



WINTERSTEIGER. A Global Player.

WINTERSTEIGER AG is an international machinery and plant engineering group. Founded in 1953, it has gradually established itself as a leading provider of innovative solutions for customers in technically sophisticated niche markets.

The business fields of the company consist of:

■ SEEDMECH

- Turnkey solutions for plant breeding and research

■ SPORTS

- One-stop supplier for ski and snowboard rental and servicing
- Systems for hygienic drying of sports goods and work clothes
- Fit-optimizing solutions and individual sports shoe adjustments

■ WOODTECH

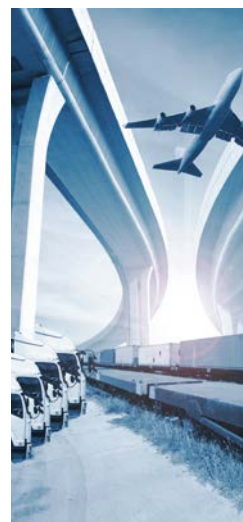
- Process solutions for precision thin-cutting, wood repairs and cosmetics
- Saw blades for wood, food and metal
- Machines for mobile and stationary sawmills

■ METALS

- Levelling technology machines and systems

■ AUTOMATION

- Plants and automation solutions for industrial manufacturing companies



A successful and attractive employer.



Modern workplaces with communication zones create the perfect atmosphere. We find the right solutions every day.

A range of social benefits.

You don't stumble across a good working environment by accident. Often, it's the little things that really boost morale. These are the benefits we have to offer – alongside a salary, of course.

Food and drink.



Cafeteria

In-house employee restaurant with varying lunch menus (always including a vegetarian option).



Food allowance

WINTERSTEIGER employees receive a subsidy for lunch.



Snacks

Hot and cold snacks, as well as sweet items, are available in the restaurant and from vending machines.



Drinks

Coffee, tea, and cold drinks are available in the employee restaurant, from the vending machines, and in the coffee room.



Fruit

We'll help you get your vitamins with our readily available fresh fruit.

Health and fitness.



Promoting a healthy lifestyle

Various sporting activities as well as presentations on promoting a healthy lifestyle.



Fitness opportunities

Discounted membership to a local gym.



Company physician

Available regularly for consultations and there to provide vaccinations and workplace evaluations.



Mental health

We offer rapid support and arrange free therapy sessions where necessary.

Work-life balance.



Employee events

Regular company parties (e.g., summer party, Christmas party, celebrations for completed projects), the annual ski trip, and traditional company sports activities to promote great team spirit.



Fun-Corner

Company sports competitions in four disciplines with great prizes for the winners, as well as numerous meeting areas in company premises.



Educational leave/career breaks

It is possible to take a leave of absence to pursue further education opportunities or a career break/sabbatical during an existing period of employment.



Flexible working hours

Flexible working hours for both clerical and manual workers.



Working from home

Our official working from home guidelines give you the opportunity to work from home.



Workplace and infrastructure.



Company cars

Dependent on position. We also offer pool cars for business trips.



Company cell phones

Company cell phones that may also be used as personal phones.



Employee laptops

Many of our employees work on company laptops, which may also be used for non-work-related activities.



Accessibility

Our offices are designed to be as accessible as possible – structural changes are made whenever necessary.



Mentoring programs

Individual training schedules and support provided by specific colleagues or the whole team.



Parking

Parking available directly in front of the company premises or areas around the site.



Public transit

Only a few minutes' walk from the train station and bus stops.



Training and professional development

Induction phase including training schedule, annual performance review where personal training measures are agreed, WINTERSTEIGER talent management program to promote specialist and management careers, company-specific sales academy, as well as opportunities for experiences abroad in subsidiary offices.

Benefits and allowances.



Employee benefits

Use of various services or reduced rates and discounts through our partners.



Employee incentives

Performance-based reward scheme, as well as employee bonuses (e.g., for recommending new employees or for successfully completing projects).



Supplementary insurance

Collective accident insurance for business trips, as well as discounted supplementary health insurance through our partner.



WINTERSTEIGER social fund

We have founded our own charity to support employees and their relatives in difficult personal situations.



Staff loans

We offer loans at favorable rates of interest to our employees.



