

**1. The Supervisory Board of Putzmeister Concrete Pumps GmbH** has set a target of 33% for the proportion of women on the Supervisory Board of Putzmeister Concrete Pumps GmbH. The deadline for achieving the target was set at 14 March 2027.

**2. The Supervisory Board of Putzmeister Concrete Pumps GmbH** has set a target of 0% for the proportion of women on the Management Board of Putzmeister Concrete Pumps GmbH. The deadline for achieving the target was set at 14 March 2027.

Putzmeister does not make any decisions on the basis of gender-specific characteristics. This also applies to the filling of positions and the appointment of managing directors. These decisions are made solely on the basis of the required qualifications.

The specification of a women's quota of more than 0% for the Management Board of Putzmeister Concrete Pumps GmbH is also omitted - in contrast to the Supervisory Board and the management levels below the Management Board - above all also with regard to the size of the body.

The management of Putzmeister Concrete Pumps GmbH currently consists of three managing directors. Against this background, setting a women's quota of even 1% would in fact be equivalent to a women's quota of over 30%. The Supervisory Board of Putzmeister Concrete Pumps GmbH does not consider such a determination to be realistic; the decision not to allocate a large part of the Management Board exclusively under aspects of the best possible qualification, both professionally and personally, would be accompanied by a risk for the success of the company.

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Furthermore, the Putzmeister Group generally makes personnel decisions in the management on a long-term basis; in this respect, the timing of the theoretical possibility of replacing a retiring male managing director with a female managing director cannot be determined with certainty in the foreseeable future.

The Putzmeister Group is active in the construction machinery industry. In this sector, it must be taken into account as a purely factual circumstance that a disproportionately large number of applicants are male. The Putzmeister Group's personnel planning must also take this into account.

Nevertheless, Putzmeister already has a growing quota of women in relevant bodies and is explicitly striving to maintain or increase the quota there in the future.

**3. The management of Putzmeister Concrete Pumps GmbH** has set a target for the proportion of women in the first management level below the managing directors of 20% and in the second management level below the managing directors of 10%. The deadline for achieving the targets was set at 14 March 2027.