



Management Policy

MAN Energy Solutions is a preferred partner for customers in the marine, energy and industrial sectors. Building on our unique range of capabilities, we create pioneering solutions to master the business, technical and operational challenges of decarbonization.

Our Management Policy reinforces the strategic cornerstones of MAN Energy Solutions:

Customer Thought Leadership: We work closely with our customers in order to introduce them to game changing solutions. Our employees' expertise and experience is invaluable when it comes to meeting our customers' quality requirements. The satisfaction levels of both our employees and our customers are surveyed regularly.

Portfolio Development: We continuously develop our range of products and services. We manufacture custom solutions of the highest quality for applications across the world.

Digital Transition: We use the advantages of digitization to offer our customers new solutions and services. We are already using the possibilities of digital technologies to develop remote maintenance solutions. Digitization also makes our employees' job easier and strengthens our business.

We operate an integrated and process-oriented management system, which is continuously improved, taking into account company strategy, interested parties and opportunities and risks.

Based on our Code of Conduct, we make the following value proposition:

- We are committed to our company's responsibilities towards our employees, society, and the environment.
- We implement the applicable legal and other binding requirements.
- We provide products and services, which are safe, efficient and environmentally friendly across the entire product lifecycle.
- We produce products of outstanding quality.

We proactively involve our employees in our decision-making processes. This means that everyone in our company contributes to improving corporate security, quality, occupational safety, environmental performance and product safety. Our Guiding Principles provide further guidance on applying this Management Policy.

Executive Board

Dr. Uwe Lauber
CEO/CTO

Wayne Jones
CSO

Martin Rosik
CHRO

Jürgen Klopffer
CFO