

PRESS RELEASE

Zeppelin Group: Special Recognition for Employees during the Pandemic Year

Group will pay coronavirus bonus worldwide

Friedrichshafen / Garching, April 1, 2021. Despite the difficult circumstances due to the COVID-19 pandemic, the Zeppelin Group weathered the 2020 fiscal year well and reported a solid result for 2020 at the end of March. The Group would now like to show its employees its appreciation for their tireless commitment under the difficult conditions of the pandemic. The Group Management Board, Supervisory Board and employee representatives have agreed on a payment of a one-time "coronavirus bonus" for the approximately 10,000 employees worldwide.

The COVID-19 pandemic has already lasted more than a year and poses daily challenges to the Group's companies and their employees. Many measures, such as the necessary occupational health and safety and hygiene policies, allowing mobile work, and virtual collaboration, were quickly implemented throughout the entire Group.

"So far, we have dealt with the COVID-19 pandemic extremely well. This is mainly due to the Zeppelin employees around the world who have shown themselves to be very flexible and have worked tirelessly with a wealth of ideas for our customers in order to find suitable solutions for a wide variety of challenges. I am therefore delighted that we will be paying our employees a coronavirus bonus as a token of our appreciation for this accomplishment," commented Peter Gerstmann, Chairman of the Management Board of Zeppelin GmbH, on the decision.

"The Zeppelin employees worldwide have contributed through their great commitment and enormous efforts to Zeppelin's ability coping very well with the current situation. It was important to us to recognize these outstanding achievements. That is why we from the Supervisory Board were happy to endorse the payment of a Corona bonus," says Andreas Brand, Chairman of the Supervisory Board and Lord Mayor of the City of Friedrichshafen.

"Our corporate culture and the solidarity of our colleagues make Zeppelin especially strong, even in crisis situations. We are delighted that, as employee representatives on the Supervisory Board, we were able to work together with the other members to help create this bonus as a sign of appreciation," added Heribert Hierholzer and Ralph Misselwitz, Employee Representatives on the Supervisory Board of Zeppelin GmbH.

The Zeppelin Group will pay all employees a corresponding appreciation bonus with their May salary, which will amount to EUR 600.00 for employees in full-time contracts in Germany and be calculated proportionately for part-time employees. Apprentices in Germany will receive a

lump sum of EUR 200.00. The bonus will be adjusted according to the local purchasing power in the other countries and regions in which the company operates.

[Information on the 2020 Annual Financial Statement for Zeppelin GmbH can be found in the press release dated March 26, 2021.](#)

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About the Zeppelin Group

The Zeppelin Group offers solutions for the construction industry, drive systems and energy sectors as well as engineering and plant engineering; it is represented in 43 countries and regions around the world at more than 220 sites. The company's approximately 10,000 employees work together in a management holding company, six strategic business units and a strategic management center (= Zeppelin Digit): Construction Equipment Central Europe, Construction Equipment Nordics, Construction Equipment Eurasia (distribution and service of construction, mining, and agricultural machinery), Rental (rental and project solutions for construction and industry), Power Systems (drive, propulsion, traction, and energy systems), Plant Engineering (engineering and plant engineering) and Zeppelin Digit (IT and digitalization). All digital business is handled together within Zeppelin Digit. In the 2020 financial year, the Group generated sales of EUR 3.3 billion. Zeppelin GmbH is the Group holding company. It is legally domiciled in Friedrichshafen and has its head office in Garching near Munich. The Zeppelin Group is a foundation-owned company. Its roots can be traced back to the establishment of the Zeppelin Foundation by Graf Ferdinand von Zeppelin in 1908. For more information, visit zeppelin.com.

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