

SUSTAINABILITY AT ZEPPELIN



Corporate



Social



Responsibility





Zeppelin at a Glance

Strategic Business Units & Strategic Management Center



- Construction Equipment Central Europe**
Distribution & service of construction machines
- Construction Equipment Nordics**
Distribution & service of construction machines
- Construction Equipment Eurasia**
Distribution & service of construction & agricultural machines
- Rental**
Rental and project solutions for construction and industry
- Power Systems**
Drive, propulsion, traction and energy systems
- Plant Engineering**
Engineering and plant engineering

Zeppelin Digit Strategic Management Center (SMC) for IT, Innovation and Digitization



The Zeppelin Group offers solutions for the construction industry, drive systems and energy sector as well as engineering and plant engineering; it is represented in 43 countries and regions around the world at more than 220 sites. Over 10,000 employees work together in a management holding company, six strategic business units and a strategic management center.

Corporate Culture and Values



The corporate culture of the Zeppelin Group is shaped by our identity as a foundation-owned company and its history. The establishment of Luftschiffbau Zeppelin GmbH and the Zeppelin Foundation in 1908 paved the way for today's Zeppelin Group.

INTEGRITY

As ambassadors for our culture, our employees epitomize values such as fairness, respect, and transparency when it comes to compliance, and put those values into practice in their day-to-day work.

EXCELLENCE

As reliable, dynamic partners, our employees recognize the needs of our customers and use their wide-ranging knowledge of our products and services to deliver outstanding solutions.

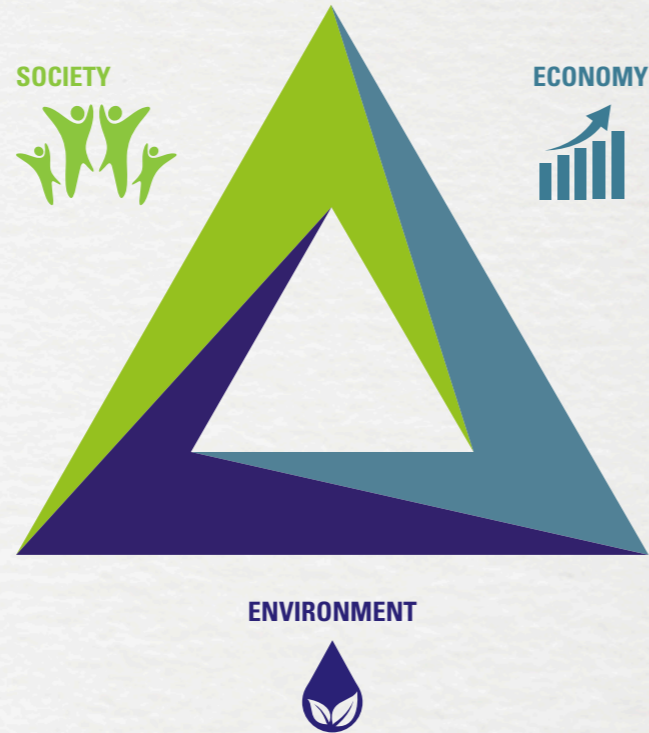
At the heart of this Zeppelin system of values are ten "Grafensätze". They link our unique company history and the values actively lived by Ferdinand Graf von Zeppelin to the culture practiced in the Group today. The "Grafensätze" are the principles we follow in dealing responsibly with our colleagues, customers, service providers and partners, and they are a benchmark in the day-to-day activities of all Zeppelin employees.

-  Grafen leave their footprint
-  **Grafen move your heart**
-  Grafen overcome boundaries
-  Grafen attract Grafen
-  Grafen stay on course
-  **Grafen receive support**
-  Grafen make you think
-  **Grafen get others on board**
-  **Grafen tip their hats**
-  **Grafen fail successfully**



Sustainability matters at Zeppelin

Ecology, economy and society – these are the three areas that Zeppelin combines under Corporate Social Responsibility (CSR) or sustainability. Since 01/01/2020, the company has its own CSR department, so that sustainability topics are firmly anchored in the company.



At Zeppelin, sustainability means making a long-term genuine contribution to the environment and society as a sustainable and economically successful company, which is drawn from the strength of our corporate culture.

FOR ZEPPELIN, SUSTAINABILITY (CSR) IS A BASIC PREREQUISITE FOR ...



ECONOMY

the long-term preservation of economic success and the expansion of competitiveness.



ENVIRONMENT

making an active contribution to climate and environmental protection as part of our commitment to the infinity principle.



