



Corporate Responsibility at MAN in 2017

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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. We seek to live up to our responsibility in a number of different ways, for example by promoting employee volunteering and making our contribution to refugee integration.

Responsible corporate governance as a foundation

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

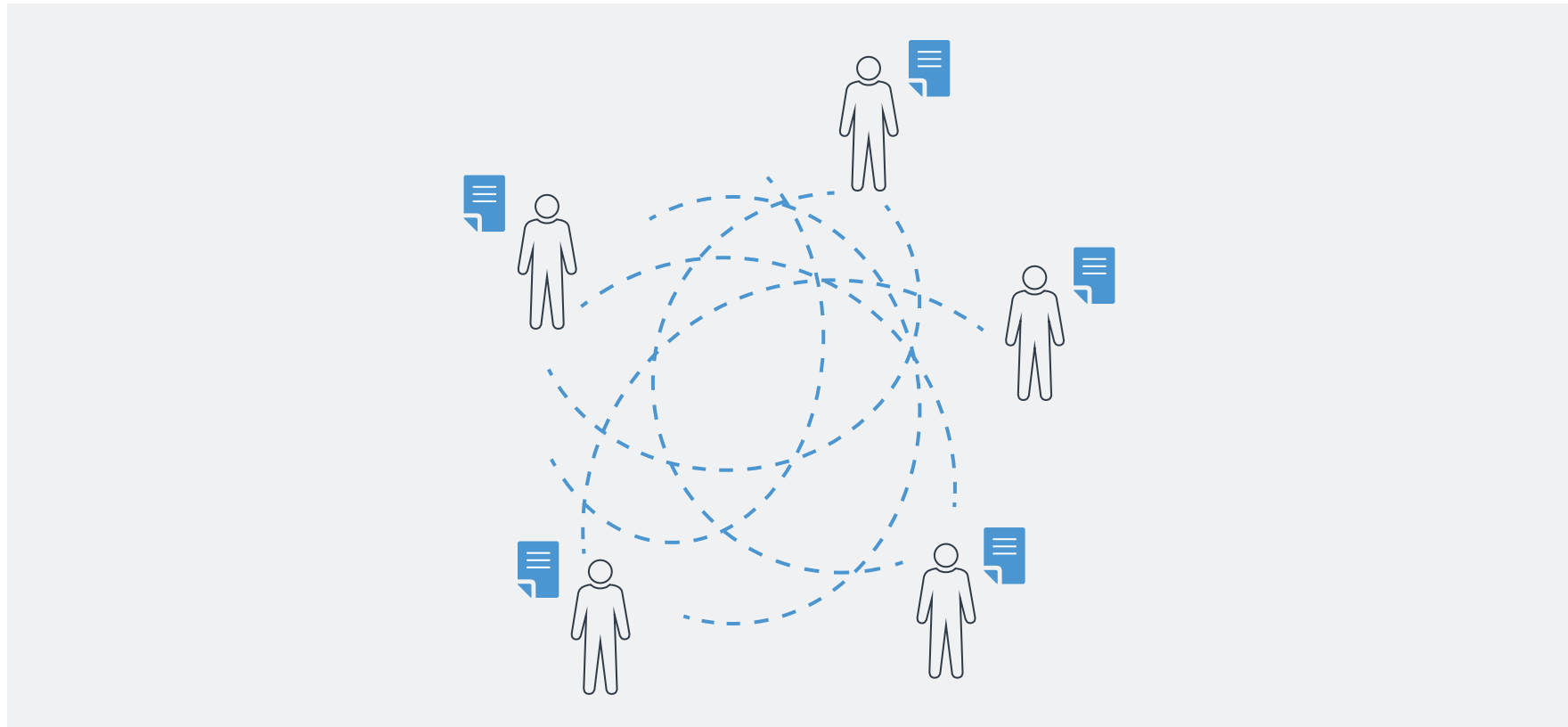
Important policies and guidelines:



- 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.

2,434

questions from our employees
were answered by the MAN Compliance
Helpdesk in 2017.

4,283

MAN employees throughout the Group
underwent training to raise their awareness of
various compliance issues in 2017.

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



1,376

checks were conducted using this tool
in 2017.

Dialog with policymakers and businesses

We are actively working to develop solutions for 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. At EU level, MAN is involved in European Technology Platforms (ETPs), which are working to develop strategic innovation and research programs that will drive sustainable and competitive mobility of people and goods. At local level, for example, the Company is involved in the

➤ [Munich Business Climate Pact](#) and the Bavarian Environmental Pact.



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.

€ **1** million

was the amount that MAN donated to support charitable projects in 2017 (2016: € 1.1 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 2017 – in addition to other education and refugee integration projects in Germany.

10 years

of strategic partnership between SOS Children's Villages and MAN – national and international education and integration projects.



Education in Africa

Educational projects play a key role in helping to fight poverty and lay the foundation for social participation at the same time.

In Burkina Faso, MAN and Missio – the development aid organization of the Catholic Church – are supporting the expansion of a girls' school built in Fada N'Gourma in 2017, equipping it with four additional classrooms for 240 schoolgirls.

240

girls will be given the chance to pursue
an education thanks to this project.

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. 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.

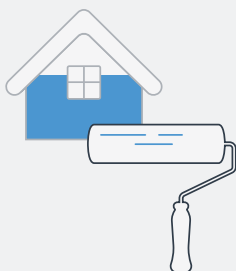
MAN's approach involves sending its own young talents to support the young entrepreneurs in social corporate projects by contributing their specialist expertise, including on location.

8

companies from Europe, India, and South Africa were awarded funding in the fall of 2017 following an intensive application phase.

Social and environmental commitment

Social and ecological responsibility is an integral part of MAN's corporate culture. Many employees are involved in charitable projects on a voluntary basis. In 2017, the voluntary work performed included renovation work and a campaign aimed at maintaining areas designated as natural habitats in cooperation with the Munich Child Protection League (Kinderschutzbund München), SOS Children's Villages, and the Bavarian nature conservation association (Bund Naturschutz in Bayern).



MAN supported a local residential group of the Munich Child Protection League in Karlsfeld. Together with children who live there, the MAN Truck & Bus Executive Board members, members of the Works Council, and employees renovated the summerhouse of the local facility in the summer of 2017.



In the summer of 2017, young talents from MAN worked with unaccompanied young refugees to build a brick barbecue in the SOS Children's Village in Landsberg am Lech, which was inaugurated the very same evening.



In July 2017, MAN employees took part in a campaign to maintain areas designated as natural habitats in the *Perlacher Forst* Forest in cooperation with the Bavarian nature conservation association (Bund Naturschutz in Bayern).

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 in the Company.

89

refugees were integrated into the MAN Group in 2017.
26 young refugees completed initial training (seven) or a vocational training program (19).
54 refugees were offered internships.
Nine other refugees are employed by the Company.