

PRESS RELEASE

Zeppelin Group once again presented with award for work-life compatibility

The Group received the “berufundfamilie” (work and family) audit certificate, which recognizes particularly high standards in HR policy.

Garching near Munich, June 23, 2021. The Zeppelin Group has once again received the berufundfamilie audit, a quality seal, for its sustainable, family-friendly and life-phase-conscious HR policy. The audit is conducted under the patronage of the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. Alexandra Mebus, Zeppelin Group Labor Director and Managing Director, accepted the award on June 22 as part of a certificate online event. The re-audit includes Management Holding Zeppelin GmbH and the German companies of the Construction Equipment Central Europe, Rental, Power Systems, and Plant Engineering strategic business units, as well as the Zeppelin Digit strategic management center (including the company Z LAB).

For years, the Zeppelin Group has been committed to providing its employees with an environment that enables them to balance their professional and private lives. Numerous initiatives and measures are offered, which range from the opportunity to work from home (in areas where this is possible) to consulting services for employees in difficult personal situations to health and sporting activities.

"I am pleased that we have now received the berufundfamilie audit certificate for the second time since 2018. The successful re-audit encourages us in our actions and initiatives. Particularly in the current context of the COVID-19 pandemic, it is important to make offers to employees that take their living situation into account. This includes, for example, offerings in cooperation with the famPlus family service to support childcare and care of family members or in personal conflict situations. Group-wide company health management with health and fitness services is also included," says Alexandra Mebus about the certification.

The certificate, which is valid for three years and serves as a seal of quality for a company work/life compatibility policy, is awarded by the berufundfamilie Service GmbH board of trustees. Employers who receive the award must undergo an audit and dialogue procedure offered by the berufundfamilie. Zeppelin successfully underwent the re-audit process in 2021, which reviewed the current family-friendly measures already in place. The focus was on making the working environment even more flexible and developing the culture needed to achieve this.

As part of the re-audit, strategic goals, as well as specific measures were defined, which are stipulated in a target agreement. These must be implemented as required during the three-

year certificate period. The practical implementation of the measures is checked on an annual basis by berufundfamilie Service GmbH.

"For us, the award is an incentive to continue on the path we have chosen and to respond to the needs of our employees. We plan to introduce further measures, such as analyzing and testing a framework for sought-after working time models and lifetime working time accounts. In addition, we will support our managers more intensively with new work topics (e.g. mobile working, digital and inclusive leadership). Furthermore, we have a diversity strategy with associated measures and regular campaigns as well as the task of raising awareness within the Group about family-compatible deadlines and availability times, on the agenda. We will implement all of this swiftly. Zeppelin's motto is "We Create Solutions" and we create tailor-made solutions not only for our customers, but also for our employees," adds Alexandra Mebus.

Due to the COVID-19 pandemic, the certificate presentation ceremony took place as part of an online event. The web-based event was dedicated to a total of 287 employers – 135 companies, 118 institutions and 34 universities – who had successfully completed the berufundfamilie (work and family) audit or familiengerechte hochschulschule (family-friendly university) audit in the previous twelve months.

When it comes to the best employers in Germany, the Zeppelin Group appears in the upper part of the list elsewhere too. In the independent ranking by the German magazine "Stern", the Group was able to further improve its ranking in 2021 and is now in a strong position at number 83. The German financial newspaper "Handelsblatt" once again honored the Group as a "fair company." You can find more information about these awards [here](#).

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Caption: *Alexandra Mebus, Labour Director and Peter Gerstmann, Chairman of the Management Board, Zeppelin Group, are proud of the certificate "auditberufundfamilie".
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About the berufundfamilie audit

berufundfamilie Service GmbH is a service provider and think tank in the field of work-life balance. It successfully supports companies, institutions and universities in their efforts to implement sustainable family- and life-phase-conscious HR policies as well as in designing family-friendly research and study conditions. Its central focus is the berufundfamilie audit and an audit of family-friendly universities, which was initiated by the Hertie Foundation and is traditionally under the patronage of the Federal Family Minister. The audit is the strategic management tool that employers use to set up their HR policy in a family- and life-phase-conscious manner and to strengthen their employer attractiveness. Since 1998, around 1,800 employers have been awarded the audit certificate. www.berufundfamilie.de

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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