

Corporate Governance Statement

Corporate governance is a top priority for the Wacker Neuson Group. The Management and Supervisory Boards are committed to the principles of responsible, qualified, sustainable and transparent corporate management as set out in the German Corporate Governance Code. Our actions are geared towards the long-term success and value growth of our company. The corporate mission statement anchored in the Company is an integral part of all business processes.

Corporate Governance Statement

In this declaration, the Executive Board reports - also on behalf of the Supervisory Board - on corporate governance. It thus complies with §§ 289f in conjunction with 315d of the German Commercial Code (HGB) and Principle 23 of the German Corporate Governance Code.

1. Declaration on the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act (AktG)

The German Corporate Governance Code is an important set of rules for the Executive Board and Supervisory Board of Wacker Neuson SE; both bodies are committed to its principles of responsible, qualified, sustainable and transparent corporate management. The boards have therefore addressed the recommendations of the German Corporate Governance Code in detail and most recently issued the following declaration of compliance dated December 13, 2022 :

Declaration on the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act (AktG)

The German Corporate Governance Code contains recommendations and suggestions for the management and supervision of German listed companies with regard to shareholders and the Annual General Meeting, the Executive Board and Supervisory Board, transparency, accounting and auditing. German stock corporation law requires the Executive Board and Supervisory Board of a listed company to declare annually which of these recommendations have not been or are not being applied and to give reasons for this ("comply or explain").

The Executive Board and the Supervisory Board identify with the obligation, made clear by the Code, to ensure the continued existence of the Company and its sustainable value creation in accordance with the principles of the social market economy (corporate interest) and to promote responsible and transparent corporate governance and control.

The Executive Board and Supervisory Board of Wacker Neuson SE hereby declare in accordance with Section 161 AktG:

Since issuing its last declaration of compliance on December 9, 2021, Wacker Neuson SE has complied with the recommendations of the "Government Commission on the German Corporate Governance Code" as amended on December 16, 2019 ("GCGC 2020") and the recommendations as amended on April 28, 2022 ("GCGC 2022") as published by the German Federal Ministry of Justice in the official section of the Federal Gazette on March 20, 2020 (since they came into force) and will continue to comply with the recommendations of GCGC 2022 in the future, with the exception of the following deviations:

Recommendation A.1 sentences 2 and 3 GCGC 2022: *The growth strategy "Strategy 2022" presented in March 2018 and still valid in fiscal 2022 has not yet fully taken into account ecological and social objectives. Later in fiscal 2023, the Company plans to present its new medium-term corporate strategy. In the course of this, the Wacker Neuson Group will also make an appropriate statement on its ecological and social objectives, which will then be reflected accordingly in corporate planning. Therefore, the Company does not currently comply with the Code in this respect.*

Recommendation A.5 GCGC 2022: *The key features of the Wacker Neuson Group's internal control system and risk management system with regard to the accounting process are described in the Management Report in accordance with statutory requirements. The internal control system and risk management system also include a compliance management system, the key features of which are presented in the Company's non-financial Group report, as is the risk management system with regard to non-financial matters. To this extent, and also to avoid repetition, no further disclosures are made in the management report that are unrelated to the management report. In view of the EU Corporate Sustainability Reporting Directive (CSRD), under which the content of non-financial Group reporting is to become part of the management report in the future, the Executive Board will transfer the relevant disclosures to the management report in the future.*

Recommendation C.1 GCGC 2020/2022: *In its election proposals to the Annual General Meeting for the election of shareholder representatives, the Supervisory Board shall take into account the statutory requirements and the recommendations of the Code with regard to the personal requirements for Supervisory Board members.*

The focus is not on filling out a competence profile or pursuing a diversity concept, but rather - irrespective of nationality and gender - on the professional and personal competence of potential candidates, paying particular attention to the company-specific situation. In assessing competence, the Supervisory Board also takes due account of the international activities of the Company, potential conflicts of interest, the number of independent Supervisory Board members, the specified age limit for Supervisory Board members and the principle of diversity, as well as, for elected employee representatives, the special rules of the codetermination laws.

