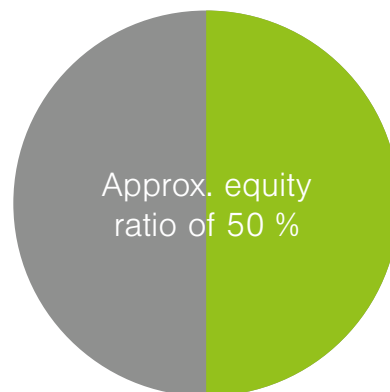
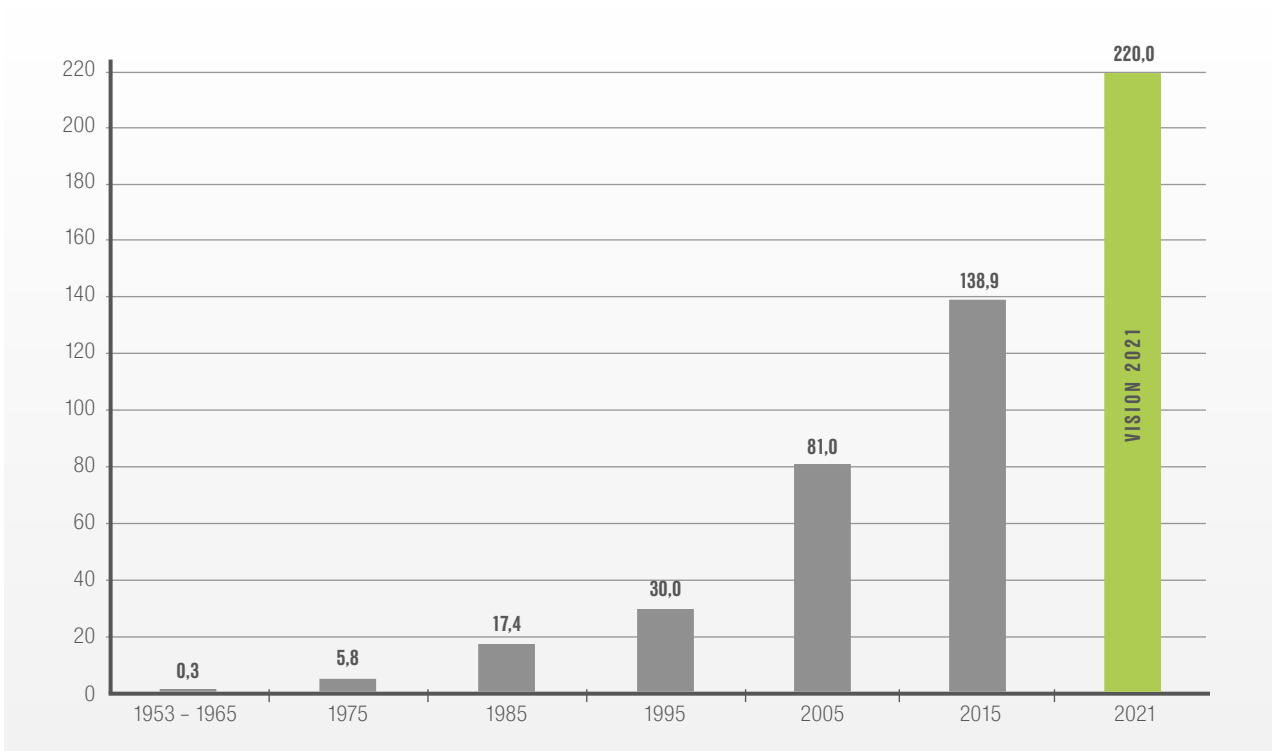




## Group turnover in Mio. Euro



Employees Ried, Mettmach (~550)



Corporate headquarters, Ried im Innkreis

# 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 and food

## ■ 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.

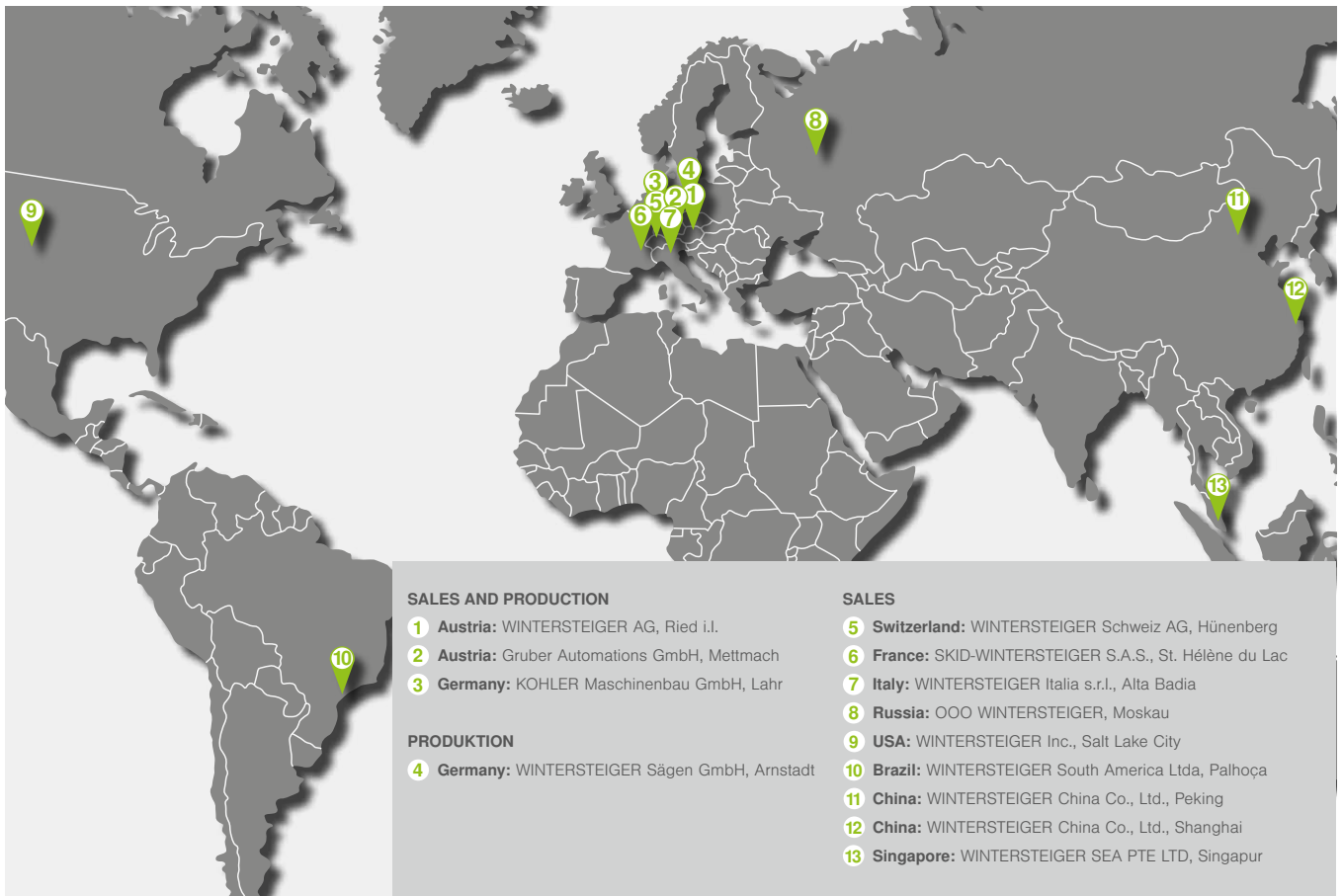


### **Employee gifts**

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.

- 16 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