SOCIETY

assuming social responsibility as a foundation-owned company and maintaining and expanding our attractiveness as an employer.

CSR as Part of the Corporate Strategy



OBJECTIVES

MEANS



Growth
Continuous growth

Solutions with added value for customers
Excellence in our service and products
New business areas



Performance
Outstanding achievements

Qualified employees
Streamlined processes
Efficiency
Integrated management system



Stability
Long-term stability

Strong partnerships
Sustainable financial and risk management
Compliance, diversity and corporate social responsibility

GPS strategy of Zeppelin GmbH



The topic of sustainability plays a major role at Zeppelin and is anchored in various areas and processes. Among other things, sustainability is reflected in the „Stability“ aspect of the Group strategy and in our corporate values.



Zeppelin's Contribution

to the Sustainable Development Goals

The seventeen Sustainable Development Goals (SDGs) are political objectives of the United Nations, which are intended to ensure sustainable development on an economic, social and ecological level worldwide. They provide a comprehensive overview of sustainability topics that may be relevant for countries, companies and non-governmental

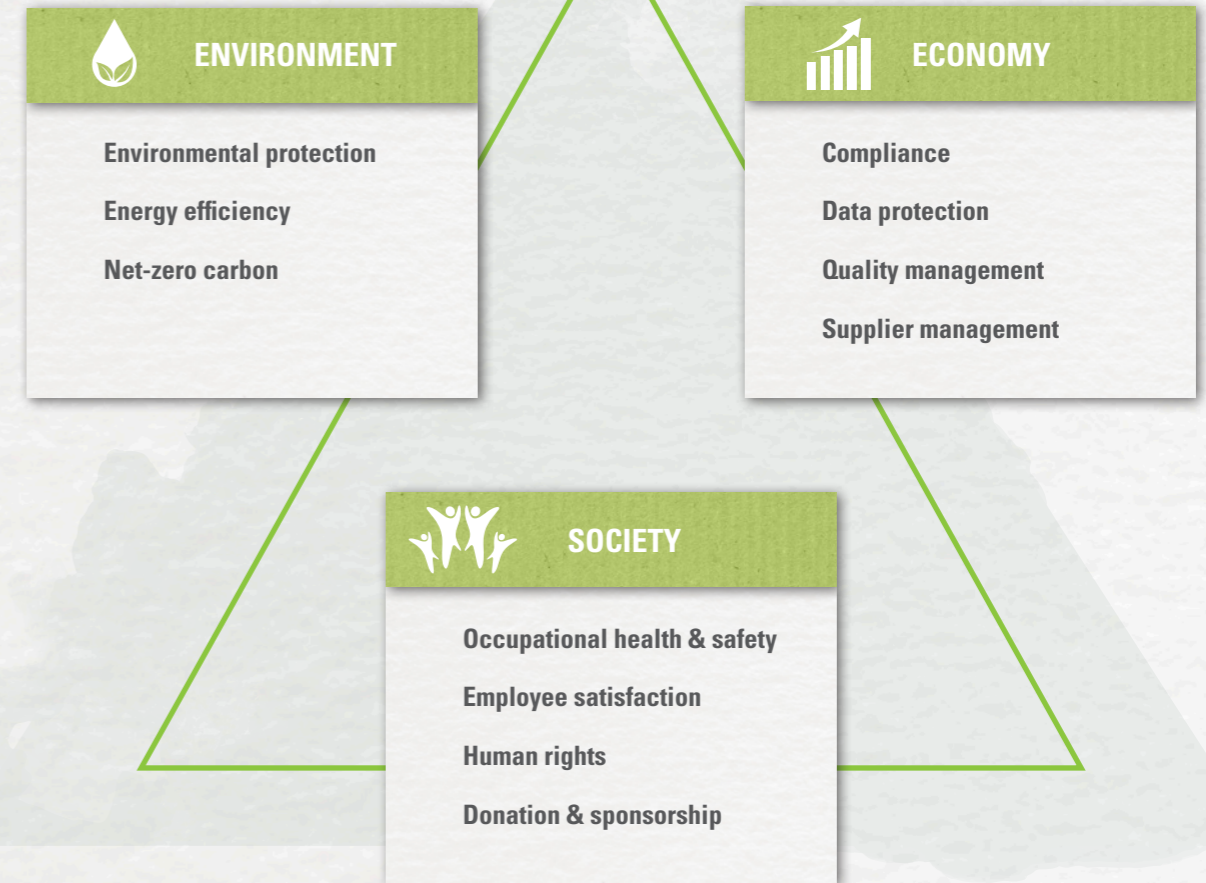
organizations. Many of the sustainability goals and measures pursued by the Zeppelin Group are aligned with individual SDGs. The illustration includes the SDGs to which Zeppelin is already making a major contribution.