In this context, the Supervisory Board does not consider the naming of concrete objectives for its composition or the development of a specific competence profile taking into account diversity and expertise in sustainability issues for the entire body otherwise to be necessary, so that the manner or status of implementation of such profiles or concepts - with the exception of the fulfillment of the relevant legal obligations, such as those arising in particular from the Act on the Equal Participation of Women and Men in Leadership Positions ("Women's Quota") - are also not disclosed in the form of a qualification matrix in the Corporate Governance Statement.

In view of the explanations on the independence of the members of the Supervisory Board contained in the corporate governance statement, the Supervisory Board also refrains from again explicitly providing information in the corporate governance statement on what it considers to be the appropriate number of members and their names.

Recommendation C.14 GCGC 2020/2022: The Supervisory Board considers the information made available to the Annual General Meeting and permanently on the corporate website in accordance with previous practice to be sufficient, so that it will continue to refrain from preparing, publishing and updating detailed curricula vitae for proposed Supervisory Board members or those already in office.

Recommendation D.5 DCGK 2020 / Recommendation D.4 DCGK 2022: The Supervisory Board has not formed a nomination committee. The size of the Supervisory Board (four shareholder representatives) does not justify a special committee for proposing shareholder candidates for the Supervisory Board.

Section G.I. DCGK 2020/2022: Section G.I. of the German Corporate Governance Code contains recommendations on the compensation of the Executive Board. Insofar as these recommendations are not yet complied with by the old compensation system for the Executive Board of the Company as applicable to the service contracts of Executive Board members concluded prior to October 1, 2020, no declaration of deviation is necessary, as the German Corporate Governance Code and the transitional provisions of the German Stock Corporation Act regarding the amendments by the Act Implementing the Second Shareholders' Rights Directive (ARUG II) do not require any adjustment of current service contracts in the sense of grandfathering.

In the interests of maximum transparency, it is pointed out as a precaution that this old compensation system for the Executive Board of the Company, which applies to the old service contract of Mr. Alexander Greschner still running until December 31, 2022, does not implement or does not fully implement the following recommendations: G.3 (Vertical comparison), G.4 (Horizontal comparison), G.6 (Predominance of long-term compensation components), G.7 (Determination of variable compensation components), G.10 (Share-based compensation) and G.11 sentence 2 (Possibility of withholding and reclaiming variable compensation components). As of January 1, 2023, the above recommendations will also be implemented for Mr. Alexander Greschner in a new service agreement.

Recommendation G.18 GCGC 2020/2022: The current compensation of the Supervisory Board includes a short-term oriented performance-related compensation. This model should be retained, as it is not to be regarded as a steering incentive or bonus for the Supervisory Board for the long-term development of the Company, but rather allows the compensation to breathe in less successful years.

Munich, December 13, 2022

Wacker Neuson SE

Executive Board and Supervisory Board

Dr. Karl Tragl

Chairman of the
Executive Board

Hans Neunteufel

Chairman of the
Supervisory Board

The above declaration of compliance is permanently available to shareholders on the Wacker Neuson SE website at → www.wackerneusongroup.com under Investor Relations/Corporate Governance. It is updated as required, but at least once a year. Declarations of compliance that are no longer up to date and corporate governance declarations as part of the respective annual reports remain accessible on our website for a period of at least five years. Further details of our corporate governance practices can be found in the following report section of this corporate governance statement.

2. Corporate governance

This section of the report describes the working methods of the Executive Board and Supervisory Board as well as the composition and working methods of the Supervisory Board committees.

Wacker Neuson SE is a listed European public limited company (Societas Europaea) under German law with its registered office in Munich, Germany, entered in the Commercial Register of the Munich Local Court under HRB 177839. When Wacker Neuson SE was founded, its shareholders opted for the dual management system customary under German stock corporation law, which gives the two bodies, the Executive Board and the Supervisory Board, each independent authority. The two bodies work closely together in a spirit of trust to achieve a sustainable increase in the value of the Company.

