WÄRTSILÄ

Wärtsilä

Modern Slavery and Human Trafficking Policy Statement 2025

This statement has been made in accordance with the reporting requirements of the UK Modern Slavery Act for the financial year ending 31 December 2025.

Our organization and supply chain:

Wärtsilä Defence Solutions Ltd [WDSL] is a subsidiary of Wärtsilä Corporation. Wärtsilä is a global leader in innovative technologies and lifecycle solutions for the marine and energy markets. We emphasise innovation in sustainable technology and services to help our customers continuously improve their environmental and economic performance. Our dedicated and passionate team of 17,800 professionals in more than 280 locations in 79 countries shape the decarbonisation transformation of our industries across the globe. In 2023, Wärtsilä's net sales totalled EUR 6 billion. Wärtsilä is listed on Nasdaq Helsinki. Wärtsilä has an extensive supply base with more than 25,000 active supplier accounts, with most key suppliers being located in Europe.

As a wholly-owned subsidiary, WUK and WDSL follows the Wärtsilä group level policies and procedures in respect with managing the supply chain. These UK based companies employed a total of 483 persons at the end of 2023.

Our policies and actions related to slavery and human trafficking:

WUK and WDSL support and respect basic human rights as outlined in the UN's Universal Declaration of Human Rights. Wärtsilä also supports the Ten Principles of the UN Global Compact, of which six principles are related to Human and Labour rights.

Wärtsilä Code of Conduct defines common rules for all our employees and provides guidance on Wärtsilä's approach to responsible business practices, including respect for human and labour rights. Therefore, WIJK and WDSL do not accept the use of forced labour or child labour in any form. Human and Labour rights are a part of the mandatory Wärtsilä Code of Conduct training material.

WUK and WDSL require every employee to comply with the Code of Conduct and takes an active approach to the application of the Code of Conduct by promoting its implementation through effective communication and the global training program. Wärtsilä monitors the application of the Code internally.

Suppliers and business partners are expected to comply with the same high legal and ethical standards and business practices as Wärtsilä. Wärtsilä standard supply contracts prohibit the suppliers from using any forced or compulsory labour.

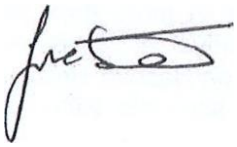
Due diligence:

Wärtsilä assesses and manages its key suppliers through its Vendor Management System. Wärtsilä regularly conducts supplier evaluations, which are divided into three categories: pre-

assessment, auditing, and performance review. As part of the supplier evaluation, Wärtsilä conducts a rating based upon Wärtsiläs supplier requirements, which include respect for human and labour rights issues. This rating is a result of an assessment of various information sources, such as pre-qualification questionnaires, dialogue with suppliers, and/or conducted audits.

This statement applies to Wärtsilä UK Ltd and Wärtsilä Defence Solutions Ltd and has been approved by Fraser Scott, Board of Directors — WUK and Robin Jones, Board of Directors - WDSL.

Signed on behalf of Wärtsilä UK Ltd



Fraser Scott
Board of Directors

Signed on behalf of Wärtsilä Defence Solutions Ltd



Robin Jones
Board of Directors