



Corporate Responsibility at MAN in 2018

Products

Production

Supply chain

People

**Society
and integrity**

Compliance and risk management

page 2 – 4

Stakeholder dialog

page 5

Corporate citizenship

page 6 – 9

Integration of refugees

page 10

Responsibility for society and integrity

Our business practices are shaped by corporate responsibility (CR).

It is our aim to put our responsibility into practice every single day. In addition to responsible corporate governance and compliance with applicable laws, this also includes open dialog with our stakeholders. Our corporate citizenship initiatives and MAN aid to refugees also enable us to make a lasting contribution to sustainable development.

Responsible corporate governance as a foundation

Corporate governance at MAN complies with nationally and internationally recognized standards of good and responsible corporate governance.

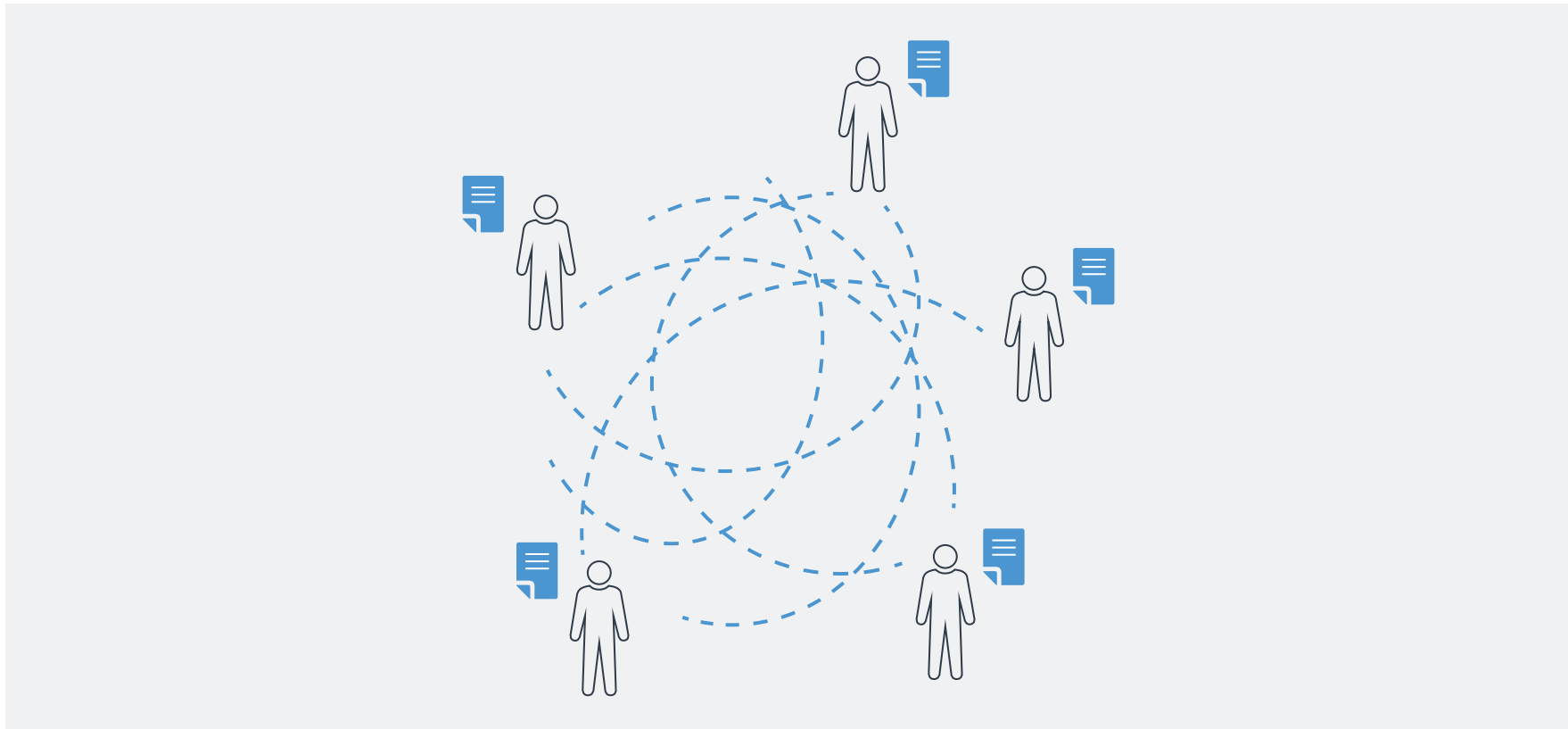
Important policies and guidelines include:



- Corporate law and regulations
- German Corporate Governance Code
- UN Global Compact
- Our Code of Conduct
- Our Articles of Association and internal policies

Code of Conduct as a guide

Our Code of Conduct outlines standards of behavior that are binding for all our employees in their daily work. Our compliance guidelines also provide concrete instructions for handling ambiguous situations. Relations with our business associates are governed by our Code of Conduct for Suppliers and Business Partners, which requires them to comply with basic principles of corporate responsibility, transparency, fairness, and data protection.



Ensuring integrity

MAN does not tolerate illegal or irregular conduct. Rolled out in 2010, our compliance management system helps us detect non-compliance at an early stage and respond quickly, effectively, and consistently. It is designed to address issues related to white-collar crime – in particular, the prevention of corruption, money laundering, terrorism financing – and antitrust law. All MAN employees can contact the Compliance Helpdesk by phone or e-mail to obtain answers to compliance-related questions.

