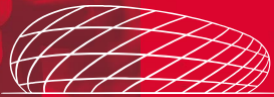


FC BAYERN MUNICH

CODE OF CONDUCT



Allianz  Arena



BASKETBALL

ROT
GEGEN
RACISMU



CODE OF CONDUCT

FC BAYERN MUNICH



FC Bayern München eV, FC Bayern München AG, its affiliated companies pursuant to Sections 15 et seq. AktG and FC Bayern München Basketball GmbH (hereinafter: "FC Bayern München" or "we") are committed to sustainable and responsible business practices. We stand for social responsibility and sustainability in and beyond Munich. Due to our sporting successes, particularly in football and basketball, we have achieved enormous charisma, which obliges us towards society to exemplify our values to the outside world. One of our very own values is to be actively involved in society and to help create it, without seeking anything in return or any other external incentive.

In order to represent and pass on our values to the outside world, we have imposed a code of conduct (hereinafter: "Code of Conduct") on ourselves and committed ourselves to supporting and applying the fundamental principles of human rights, fair working conditions, environmental protection and the battle against corruption.

We also want our Business Partners, including but not limited to partners, suppliers, service providers, agents, vendors and consultants who provide any type of products or services or perform any activities for or on behalf of FC Bayern München (hereinafter "Business Partners"), to subscribe to these principles and share our values with them. This also includes a Business Partner's employees at all levels, bodies, officers, managers, consultants and other third parties acting on behalf of the Business Partner or assisting the Business Partner in carrying out activities related to FC Bayern München's business.

To this end, contractual relationships with Business Partners shall be based on a uniform set of values. This Code of Conduct serves as a value basis. In particular, it takes up the principles of the UN Global Compact of the United Nations, the Business Social Compliance Initiative (BSCI) and the conventions of the International Labor Organization (ILO).

The Code of Conduct also specifies the behavior to which we are committed and which we expect from our Business Partners in their collaboration with us. It thus represents the basis of our business relationships.

1. FUNDAMENTAL BEHAVIOURAL REQUIREMENTS

1.1. Respect for human rights / exclusion of discrimination

For us, respect for human rights is an integral part of corporate responsibility. We offer children, young people and adults a sporting home regardless of origin, skin color, faith, gender, sexual orientation and social status. We therefore also expect our Business Partners to treat all people with respect and fairness and to create a business environment that is free from any contemptuous, harassing or discriminatory behavior. To this end, we commit our Business Partners to resolutely oppose anti-constitutional, xenophobic and anti-democratic efforts and any other form of discriminatory or inhuman attitudes, in particular on the basis of nationality, language, religion, ethnic origin, gender, age, sexual identity, disability or trade union membership. This also applies to any form of violence, regardless of whether it is physical or mental in nature. In particular, they must be neutral in terms of ideology, party politics and religious affiliation and must commit themselves to respecting all internationally recognized human rights.

In this context, we commit our Business Partners in particular to upholding the UN Guiding Principles on Business and Human Rights as a minimum standard.

1.2. Compliance with laws and regulations

We expect our Business Partners to comply with the laws and regulations of the countries in which they operate. The best practices of the individual industries and areas of activity must also be observed. Should legal provisions apply in some countries that deviate from the requirements of the Code of Conduct, the stricter requirements in each case must be observed.

1.3. Avoidance of conflicts of interest

We expect our Business Partners to make decisions relating to business activities with FC Bayern München exclusively on the basis of objective criteria. Conflicts of interest with private or other economic activities must be avoided from the outset.

1.4. Sustainable business practices

Sustainable business practices is based on the interplay of economic, environmental and social values when it comes to business activities and the associated processes, services and supply chain. This includes not least products and their production. We require our Business Partners to comply with international human rights standards and applicable local and regional regulations as well as environmental protection laws (in particular the UN Global Compact of the United Nations, the UN Guiding Principles on Business and Human Rights, the Business Social Compliance Initiative (BSCI) and the conventions of the International Labor Organization (ILO)) for all business activities.