SUSTAINABLE DEVELOPMENT GOALS



Key Action Areas at Zeppelin

Together with its stakeholders, Zeppelin identifies relevant sustainability issues, assesses their urgency, and defines key action areas for continuous improvement.







Economic Sustainability

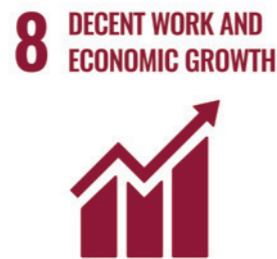
ECONOMY:

Sustainability is a basic prerequisite for securing long-term economic success and promoting competitiveness. Zeppelin attaches great importance to promote sustainable products and services.

KEY ACTION AREAS	OBJECTIVES
 Compliance	→ Number of employees with valid compliance training > 80%.
 Data security	→ Avoidance of data protection breaches through information and training.
 Quality management	→ Training of employees/ managers in the integrated management system.
 Supplier management	→ Collaboration with qualified suppliers, definition of uniform evaluation criteria and ensuring conformity with legal requirements.

Further objectives and measures can be found in our annual sustainability report: [LINK](#)

ZEPPELIN'S CONTRIBUTION TO THE SDGs:



Measures

In 2019, the existing syndicated loan agreement with the core banks was extended and a green loan clause has been included. This means that the achievement of sustainability targets, in particular energy savings targets, has a positive or negative impact on the interest rate. Based on the successes already realized and in order to further anchor sustainability in the financial sector, Zeppelin issued another, new promissory note loan in mid-2021, also with an ESG component.



As part of the "Z IDEA" idea management program, employees are given the opportunity to improve processes and develop new ideas.

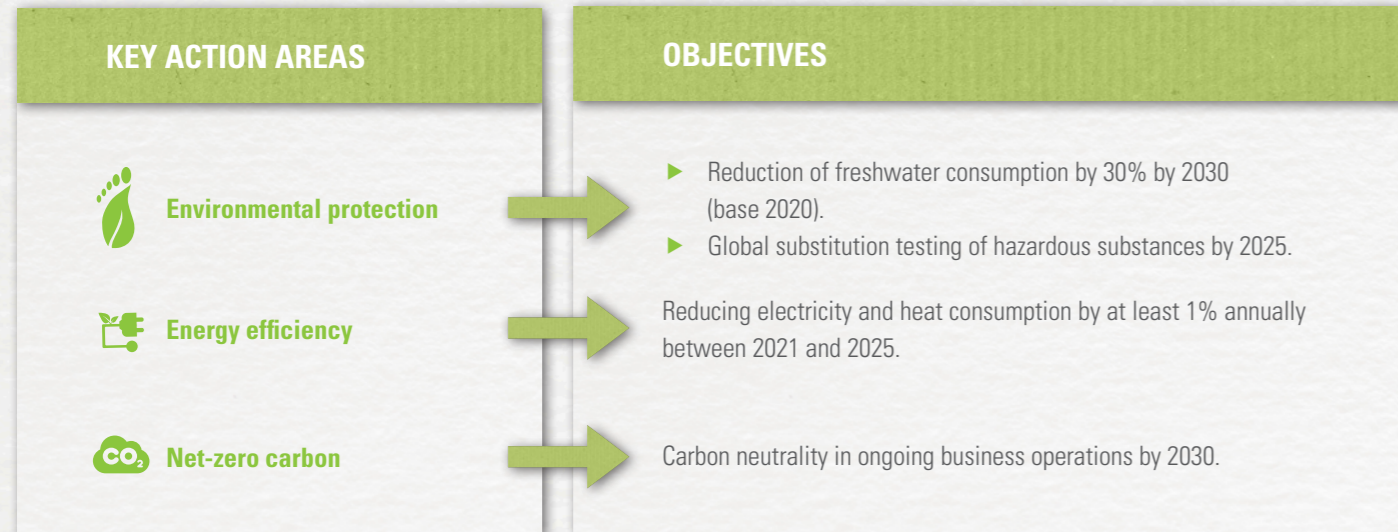
To maintain a corporate culture in which compliance with legal and ethical obligations is a matter of course, employees and managers receive regular training on these topics. With the introduction of the new e-learning system for compliance in 2020, Zeppelin is working continuously to further improve the participation rate.