Vehicle allowance

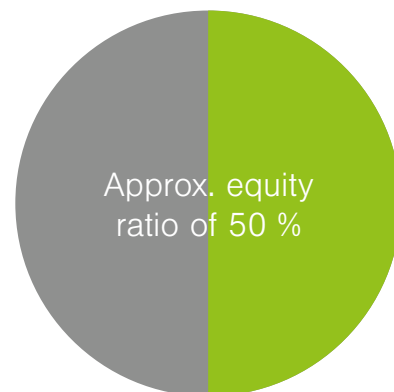
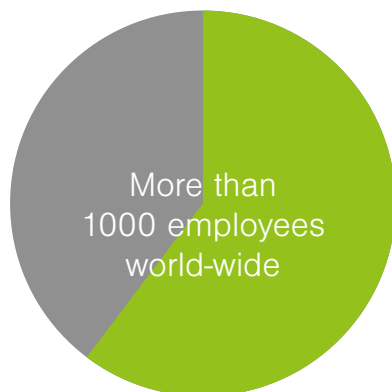
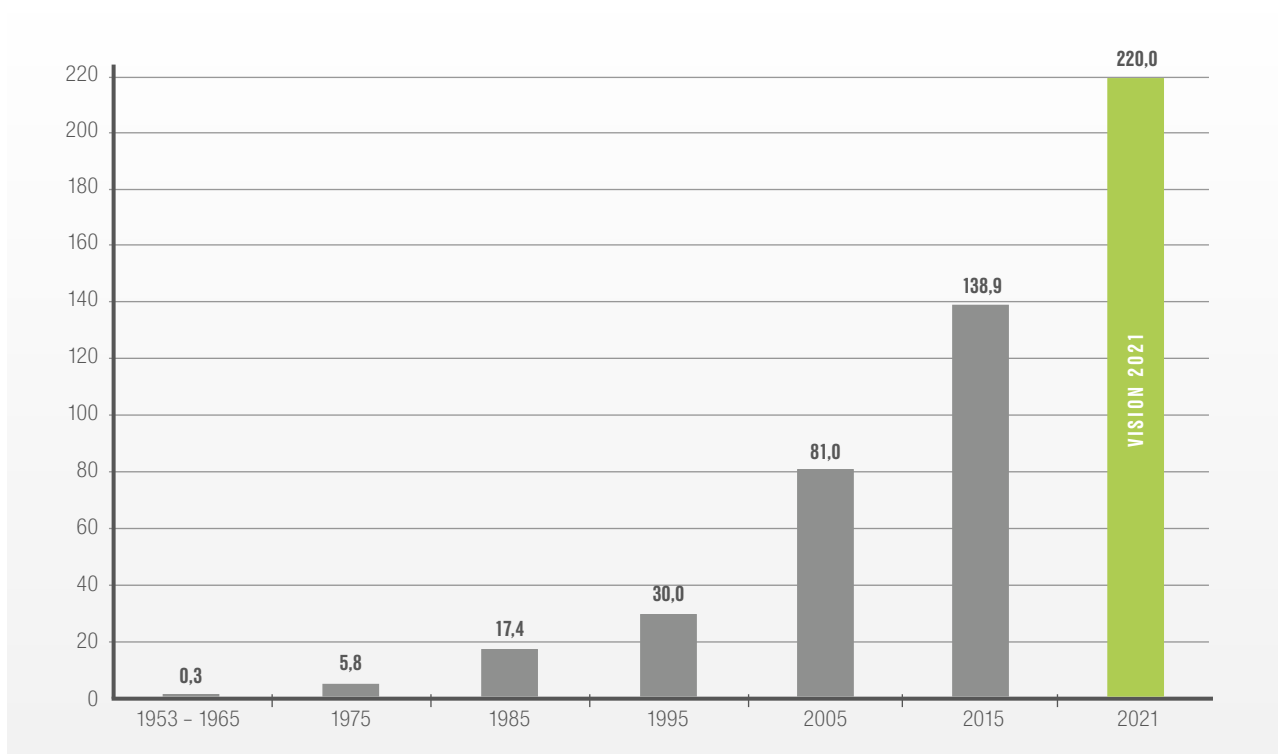
Our apprentices receive a free annual "Jugendticket-Netz" card, which is valid on all ÖÖVV transport routes.



Employee gifts

Free ski grinding day, Christmas gifts, gifts for special occasions (e.g., weddings or birth of children), as well as an above-average birthday bonus.

