



SVN® core covenants

A company's core values provide clarity on what is truly important for organizational success, personal and professional conduct and what to expect from each other. At SVN® our Core Covenants personify our values and culture, and differentiate us from the competition.

AS MEMBERS OF THE SVN® SHARED VALUE NETWORK®, WE EACH COMMIT TO DO THE FOLLOWING:

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| 1 | Create amazing value with my clients, colleagues and communities. | 6 | Resolve conflicts quickly, positively and effectively. |
| 2 | Cooperate proactively and place my clients' best interests above my own. | 7 | Take personal responsibility for achieving my own potential. |
| 3 | Include, respect and support all members of the commercial real estate industry. | 8 | Excel in my market area and specialty. |
| 4 | Honor my commitments. | 9 | Focus on the positive and the possible. |
| 5 | Personify and uphold the SVN® brand. | 10 | Nurture my career while valuing the importance of family, health and community. |