Board of Directors

The Executive Board represents the Company vis-à-vis third parties and conducts business in accordance with the law, the Articles of Association and its Rules of Procedure. The Executive Board consisted of four members in the reporting year 2022. The Executive Board manages the Company on its own responsibility and represents the Company in and out of court. The principle of overall responsibility applies: the members of the Executive Board are jointly responsible for the overall management of the Company.

The Executive Board plans the strategic direction of the Company, agrees it with the Supervisory Board and ensures its implementation. It is also responsible for the annual and multi-year planning of the Company and the Group and for preparing the reports required by law, such as the annual and consolidated financial statements and interim financial reports. It also ensures appropriate risk management and controlling and regular, timely and comprehensive reporting to the Supervisory Board; this covers all aspects of strategy, corporate planning, business development, risk situation, risk management and compliance relevant to the Company and the Group.

The Rules of Procedure of the Executive Board govern the responsibilities and cooperation within the Executive Board: Their focus is on the departmental responsibilities of the individual members of the Executive Board, the matters reserved for the Executive Board as a whole, the passing of resolutions (in particular the required majorities for resolutions), and the rights and duties of the Chair of the Executive Board. Executive Board meetings are held regularly and are convened by the Chairman of the Executive Board - also at the request of a member of the Executive Board. As a rule, the Executive Board makes its decisions by simple majority, unless otherwise stipulated by law. In the event of a tie, the Chairman shall have the casting vote.

The Chairman of the Executive Board leads and coordinates the entire Executive Board. He represents the Company and the Group in dealings with the public, in particular with public authorities, trade associations and publications.

The CEO of Wacker Neuson SE, the parent company of the Group, was Dr. Karl Tragl in fiscal 2022; no deputy was appointed. More detailed information on individual Executive Board members, in particular their areas of responsibility within the Executive Board, is presented in the Notes to the Consolidated Financial Statements under Note 34 "Executive bodies of the Company" (Wacker Neuson Group Annual Report 2022).

Measures and transactions of fundamental importance require the approval of the Supervisory Board in accordance with the Rules of Procedure of the Executive Board and the Articles of Association. They

are also communicated to the shareholders and the capital market in good time to ensure that the decision-making processes are also transparent during the year and that capital market participants are kept adequately informed.

Supervisory Board

The Supervisory Board advises the Executive Board on major decisions, monitors its work and appoints and dismisses the members of the Executive Board; in this context, it has defined an age limit of 62 for Executive Board members.

With the support of the Executive Committee and with the involvement of the Executive Board, the Supervisory Board ensures long-term succession planning for the Executive Board. Within the Supervisory Board, succession planning is discussed internally, above all by the Executive Committee, which continuously assesses the performance of the Executive Board and identifies any need for additions at an early stage. This takes into account the contractual terms of the currently appointed Executive Board members and any renewal options, the areas of responsibility likely to be filled, and the Company's strategic planning for the composition of the Executive Board.

With regard to a subsequent need for new Executive Board members, the Supervisory Board works towards the identification and appropriate internal development by the Executive Board of persons at subordinate management levels within the Company. To this end, regular discussions are held with various executives of the Group in order to evaluate, together with the Executive Board, their suitability for higher-level management tasks and, if necessary, to enable the targeted promotion of such suitable executives.

In this respect, the Supervisory Board and the Executive Board regularly agree on suitable candidates as possible concrete successors. Based on the deliberations of the Supervisory Board and the Executive Board and personal discussions, the Supervisory Board or the Executive Committee develops a profile of requirements with key characteristics and qualifications of potential candidates for upcoming successions. The Chair of the Executive Board is also involved in this process, provided the succession does not involve the Chair of the Executive Board himself/herself. If necessary, the Supervisory Board or the Executive Committee are supported by external consultants in developing the requirements profiles and/or selecting suitable persons. If a need arises at short notice on the Executive Board, internal and external candidates are considered in parallel and selected in a process tailored to the needs of the individual situation. The Supervisory Board consists of six members. In accordance with the agreement on employee participation on the Wacker Neuson SE Supervisory Board, four members are shareholder representatives and two members are employee representatives - as also stipulated by the German One-Third Participation Act. In its composition, the Supervisory Board takes into account the Company's specific ownership structure, the international activities of the Company, potential conflicts of interest, the number of Supervisory Board members it considers to be independent, the age limit of 75 years defined by the Supervisory Board for Supervisory Board members and the principle of diversity.

