

Bilfinger SE · Oskar-Meixner-Strasse 1 · 68163 Mannheim · Germany

United Nations Global Compact
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BILFINGER

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Communication on Progress (COP) 2020

May 20th, 2020

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Dear readers,

Bilfinger is the European market leader in the industrial services sector. The Group enhances the efficiency of assets, ensures a high level of availability and reduces maintenance costs. The portfolio covers the entire value chain from consulting, engineering, manufacturing, assembly, maintenance and plant expansion to turnarounds and also includes environmental technologies and digital applications.

At Bilfinger we responsibly align our strategy and operational activities with the ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. Sustainability, we understand as long-term success of our business model. "We never compromise on integrity and safety" is the foundational identity of our mission statement. Our Code of Conduct comprises binding global guidelines for interaction among our managers and employees, with our cooperation partners and our suppliers. Our Code of Conduct can be downloaded from the following URL
<https://www.bilfinger.com/en/company/responsibility/compliance/>

Also in financial year 2019, we have taken and implemented numerous measures to continuously improve the integration of the Global Compact and its principles into our business strategy, corporate culture and daily operations. We have described these and their results in the form of performance indicators in our non-financial Group report. The report is publicly available as part of our Annual Report and can be downloaded from our website at the following URL
<https://www.bilfinger.com/en/company/responsibility/sustainability/>

I am pleased to confirm that Bilfinger reaffirms its support for the ten principles of the United Nations Global Compact.

Yours truly,

Tom Blades
Chairman of the Executive Board of Bilfinger SE