

MAN Energy Solutions SE, 86224 Augsburg, Germany

To whom it may concern

Augsburg, December 2023

Ref.

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MAN Energy Solutions Group Anti-slavery and Human Trafficking Statement for the Financial Year Ended 31st December 2022

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Dear Sir or Madam,

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 of the United Kingdom of Great Britain and Northern Ireland. It sets out the steps that the MAN Energy Solutions Group has taken, and is continuing to take, to ensure that modern slavery and human trafficking are not taking place within its own business operations or supply chain. This statement covers all entities within the MAN Energy Solutions Group.¹

Policies and Declarations

The MAN Energy Solutions Group adheres to the MAN Energy Solutions Group Code of Conduct ("Code of Conduct") and does not tolerate any form of modern slavery, child labor, forced, bonded or compulsory labor or servitude by or in relation to employees and suppliers. The Code of Conduct is made publicly available via the MAN Energy Solutions SE website <https://www.man-es.com/compliance>. The MAN Energy Solutions Group is committed to acting in an ethical manner, with integrity and transparency in all business dealings.

Further, MAN Energy Solutions follows the "Declaration by the Volkswagen Group on social rights, industrial relations and business and human rights" (hereinafter "Social Charter"), which is available on the MAN Energy Solutions SE website under <https://www.man-es.com/compliance>. The Social Charter contains an overview of human rights to which MAN Energy Solutions is committed (including the elimination of forced and child labor), and a declaration of implementation that has been signed by the executive board members of the MAN Energy Solutions Group.

Vorsitzender des Aufsichtsrates:
Gunnar Kilian
Vorstand: Dr. Uwe Lauber (Vorsitzender),
Jürgen Klöpffer, Martin Oetjen,
Martin Rosik, Dr. Gunnar Stiesch

Sitz der Gesellschaft: Augsburg
Registergericht: Amtsgericht Augsburg,
HRB 22056

Ust.Id.-Nr.: DE 811 136 900

Deutsche Bank Augsburg
DE93 7207 0001 0015 9244 00
SWIFT: DEUTDEMM720
Commerzbank Augsburg
DE91 7204 0046 0121 6456 00
SWIFT: COBADEFF720
Deutsche Bank Oberhausen
DE46 3657 0049 0415 8721 00
SWIFT: DEUTDEDE365
Commerzbank Oberhausen
DE81 3654 0046 0380 0877 00
SWIFT: COBADEFF365

¹ See the location finder at www.man-es.com to find the MAN Energy Solutions Group entity of interest.

Suppliers and Business Partners

The MAN Energy Solutions Group has enacted a Code of Conduct for Suppliers and Business Partners, which is communicated to all suppliers and business partners and which prohibits abuses of human rights, including any form of modern slavery, child, forced, bonded or compulsory labor or servitude. The MAN Energy Solutions Group expects its suppliers and business partners and their employees to act responsibly and comply with the requirements of the Code of Conduct for Suppliers and Business Partners.

All procurement is based on objective and fair criteria, transparency and procedural fairness. In addition to carrying out due diligence on prospective suppliers, as part of the tender process, suppliers are expected to confirm their agreement with the MAN Energy Solutions Group's contractual terms and conditions, confirm that they will comply with the Supplier and Business Partner Code of Conduct, and provide the services in accordance with all applicable laws and regulations.

The MAN Energy Solutions Group considers compliance with the Code of Conduct for Suppliers and Business Partners to be essential to its contractual relationships with suppliers and business partners. The MAN Energy Solutions Group has the contractual right to end its relationship with a supplier or business partner or to take alternative actions if the supplier or business partner does not comply with the Code of Conduct for Suppliers and Business Partners or is unable to prove to the MAN Energy Solutions Group's satisfaction that it has implemented countermeasures to prevent future non-compliance. The MAN Energy Solutions Group also has the right to audit suppliers and business partners for compliance with applicable laws.

In 2022, the MAN Energy Solutions Group took measures to ensure compliance with the German Act on Corporate Due Diligence Obligations in Supply Chains, with the aim of improving transparency, performing due diligence and reporting thereon within the supply chain and in its own business operations. To this end, a risk analysis of the company's own business area as well as of the supply chain has been conducted.

Training

All employees of the MAN Energy Solutions Group participate in a mandatory Code of Conduct training, which covers the MAN Energy Solution Group's commitment to human rights. In 2023, the MAN Energy Solutions Group rolled-out a training for employees with a specific focus on Business Human Rights.

Whistleblower System

The MAN Energy Solutions Group is part of the Volkswagen Group and therefore uses the central whistleblower system available at <https://www.man-es.com/compliance/whistleblower-system>

The whistleblower system enables internal and external whistleblowers to report potential violations of statutory laws and regulations as well as of company policies and guidelines (e.g. the MAN Energy Solutions Group Code of Conduct) by MAN Energy Solutions, its employees and suppliers through a variety of channels, including confidential or anonymous communication channels, if desired by the whistleblower. Whistleblowers may report Allegations of human rights violations, including modern slavery, are covered by the MAN Energy Solutions Group Code of Conduct and can be reported via the whistleblower system. The MAN Energy Solutions Group protects all whistleblowers who act in good faith against discrimination and retaliation.

MAN Energy Solutions SE

Dr. Uwe Lauber
Chief Executive Officer,
Chief Sales Officer

Martin Oetjen
Chief Operating Officer

Martin Rosik
Chief Human Resources Officer