



Statement of Principle on Human Resources Policy

The Wacker Neuson Group is an international network of companies and is a leading manufacturer of light and compact equipment. The Wacker Neuson Group is the partner of choice among professional users in construction, gardening, landscaping and agriculture, as well as among municipal bodies and companies in industries such as recycling and rail transport. It offers its customers a broad portfolio of products, a wide range of services and an efficient spare parts offering. The product brands Wacker Neuson, Kramer and Weidemann belong to the Group.

As a company with a long history of more than 175 years we are acutely aware of the importance of social responsibility. This includes due care and responsibility for all of our employees worldwide. We are guided by our shared values of reliability, safety, efficiency and sustainability, as well as our Code of Conduct for integrity and compliance within the Wacker Neuson Group. The basis of our human resources strategy is to assure high quality of global leadership and to build on and invest into the excellent knowledge and motivation of our employees.

As a globally operating company we pursue our responsibility to act in compliance with legal and ethical framework. All of our managers and human resources professionals are committed to protecting human rights and labor standards and to treating our employees with dignity, fairness and respect, which is reflected in this statement of principles.

We regularly express our expectations on collaboration and the treatment of employees within the Group globally. We are continuously performing checks to ensure compliance with both our Code of Conduct and applicable human rights declarations.

1. Wacker Neuson Employment Policy

The Wacker Neuson Group is a responsible and reliable employer. Our employees form the foundation for the Group's success and forward-looking growth. Their commitment, knowledge and skills determine the quality of our products and services and, thus, our success in the market.

Fostering the satisfaction of our employees, maintaining their enthusiasm, treating them fairly, responsibly and with respect, ensuring a workplace free from discrimination and guaranteeing equal job opportunities are among our top priorities.

Our Employment policy follows a clear maxim: shaping the future together. To achieve this and to sustain our global success in the future, we encourage the continuous development of professional and social skills of our employees and promote an appreciative and open corporate culture. We have clear principles established for employee interaction. The following guiding principles shall support the respect and responsibility we have toward each employee:

- **We believe in mutual respect:** we live a corporate culture built on open, transparent communication and mutual appreciation.
- **We assume responsibility:** we help our employees and teams to act independently by providing information and resources they need.
- **We continue to develop:** we use mistakes as learning opportunities, give and accept feedback and develop solutions together. We strongly believe in our employees' potential and allow them to grow.
- **We act as coaches:** we are role models and enable our employees to achieve their goals.
- **We celebrate success:** together we are responsible for achieving our objectives and we celebrate our success as a team.
- **We acknowledge the importance of diversity:** we place a particular focus on a well-balanced diverse workforce in terms of culture, gender, age and inclusion.



2. Working conditions in the Wacker Neuson Group

We aim to provide excellent working conditions for our employees worldwide. We therefore follow the following principles based on the United Nations Universal Declaration of Human Rights, the United Nations Global Compact and the Fundamental Conventions of the International Labor Organization (ILO):

- We always respect and adhere to the national and local legislation and regulations pertaining to **working conditions and labor practices** in the countries in which we operate. We acknowledge the international labor standards for overtime limits and grant our employees adequate rest periods and paid vacation.
- We respect our employees' **freedom of association** and their rights to **collective bargaining**. We cooperate closely with employee representatives and place high importance on an open and constructive dialogue.
- We treat all of our employees with **respect** and never use any inappropriate disciplinary practices, harsh or inhumane treatment.
- We do **not use any form of child labor**. We never employ any person who is younger than the local legal minimum age for employment. Persons under the age of 18 are not employed for any hazardous work or work that is inconsistent with their individual development. We do however support legitimate workplace apprenticeships, internships and other similar programs that comply with all applicable laws and regulations.
- We **do not use any form of forced labor**. Our employees are free to terminate their employment with reasonable notice. We never withhold payment or place debt upon employees. We never withhold government-issued identification, passports, and/or work permits from our employees.
- We fight all forms of discrimination and promote **equal opportunities** to all our employees. Our employees are hired and promoted on the basis of their job-related qualifications and skills. They receive written and understandable information about their employment conditions and wages.
- All of our employees receive **fair and reasonable remuneration** which is at or above local minimum wage. Wages are paid in a regular and timely manner. Under comparable prerequisites and conditions, we pay equal wages for equal work. We provide our employees with additional benefits according to national law and local market practice in each country.
- We place great importance on the **health and safety** of our employees and follow all related regulations and procedures carefully and in compliance with international industry standards. All our facilities are safe and clean and we strive to offer a suitable working environment. We provide all necessary safety equipment and training free of charge and take extensive measures to prevent workplace accidents, injuries or exposures to health risks and to achieve a continual decline in the number of incidents.

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