



Everllence SE, 86224 Augsburg, Germany

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Ref.

Augsburg,
May 2026

Everllence Group Anti-slavery and Human Trafficking Statement for the Financial Year Ended 31st December 2025

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 Everllence Group (previously operated under the name of MAN Energy Solutions) 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 Everllence Group.

Policies and Declarations

The Everllence Group adheres to the Everllence 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 Everllence website <https://www.everllence.com/compliance>. The Everllence Group is committed to acting in an ethical manner, with integrity and transparency in all business dealings.

Further, Everllence Group follows the "Declaration by the Volkswagen Group on social rights, industrial relations and business and human rights" (hereinafter "Social Charter") and Policy statement of Everllence SE for compliance with human rights and environmental due diligence obligations pursuant to section 6(2) of the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG) of 16 July 2021 (hereinafter "Policy Statement"), which are available on the Everllence website under <https://www.everllence.com/compliance>.

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Vorsitzende des Aufsichtsrates: Hauke Stars
Vorstand: Dr. Uwe Lauber (Vorsitzender),
Martin Oetjen, Ingrid Rieken, Dr. Gunnar Stiesch

Sitz der Gesellschaft: Augsburg
Registergericht: Amtsgericht Augsburg,
HRB 22056 · Ust.Id.-Nr.: DE 811 136 900

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Commerzbank Augsburg
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Commerzbank Oberhausen
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The Social Charter and the Policy Statement provide a comprehensive outline of the human rights commitments Everllence Group adheres to, which includes but not limited to the eradication of forced and child labor. Additionally, these documents are endorsed by a declaration of implementation, duly signed by the executive board members of the Everllence Group, affirming their dedication to these principles.

Suppliers and Business Partners

The Everllence Group has enacted a Code of Conduct for Suppliers and Business Partners, which is communicated to all suppliers and business partners. This prohibits abuses of human rights, including but not limited to any form of modern slavery, human trafficking, unethical recruitment, unequal treatment, child, forced, bonded or compulsory labor or servitude. The Everllence 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. The business partners are also required to contractually pass on the requirements to those business partners that affect the contractual relationship with Everllence and to ensure, to the extent possible and reasonable, that the sustainability requirements are passed on to their business partners in the supply chain.

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 Everllence 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 Everllence Group considers compliance with the contents of the Code of Conduct for Suppliers and Business Partners to be essential to its contractual relationships with suppliers and business partners. The Everllence Group has the right to audit suppliers and business partners for compliance with applicable laws. The Everllence Group also has the contractual right to verify compliance with the Code of Conduct for Suppliers and Business Partners. In cases where 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 Everllence Group's satisfaction that it has implemented countermeasures to prevent future non-compliance, Everllence Group may request implementation of preventive or remedial measures, exclude the supplier or business partner from new orders or end its relationship with a supplier or business partner .

Training

All employees of the Everllence Group participate in a mandatory Code of Conduct training, which covers the Everllence Group's commitment to human rights. Further, all employees of the Everllence Group participate in the mandatory training called "Human Rights - Our responsibility at MAN Energy Solutions, a part of the Volkswagen Group".



Whistleblower System

The Everllence Group is part of the Volkswagen Group and therefore uses the central whistleblower system available at <https://www.everllence.com/compliance/whistleblower-system>.

The whistleblower system provides an independent complaints procedure and 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 Everllence Group Code of Conduct) by Everllence, its employees and suppliers through a variety of channels, including confidential or anonymous communication channels, if desired by the whistleblower. The Everllence Group protects all whistleblowers who act in good faith against discrimination and retaliation.

Everllence SE

Dr. Uwe Lauber
Chief Executive Officer
Chief Financial Officer
Chief Sales Officer

Martin Oetjen
Chief Operating Officer

Ingrid Rieken
Chief Human Resources Officer

Dr. Gunnar Stiesch
Chief Technical Officer