474

questions from our employees
were answered by the MAN Compliance
Helpdesk in 2018.

4,373

MAN employees throughout the Group
underwent training to raise their awareness of
various compliance issues in 2018.

The Business Partner Approval Tool
is used to check and approve the integrity of
business partners providing sales support.



1,364

checks were conducted using this tool
in 2018.

Dialog with policymakers and businesses

We are actively working to develop solutions to global challenges. To this end, we also contribute our knowledge and expertise to the ongoing political debate and are a member of numerous associations and organizations.

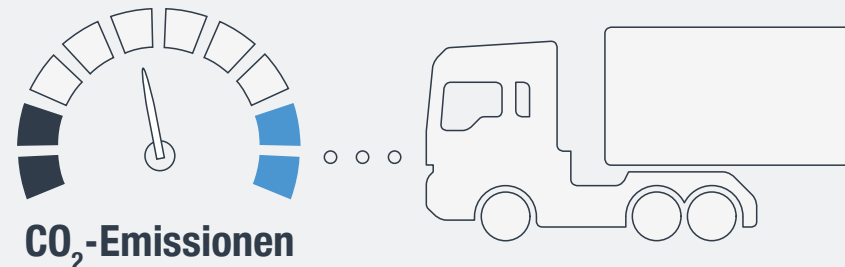
Munich Business Climate Pact

At local level, for example, the Company is involved in the [Munich Business Climate Pact](#) and the Bavarian Environmental Pact.



VECTO

At EU level, MAN contributed to the dialog on the VECTO CO₂ simulation procedure (Vehicle Emission Calculation Tool) in 2018. The EU's CO₂ emission standards for heavy-duty trucks, which were adopted in 2018, impose new obligations on European manufacturers. Since January 2019, for example, a certificate showing information on fuel consumption and CO₂ emissions has been required for heavy-duty trucks in certain categories.



Donations

Our donation activities tend to be closely related to our core business, and cover areas such as education, academia, culture, and social affairs. All donations and sponsorship activities must comply with our mandatory, Group-wide policy.

In addition to our international commitments, we also provide targeted support to local academic and educational institutions, such as the Technical University (TU) and the Deutsches Museum in Munich, as well as cultural institutions such as the Augsburg Philharmonic Orchestra.

€ 757,400

was the amount that MAN donated to support charitable projects in 2018 (2017: €1 million). The focus was on scientific, educational, and social welfare initiatives.



Creating prospects for people in need

We have enjoyed a successful strategic partnership with SOS Children's Villages since 2008. Our joint activities focus on long-term and sustainable education programs for children and young people.

In close partnership with SOS Children's Villages, MAN supported the "Education for a better future in Africa" program in 2018 – in addition to other education and refugee integration projects in Germany.

€ **150,000**

goes toward supporting SOS Children's Villages every year.



Promotion of social startups

MAN Truck & Bus supports social startups in the transportation sector with the MAN Impact Accelerator program, which was launched in 2017 and continued in 2018. The focus is on solutions to global challenges such as population growth and urbanization. MAN is organizing the program in collaboration with the Yunus Social Business Initiative launched by Nobel Peace Prize winner Muhammad Yunus.

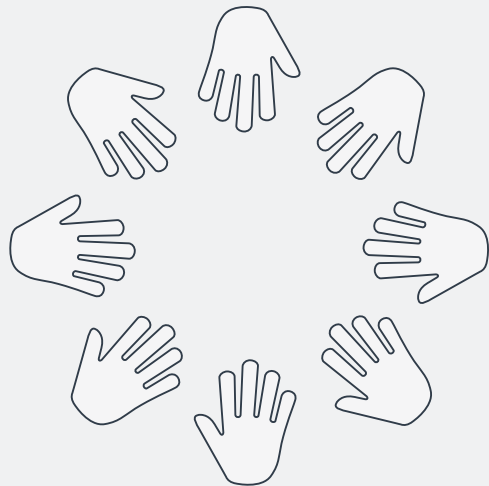
MAN's approach involves sending its own young talents to support the young entrepreneurs in social corporate projects by contributing their specialist expertise, including on location.

8

companies from Europe, India, and South Africa were awarded funding for their projects in the second year of the program.

“Helfen macht Freude” platform

The “It’s fun to help” (Helfen macht Freude) program provides employees with a platform that they can use to volunteer for social and ecological projects. MAN works with various organizations, such as the Bavarian nature conservation association (Bund Naturschutz) and SOS Children’s Villages, to set the voluntary projects up and develop new measures. The projects focus on educational topics and on providing support to socially disadvantaged groups. This sort of commitment sends out a strong signal that motivates other colleagues to take part: the number of hours that our employees spent on voluntary work quadrupled compared with the previous year.



2,890

hours were spent on voluntary work in 27 social and ecological projects by 167 MAN employees
(2017: 682 hours by 121 employees in 11 projects)

Integration of refugees

We see immigration as an opportunity. The shortage of skilled professionals in Germany will only increase as the country's demographics continue to shift. The decisive thing now is to give motivated refugees a chance to build a better future. To this end, MAN not only makes donations to integration projects, but also fosters the integration of refugees within the Company.

99

refugees were integrated into the MAN Group in 2018.

34 young refugees completed initial training or a vocational training program.

37 refugees were offered internships.

28 other refugees are employed by the Company.