Reference is made to the following facts, which are also described in the Group Management Report: A consortium agreement existed between some shareholders attributable to the Wacker and Neunteufel families until April 30, 2022. The parties to this consortium agreement jointly held a total of around 58 % of the shares in Wacker Neuson SE and were therefore able to control the Company jointly (but not the individual parties to the consortium agreement) until the aforementioned date. Since May 1, 2022, this consortium tie-up no longer exists. According to the provisions of this consortium agreement, each

party to the consortium agreement had to exercise its voting and proposal rights at the Annual General Meeting in such a way that two shareholder Supervisory Board members nominated by the Wacker family and two nominated by the Neunteufel family were always elected. However, the Supervisory Board members representing the shareholders elected in this way are not and were in no way bound by instructions from individual, several or all parties to this consortium agreement and they continue to base all decisions in the Supervisory Board exclusively on the interests of the Company.

Even if these shareholder representatives on the Supervisory Board always also enjoy the special trust of the parties appointing them to the former consortium agreement, in the opinion of the Supervisory Board they did not and do not have any personal or business relationship with a controlling shareholder that could have given rise to a material conflict of interest. As the consortium agreement has been terminated since May 1, 2022, there has in any case been no controlling shareholder with respect to the Company since that date.

The Supervisory Board continues to consider the definition of the term "dependency" in the GCGC 2020 and the GCGC 2022 as well as the indicators and criteria defined therein for a (presumed) dependency to be factually incorrect. Since, as stated, all shareholder representatives continue to base all decisions in the Supervisory Board exclusively on the interests of the Company, the Supervisory Board considers them to be independent of the Company, the Executive Board and the controlling shareholders in principle - also and in particular in view of the facts described above.

The term of office of all Supervisory Board members runs until the end of the Annual General Meeting that resolves on the formal approval of their actions for the 2024 financial year, but for no longer than six years. The terms of office of the Supervisory Board members are disclosed as follows: Hans Neunteufel (since 10/2007), Mag. Kurt Helletzgruber (since 10/2007, office suspended due to secondment to the Executive Board from 12/2020 to 06/2021), Christian Kekelij (employee representative, since 06/2017), Prof. Dr. Matthias Schüppen (since 05/2014), Elvis Schwarzmair (employee representative, since 08/2002) and Ralph Wacker (since 05/2014). Further information on individual Supervisory Board members is presented in the Notes to the Consolidated Financial Statements under Note 34 "Executive bodies of the Company" (Wacker Neuson Group Annual Report 2022).

The principles of the Supervisory Board's cooperation are governed by its Rules of Procedure, which reflect the recommendations of the German Corporate Governance Code and provide for clear and transparent procedures and structures as one component of the monitoring and control process. The current version of the Supervisory Board's Rules of Procedure is publicly available on the Company's website. The Supervisory Board regularly assesses the effectiveness of its own work and that of its committees, again at the beginning of the reporting year. On the basis of a detailed questionnaire, all members of the Supervisory Board assess various aspects of the work of the committees, also in comparison with the previous year. Areas of work that deteriorate significantly compared with the previous year or are considered unsatisfactory overall are discussed in detail at plenary meetings and any measures for improvement are defined.

Decisions are made by the Supervisory Board by simple majority vote, unless otherwise stipulated by law. In the event of a tie, a resolution or election proposal is rejected; there is no casting vote by the Chairman of the Supervisory Board. The Chairman of the Supervisory Board convenes and chairs the meetings of the Board and otherwise coordinates the work of the Supervisory Board and its committees.

The Supervisory Board defines the Executive Board's information and reporting duties in detail. The main areas of cooperation between the two boards and details of the specific work of the Supervisory Board and its committees can be found in the [→ Report of the Supervisory Board, Wacker Neuson Group Annual Report 2022, p. 14.](#)

Composition and functioning of committees

Unlike the Executive Board, the Supervisory Board operates with two committees: the General Committee and the Audit Committee.