In order to ensure this, we demand that our corporate governance is aligned with the guiding principle of sustainable business practices. To this end, we consider investments in the renewal of business processes and the adoption of innovations to increase efficiency to be indispensable. In addition, the selection of Business Partners must be based on the criterion of sustainable business practices.

2. TREATMENT OF EMPLOYEES

You are obliged to comply with the ILO core labor standards. The core principles include in particular:

- Freedom of association and the right to collective bargaining
- elimination of forced labor
- abolition of child labor
- Prohibition of discrimination in respect of employment and occupation
- Occupational health and safety

In this regard, the treatment of employees is guided in particular by ILO Convention No. 87 "Freedom of Association and Protection of the Right to Organize", ILO Convention No. 98 "Right to Organize and Collective Bargaining", ILO Convention No. 29 "Forced Labor" and 2014 Protocol to the Forced Labor Convention, ILO Convention No. 105 "Abolition of Forced Labor", ILO Convention No. 100 "Equal Remuneration", ILO Convention No. 111 "Discrimination (Employment and Occupation)", ILO Convention No. 138 "Minimum Age", ILO Convention No. 182 "Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor", ILO Convention No. 155 "Occupational Safety and Health", ILO Convention No. 187 "Promotional Framework for Occupational Safety and Health".

2.1. Prohibition of child and forced labor

We prohibit the employment of workers who have not yet reached the minimum age defined by the ILO (ILO Conventions No. 29, 138 and 182). No restriction of educational opportunities may be imposed through the employment of workers. Furthermore, any use of the labor of employees which is required of a person under threat of punishment or which is not provided voluntarily is prohibited.

The Business Partner also undertakes to prevent these forms of inhumane work within any supply chains and must prove this on request by means of official documents.

2.2. No discrimination

We require our Business Partners to provide a prejudice-free and respectful working environment that is free from discrimination, intimidation and harassment (ILO Convention No. 111). All employees, regardless of gender identity, age, nationality, religion or belief, ethnic origin, disability or sexual orientation, are to be valued. We expect our Business Partners to maintain neutrality at all times in the selection of their employees and, accordingly, to be guided in principle only by their qualifications and skills, as well as to maintain equal opportunities in recruitment and employment.

2.3. Working hours and remuneration

The right to adequate remuneration is recognized for all employees (ILO Convention No. 100). Our Business Partners undertake to align the remuneration and other (counter-)benefits for the work performed (social benefits, holidays, etc.) at least with the respective national legal standards (in particular any legal provisions on the minimum wage) or the level of the national economic sectors/industries (if this is higher) and to comply with the legal working hours of the respective country. In addition to being paid for regular working hours, employees must be paid at least their regular hourly rate for overtime in accordance with applicable local laws and in the absence of such laws.

2.4. Occupational safety and health protection

We expect our Business Partners to provide adequate working facilities that at least meet the national standard of the respective country. The Business Partner undertakes to ensure safety in the workplace so that the health of employees is not impaired (ILO Conventions 155 and 187).

3. BEHAVIOUR OF BUSINESS PARTNERS IN BUSINESS RELATIONS

3.1. Fair market competition

We expect our Business Partners to comply with the respective national antitrust laws and thus to protect free and fair competition. Therefore, we do not tolerate agreements and concerted practices between competitors if they are aimed at or lead to preventing or restricting competition, nor do we tolerate abusive influence on value chains by playing off market power.

This includes in particular agreements on prices, offers, customer allocations, conditions of sale or purchase, production and sales quotas as well as market sharing.

3.2. Prohibition of corruption and bribery

We are intensively committed to fighting corruption and bribery. Orders should only be placed in competition on product quality and prices. Therefore, we strictly prohibit our Business Partners from tolerating corruption and bribery in any form and from participating in these in any way, directly or indirectly. Offers of money, valuables or other benefits to third parties with the aim of obtaining an order or a preferential treatment in business dealings are to be refrained from. Corresponding offers by third parties are to be rejected. This applies in particular to the state, civil servants and our employees as well as to the involvement of third parties (e.g. nominees). This does not include benefits that are within the scope of customary business practices and politeness according to regional customs.

