

# CERTIFICATE

This is to certify that

Name of company ESAU & HUEBER GmbH  
Kapellenweg 10, 86529 Schrobenhausen


has implemented and complies  
to the values management system according  
to § 3 no. 2 and 3, § 4 no. 2  
of the statutes of the Ethics Management  
for the Construction Industry-initiative by the  
Bavarian Construction Industry Association.

Name of company ESAU & HUEBER GmbH  
has the status of an audited member of the Ethics  
Management for the Construction Industry-initiative by  
the Bavarian Construction Industry Association.

This certificate is valid until February 28<sup>th</sup>, 2023

Munich, February 26<sup>th</sup>, 2020

**EMB**  
**Wertemanagement Bau**  
Werte ▪ Compliance ▪ Integrität

  
For the auditing committee  
Dr. h.c. Hildegund Holzheid  
President of the General Court of Appeals, Munich  
and the Constitutional Court (ret.)