Group turnover in Mio. Euro



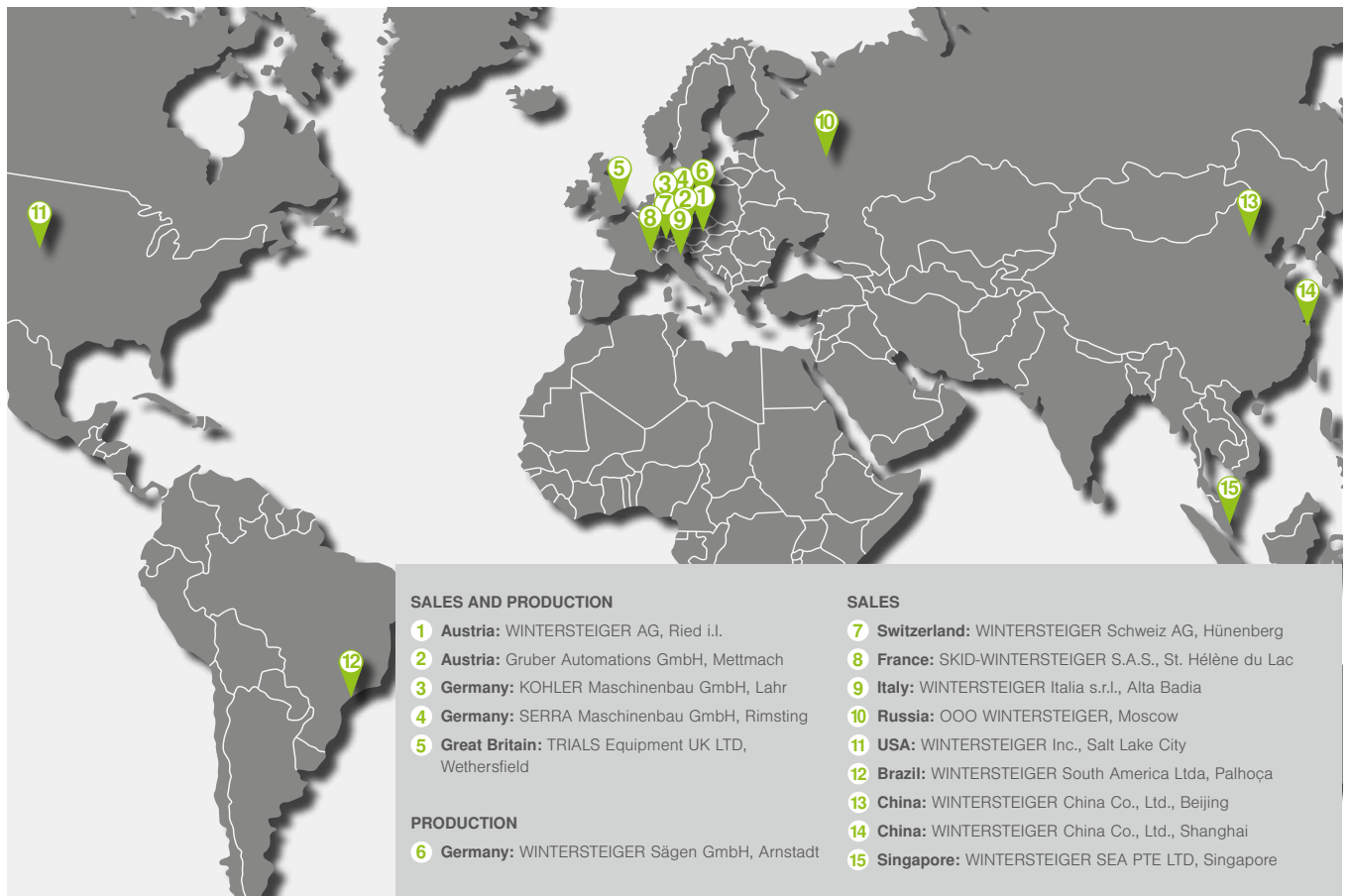
Employees Ried, Mettmach (~550)



Corporate headquarters, Ried im Innkreis

- 15 group companies
- Approx. 60 representatives
- Sales to 130 countries
- Global market leader in SEEDMECH, SPORTS and WOODTECH

The WINTERSTEIGER Group.



KOHLER Maschinenbau GmbH, Lahr



WINTERSTEIGER Sägen GmbH, Arnstadt



SKID-WINTERSTEIGER S.A.S., St. Hélène du Lac



WINTERSTEIGER Inc., Salt Lake City