The Executive Committee is responsible in particular for preparing proposals for the appointment and dismissal of Executive Board members, for the extension of their mandates, for Executive Board remuneration and the remuneration system, and for preparing measures to conclude, amend and terminate Executive Board contracts. The members of the Executive Committee are Hans Neunteufel, Prof. Dr. Matthias Schüppen and Ralph Wacker. The Chairman of the Executive Committee is Mr. Neunteufel.

The Audit Committee is in close contact with the auditors: It commissions them to audit the annual and consolidated financial statements, determines the focal points of the audit, and receives the audit reports. It also concludes the fee agreement with the auditors, assesses their independence and the additional services they provide, and submits a proposal to the Supervisory Board for the election of the auditors by the Annual General Meeting. The Audit Committee prepares the negotiations and resolutions of the Supervisory Board on the adoption of the annual financial statements, the approval of the consolidated financial statements and the review of the report of the Executive Board on affiliated companies and the non-financial Group report and the compensation report. It supports and monitors the Executive Board in particular in matters relating to the accounting process, the internal control system, the risk management system, the internal auditing system and compliance.

The members of the Audit Committee are Kurt Helletzgruber, Matthias Schüppen, Ralph Wacker and Elvis Schwarzmair; the committee as a whole is familiar with the sector in which the Company operates. In the year under review, the Audit Committee was chaired by Prof. Dr. Matthias Schüppen until March 24, 2022, and again by Kurt Helletzgruber from March 25, 2022. Both have special knowledge and experience in the application of accounting principles and internal control and risk management systems, as well as in the field of auditing, due to their many years of experience as a licensed lawyer, tax advisor and auditor (Prof. Schüppen) and as Chief Financial Officer in various large industrial companies (Mag. Helletzgruber).

The committee chairmen report regularly and promptly from the committees to the Supervisory Board. Decisions within the committees are also made by simple majority; in the event of a tie, a resolution or election proposal is rejected; there is no casting vote by the respective committee chair.

Further details on the work of the Supervisory Board and its committees are provided in the current Supervisory Board report, which also reports on the individual attendance of Supervisory Board and committee members at meetings, the number of meetings held as video or telephone conferences, and any training and development measures for Supervisory Board members. [→ Wacker Neuson Group Annual Report 2022, p. 14.](#)

Shareholders and Annual General Meeting

Shareholders exercise their rights and vote at the AGM. Wacker Neuson SE only has registered shares with full voting rights. Each share grants one vote. The agenda for the AGM, including the reports and

documents required for the AGM, are also published in good time on the Company's website, where they can be easily accessed by shareholders.

This year's Annual General Meeting is planned for May 26, 2023 as a purely attendance-based meeting. The Executive Board will facilitate the exercise of shareholders' voting rights by proxies appointed by the Company, to whom shareholders can issue proxies bound by their instructions. Shareholders may also have their rights exercised at the Annual General Meeting by a proxy, e.g. an intermediary, a voting advisor, a shareholders' association or another person of their choice.

In addition, as a service and only in the run-up to the Annual General Meeting, the Company provides shareholders with a password-protected internet service on the Company's website, via which - in addition to registering for the Annual General Meeting and granting proxies - it is also possible to vote by electronic postal vote up to one day before the Annual General Meeting. Participation in the Annual General Meeting by means of electronic communication within the meaning of Art. 118 par. 1 sentence 2 AktG is not possible via the password-protected internet service. Details of this will be explained in the invitation to the Annual General Meeting.

Accounting and auditing

The Consolidated Financial Statements of Wacker Neuson SE are prepared in accordance with the principles of the International Financial Reporting Standards (IFRS). The Annual Financial Statements and the combined Management Report for the Company and its Group are prepared in accordance with the provisions of the German Commercial Code (HGB).

The Supervisory Board proposes the auditor to the Annual General Meeting. It does so on the basis of a recommendation by the Audit Committee. Before proposing the auditor, the Supervisory Board obtains a certificate of independence from the proposed auditor.

