

Management Policy

MAN Energy Solutions is paving the way to a climate-neutral global economy - whether industrial production, energy, or the maritime industry. Our technology portfolio incorporates the experience of over 250 years of engineering tradition, and together with our customers we are determined to make the fight against climate change the basis of our future business growth.

We supply sectors that are critical to the global economy and provide systems to reduce greenhouse gas emissions that are considered hard to avoid ("hard to abate"). As a leader, we are driving the decarbonization of the world through the development of climate-friendly products such as heat pumps and carbon capture systems, participation in the hydrogen economy, and the use of environmentally friendly fuels.

The integration of other ESG factors is crucial, particularly for the consideration of environmental and climate protection, the special status of our own employees, social commitment and sustainable business. This ensures our long-term success and has a decisive positive impact on the future of our world.

To implement this strategy, we operate an integrated and process-oriented management system that is continuously improved, taking into account corporate strategy, interested parties, and opportunities and risks.

Derived from our value system, we make the following performance promise:

- We are committed to our corporate responsibility towards our workforce, society and the environment.
- We implement the applicable legal and other binding requirements.
- We offer safe, efficient and environmentally compatible products and services throughout the entire product life cycle.
- We produce outstanding quality products.

We involve our entire workforce in our decision-making processes in a proactive and appreciative manner. In this way, all managers and employees in the company contribute to the continuous improvement of sustainability, quality, occupational safety, environmental protection and product safety. Our mission statements provide further instructions on how to apply this corporate policy.

The Executive Board



Dr. Uwe Lauber
CEO/CSO



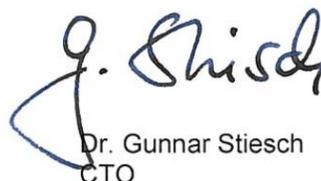
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