3.3. Trade controls

Export and import laws must be complied with by all Business Partners and customs obligations fulfilled. All other national and international laws and regulations relating to global business activities must be complied with.

3.4. Intellectual Property

The Business Partners are obliged not to infringe the intellectual property rights of FC Bayern Munich, the respective authors and other third parties involved in the business relationship, in particular trade secrets, know-how, patents, copyrights, trademarks and source codes, and to inform us immediately of any potential or existing infringement of such rights.

4. TREATMENT OF INFORMATION, DATA PROTECTION

4.1. Protection of confidential information

We expect our Business Partners to secure and protect the information entrusted to them. Confidential information may only be used and disclosed to third parties in a manner authorized by FC Bayern Munich. Confidential information is all business information about FC Bayern Munich, its customers or Business Partners that is marked as confidential or not publicly known.

4.2. Observance of data protection regulations

The protection of personal data of employees, customers and Business Partners is very important to us. We require our Business Partners to protect and respect the personal rights of those affected. This includes, in particular, compliance with country-specific data protection laws, compliance with which must be ensured through appropriate measures. For this reason, we insist that our Business Partners exercise the utmost caution and sensitivity when processing data in the context of their business relationship with FC Bayern Munich.

5. ENVIRONMENTAL PROTECTION AND PRODUCT SAFETY

5.1. Environmental protection

We expect our Business Partners to have obtained all environmental permits for their business activities and to keep them up to date in order to act in compliance with the law at all times. To this end, we expect them to actively take effective measures to:

- Reduce the burden on the environment,
- minimize waste, wastewater, air pollution and energy consumption, and
- contribute to the reduction of greenhouse gases.

5.2. Product safety

We expect our Business Partners to comply with all requirements for the safety of manufactured products as stipulated by applicable laws and the contracts with FC Bayern Munich.

6. CONTACT PERSONS, NOTICES, REPORTS

6.1. Reporting misconduct of any kind

We encourage our employees and external third parties to actively raise misconduct of any kind (especially discrimination and other abuses). Repression against employees or external third parties who raise concerns in good faith about misconduct in the company is prohibited. The following channels are available to both employees and third parties.

6.2. Contact person

You may contact the Compliance department directly.

Direktion Recht
Compliance
Säbener Straße 51-57
81547 Munich

recht@fcbayern.com

6.3. Whistleblowing system

Whistleblowers are particularly important for the preservation of an open and transparent society, as they have the courage to expose abuses with their reports. Accordingly, we are grateful for information on illegal business practices, especially on violations of the provisions of this Code of Conduct. In order to provide whistleblowers with a safe space in which they are protected from repression of any kind by protecting their identity, we have set up a whistleblower system. The aim is to identify and prevent violations at an early stage.

The whistleblower system can be reached at <https://fcbayern.whistleblowing-software.com/>.

We consistently follow up on every serious tip-off. In accordance with the principle of proportionality, a comprehensible decision is made as to which consequences are suitable, necessary and appropriate.

7. COMMITMENT TO COMPLY WITH THE CODE OF CONDUCT

The Business Partner of FC Bayern Munich declares the following:

- to have received and taken note of the Code of Conduct,
- to recognise and comply with all the aforementioned requirements and expectations of the Code of Conduct by signing the contract, in addition to the obligations arising from the existing contractual relationships,
- to commit their own Business Partners to comparable guidelines of conduct,
- to allow FC Bayern Munich to verify compliance with the aforementioned requirements by means of self-reporting, audits or other suitable measures.

In the event of non-compliance with the requirements of this Code of Conduct, the Business Partner shall indemnify FC Bayern Munich against any resulting claims by third parties.