The Chairman of the Audit Committee has asked the auditors to inform the Audit Committee without delay of all findings and events of importance to their duties that come to their attention during the performance of the audit. In addition, the auditors are to inform the committee and make a note in the audit report if, during the performance of the audit, they discover facts which show that the Declaration of Conformity with the German Corporate Governance Code issued by the Executive Board and Supervisory Board is incorrect.

Risk Management

Part of good corporate governance always involves dealing responsibly with business risks faced by the Company and the Group. The Management and Supervisory Boards therefore continuously address internal control and risk management systems within the Wacker Neuson Group and the associated reporting system.

Details on risk management within the Wacker Neuson Group, including a report on the control and risk management system within accounting, can be found in the risk and opportunities report in the combined management report (Wacker Neuson Group Annual Report 2022).

Transparency

Regular active dialog with our shareholders and other stakeholders is an integral part of our corporate governance. We inform our shareholders as well as financial analysts, shareholder associations and the media regularly, quickly and as openly as possible about our business situation and major changes in the Company. We are committed to active and open communication.

As required by the German Securities Trading Act (WpHG) and the German Corporate Governance Code, we provide information on the business development and financial situation of our company four times a year - in an annual report, a half-yearly report and two quarterly reports. These reports are discussed by the Supervisory Board or Audit Committee with the Executive Board prior to publication. In addition, the Executive Board answers shareholders' questions at the Annual General Meeting. We also use the internet as a communication platform: At → www.wackerneusongroup.com under Investor Relations, interested parties can find press releases, all ad hoc announcements, financial reports and our financial calendar with the important dates of the year in up-to-date form. Anyone who registers for our distribution list will also receive regular information from us in this way.

Reportable securities transactions and significant voting interests

Wacker Neuson SE publishes so-called directors' dealings notifications in accordance with Article 19 of the Market Abuse Regulation (EU) No. 596/2014. In these notifications, we provide immediate information on securities transactions relating to the Wacker Neuson share made by members of the Executive Board and Supervisory Board as well as natural and legal persons closely related to these board members. These disclosures are also published on the Company's website at → www.wackerneusongroup.com under Investor Relations/Corporate Governance. We also provide immediate information under Investor Relations/Financial News on notifications from shareholders regarding the acquisition or sale of significant voting shares pursuant to Section 33 of the German Securities Trading Act (WpHG) or regarding the holding of financial instruments and other instruments pursuant to Sections 38 and 39 of the German Securities Trading Act (WpHG).

Remuneration Report

The current remuneration report for the Executive Board and Supervisory Board is published on the Company's website → www.wackerneusongroup.com under Investor Relations/Corporate Governance.

The total remuneration of the Executive Board and Supervisory Board is disclosed both in the above-mentioned section and in the Notes to the Consolidated Financial Statements under item 35 "Related party disclosures" → [Wacker Neuson Group Annual Report 2022](#).

Diversity statement on the target figures set for the proportion of women at management level.

When making appointments to the Executive Board and Supervisory Board, the Company focuses on the professional and personal competence of potential female and male candidates, paying particular attention to the Company's specific situation. In assessing competence, the Supervisory Board also takes particular account of the international activities of the Company and the principle of diversity, also with regard to the age, gender and educational or professional background of the candidates. The Company does not pursue an explicit diversity concept as described in the CSR Directive Implementation Act. To avoid repetition, please refer to the explanations in section C.1 of the German Corporate Governance Code in the declaration of conformity shown above.

As a listed company (which is not, however, subject to equal codetermination as defined in Section 96 (2) of the German Stock Corporation Act (AktG)), Wacker Neuson SE is obliged to set targets for the proportion of women on the Supervisory Board, the Executive Board and the two management levels below the Executive Board. The Executive Board and Supervisory Board have already addressed this issue on several occasions.

When selecting and appointing Executive Board members, the Supervisory Board focuses on the individual professional and personal competencies of potential candidates, paying particular attention to the company-specific situation. As a result, the Supervisory Board does not assign any priority decision-making relevance to gender in this context. There are currently no women on the Executive Board of Wacker Neuson SE (actual quota 0 percent). As the Supervisory Board does not wish to be bound by a gender balance in view of the aforementioned relevance of qualifications, it refrained from setting a target figure that deviates from the status quo for the proportion of women on the Executive Board, which it aims to achieve by December 31, 2026, when it passed the corresponding resolution in 2021 (i.e. target quota remains 0 percent).

