essentially shaped by the appearance, actions and behavior of each one of us. Hence, we want to be a trustworthy, reliable, and honest partner for our customers, business partners, colleagues and the public.

Each of us is jointly responsible for ensuring that we, as the Nemetschek Group, fulfill our legal and social responsibilities worldwide. In order to be sustainably successful in an increasingly regulated global business world, we need common points of orientation.

Our "Code of Conduct (CoC)" defines our group-wide principles of behavior in a way that is clearly understood by everyone and serves as our daily compass of values. We all must take responsibility – the Executive Board, all managers, and every single employee. Hence, these principles apply worldwide to all employees of the Nemetschek Group.

We find ourselves in a time of increasing globalization with growing competition, geopolitical conflicts and worldwide social and climate policy challenges. In order to live up to our holistic responsibility, we provide our suppliers and business partners with our own "Supplier Code of Conduct (SCoC)" as a benchmark so that they can internalize and live our most important principles as well.

Together, let us set an example by doing the right things and living up to our social responsibilities. Thank you for taking the time to read, understand, and follow our "Code of Conduct (CoC)" as well as our "Supplier Code of Conduct (SCoC)".



**Yves Padrines**

*Chairman of the Executive Board / Chief Executive Officer (CEO)*



**Louise Öfverström**

*Member of the Executive Board / Chief Financial Officer (CFO)*



**Usman Shuja**

*Member of the Executive Board / Chief Executive Officer (CEO) Bluebeam Inc.*