Ecologic Sustainability

ENVIRONMENT:

An active contribution to climate and environmental protection is a matter of course for Zeppelin and corresponds to the principle of infinity, which is anchored in the foundation's philosophy.



Further objectives and measures can be found in our annual sustainability report: [LINK](#)

ZEPELIN'S CONTRIBUTION TO THE SDGs:



Measures





- ▶ Installation of photovoltaic systems in Achim (2018), Friedrichshafen (2020), Garching (2021) and successively at other locations.
- ▶ Extensive modernization concept and implementation of structural measures at the property sites to achieve carbon neutrality.
- ▶ Successive conversion to green electricity at most of the German sites until 2023.
- ▶ Implementation of an environmentally friendly vehicle fleet.
- ▶ Extension of the energy management system (ISO 50001) to the sites of the strategic business unit Construction Equipment Nordics.
- ▶ Local campaigns such as at the headquarters in Garching near Munich: The beautifully designed flower meadow also helps one of our employees to produce Zeppelin honey.



Social Responsibility

SOCIETY:

Taking on social responsibility and maintaining our attractiveness as an employer.

KEY ACTION AREAS	OBJECTIVES
 Occupational health & safety	Reduction of occupational accidents and lost workdays by 10 % annually by 2025.
 Employee satisfaction	<ul style="list-style-type: none"> ▶ Increase the proportion of women to at least 20 % by 2025. ▶ Maintaining the average length of service at a level of at least 9.3 years.
 Human rights	Creation and implementation of a code of conduct for suppliers in 2021 and ensuring conformity with legal requirements.
 Donations and sponsorship	Total donations as a proportion of Group net income (earnings before tax) of at least 0.5-1.0% annually.

Further objectives and measures can be found in our annual sustainability report: [LINK](#)

ZEPPELIN'S CONTRIBUTION TO THE SDGs:

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Measures



Zeppelin has been supporting the charitable organization Home from Home for several years now. The organization's focus is creating a better future for orphans, HIV-positive children and those who are no longer with their families, in the townships near Cape Town.



Organization of topical "health years", starting in 2020.



Member of the Diversity Charter since 2020.



Certification by "audit berufundfamilie" (since 2018). Zeppelin Group received this seal of quality for its work-life balance.



Establishment of Z NOW women's network for the professional advancement and networking of women.



Support during parental leave by means of the Z Parents program.



Member of the UN Global Compact since 2016.





Integrated Management System

Certifications prove the quality of our measures.

The Integrated Management System (IMS), which includes the areas of occupational health and safety, environmental protection, energy and quality management at Zeppelin, aims to ensure a uniform structure and common documentation basis for meeting the requirements of the standard.

Occupational health & safety management system (ISO 45001)

The occupational health and safety management system is certified in accordance with ISO 45001 for Zeppelin GmbH, all German subsidiaries and selected foreign entities.



Energy management system (ISO 50001)

The energy management system is certified in accordance with ISO 50001 for Zeppelin GmbH, all German subsidiaries and selected foreign entities.

Quality management system (ISO 9001)

The quality management system is certified in accordance with ISO 9001 for Zeppelin GmbH, all German subsidiaries and selected foreign entities.

Environmental management system (ISO 14001)

The environmental management system is certified in accordance with ISO 14001 for Zeppelin GmbH, all German subsidiaries and selected foreign entities.

The scope of application can be found in the respective certificates on our website: [Link](#)



We Create Solutions

Zeppelin offers solutions in the areas of construction and agricultural machines, rental, construction logistics, drives and propulsion, energy, and general and plant engineering. Our promise to customers is always „We Create Solutions“. To increase the competitiveness of our customers, we develop solutions with innovative products and services from a single source.

Our comprehensive product portfolio also offers sustainable solutions. You can find more information on the websites of our strategic business units:

<https://www.zeppelin.com/de-en/about-us/>





Sustainability Ratings

Sustainability (Corporate Social Responsibility)

In the area of sustainability (corporate social responsibility), there are holistic ratings – like in the financial sector – provided by independent agencies, e. g. EcoVadis.

EcoVadis

has certified several Zeppelin Group companies.

- ▶ Zeppelin Rental GmbH
- ▶ Zeppelin Systems GmbH
- ▶ Zeppelin Baumaschinen GmbH
- ▶ Zeppelin Sverige AB
- ▶ Zeppelin Österreich GmbH



Memberships

Zeppelin's social commitment is also reflected in its active involvement in various initiatives and associations:





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More information on the Zeppelin Group is available online at
www.zeppelin.com.

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