The Supervisory Board also focuses on the individual professional and personal competence of potential candidates when appointing members to the Supervisory Board, which means that gender is not a priority in this context either. There are currently no women on the Supervisory Board of Wacker Neuson SE, which was appointed in 2020 until the end of the Annual General Meeting in 2025 (actual quota 0 percent). In view of the aforementioned relevance of qualifications and the specific situation of the Company, the Supervisory Board does not wish to commit itself in advance to a gender balance for its composition. Therefore, in its resolution in 2021, the Supervisory Board refrained from setting a target figure that deviates from the status quo for the proportion of women on the Supervisory Board that it intends to achieve by December 31, 2026 (i.e. target quota remains 0 percent).

In 2021, the Executive Board resolved the following targets for the proportion of women in management positions at Wacker Neuson SE, which it aims to achieve by December 31, 2026. As before, these targets relate to employees directly employed by Wacker Neuson SE. The target ratio for the first management level below the Executive Board is 22.3 percent (actual ratio 23.5 percent) and the target ratio for the second management level below the Executive Board is 25.0 percent (actual ratio 37.5 percent).

3. Disclosures on corporate governance practices

Compliance - Fundamentals of entrepreneurial action and management

Beyond the guidelines and recommendations of the German Corporate Governance Code, the Executive Board of Wacker Neuson SE is committed to acting lawfully and in a socially and ethically responsible manner worldwide. With this in mind, we have developed a strategic mission statement for the entire Wacker Neuson Group that applies equally to everyone - the Executive Board, managers and all Group employees. It clarifies the framework of our entrepreneurial thinking and actions to our shareholders, customers, business partners, the public and our employees.

Our success is built on the dedicated commitment of each individual based on integrity, openness and honesty, respect for people and nature, and the sustainability of our actions. More detailed information is provided in the Group's non-financial report. The report is available on the Group's website. → www.wackerneusongroup.com/investor-relations

A Corporate Compliance Office exists within the Company as part of the Corporate Legal & Compliance department. Within the scope of its responsibilities, it is the point of contact and advisor for compliance

issues and develops the compliance management system at Group level for this purpose. The Chief Compliance Officer is also Head of the Corporate Legal & Compliance department and reports directly to the Chairman of the Executive Board. With the implementation of the Compliance Management System, the "Principles of our Business Ethics" were defined, which include a commitment to integrity and consistent compliance with legal and regulatory requirements. These principles are defined in more detail by the Code of Conduct for our employees and substantiated by internal policies. The "Principles of our Business Ethics" and the Code of Conduct are available on the internet at → www.wackerneusongroup.com under Group/Code of Conduct.

For us, compliance with our principles is also an essential basis for trusting and sustainable business relationships along the value chain. Our requirements in this respect are set out in the Code of Conduct for Suppliers, which is available at → www.wackerneusongroup.com under Group/Compliance.

Corporate Social Responsibility - Responsibility for the Environment and Society

The Wacker Neuson Group assesses the impact of its value creation process on the environment and derives appropriate measures to ensure careful use of given resources. Similarly, reducing the cost of energy consumption and successfully certifying production sites within the European Union in accordance with DIN EN ISO 50001 and DIN EN ISO 14001 is an important aspect of this field of work.

The Wacker Neuson Group's goal is to work on innovative, beneficial products and services of consistently high and reliable quality, using sustainable and environmentally friendly production and work processes.

For 2022 we are issuing a separate non-financial Group report, which will be published at the same time as this Annual Report and will be available on the company website (sections 315c in conjunction with 289c to 289e HGB).

Munich, March 23, 2023

Wacker Neuson SE

The Executive Board

Dr. Karl Tragl

Chairman of the Executive Board
Chief Executive Officer (CEO)

Felix Bietenbeck

Chief Operations Officer (COO)
Chief Technology Officer (CTO)

Christoph Burkhard

Chief Financial Officer (CFO)

Alexander Greschner

Chief Sales Officer (CSO)