

PRESS RELEASE

The Zeppelin Group is once again among Germany's top employers Group receives accolades from “Stern” and “Handelsblatt”

Garching near Munich, Germany, February 24, 2021. The Zeppelin Group continues to be one of the best employers in Germany. In an independent ranking by the magazine “Stern,” the Group was able to further improve its position and in 2021 is at the front of the field in 83rd place. “Handelsblatt” once again honored the Group as a “Fair Company.”

The Zeppelin Group is again one of the best employers in Germany in 2021. In a ranking by the magazine “Stern,” which was published in January 2021, the company was ranked 83 overall and is at the forefront of the best employers from a total of 650 rated companies. The “Handelsblatt,” initiator of the “Fair Company” rating, praises the company as doing a particularly good job of fulfilling the expectations and values of young people starting out in their careers and young professionals in terms of a fair and attractive employer.

Taking 8th place in the “Rail, Ship and Aircraft Construction” category and 9th place in the “Mechanical and Plant Engineering” category, Zeppelin was able to improve significantly, not only in the overall rating by “Stern” but also in the ranking by industry compared to 2020.

“We are delighted that we were able to significantly improve on our good position last year in the “Stern” rating. The “Fair Company” award also indicates that we are meeting the expectations and needs of our employees with our personnel measures and initiatives. We will naturally continue to work on providing our employees with the best possible environment. This is especially important under the difficult conditions caused by COVID-19. In addition to offering the option of working from home, at Zeppelin this also includes support when it comes to childcare or in difficult family situations, as well as sport and health offerings that can also be accessed digitally,” explains Alexandra Mebus, Labor Director and Managing Director of the Zeppelin Group.

For its ranking, which was prepared in cooperation with the market research institute Statista, “Stern” looked at companies with more than 500 employees and headquarters in Germany. The anonymous survey was conducted via online access panels, independent of the respondent’s employer. The questionnaire covered more than 50 topics including corporate culture, working environment and salary. The key question was whether the employees would recommend their respective employer to others. In 2021, the ranking was extended to 650 employers and the results divided into 24 industries. As a diversified company, the Zeppelin Group therefore appears in various categories.

The Zeppelin Group has been a member of the German employer initiative “Fair Company” since 2018. This is a long-term commitment to a fair working environment and is aimed

specifically at young people starting out in their careers and young professionals. Companies that are included offer young people fair working conditions and development prospects. In accordance with the procedure in place since 2020, admission is subject to a positive assessment by the "Institut für Beschäftigung und Employability" (Institute for Employment and Employability, IBE) in Ludwigshafen. With a questionnaire specifically developed for the Fair Company Initiative, the IBE considers twelve aspects that are important to young professionals.

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Picture: Graphic „Germany’s Top Employers 2021“ (Stern) and “Fair Company” (Handelsblatt), available only in Germany language (Original: „Deutschlands beste Arbeitgeber 2021“ (Stern) and „Fair Company“ (Handelsblatt)).

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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). All digital business is handled together within Zeppelin Digit. In the 2019 fiscal year, the Group generated sales of 3.1 billion euros. 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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