

1. **The Supervisory Board of Putzmeister Holding GmbH** has set a target of 33% for the proportion of women on the Supervisory Board of Putzmeister Holding GmbH. 14 March 2027 was set as the deadline for achieving the target. 2.

2. **The Supervisory Board of Putzmeister Holding GmbH** has set a target of 0% for the proportion of women on the Management Board of Putzmeister Holding 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.

Furthermore, a women's quota of more than 0% for the management of Putzmeister Holding GmbH is not specified - in contrast to the supervisory board and the management levels below the management - especially with regard to the size of the body.

The management of Putzmeister Holding GmbH currently consists of two managing directors. Against this background, setting a women's quota of even 1% would in fact be equivalent to a women's quota of 50%. The Supervisory Board of Putzmeister Holding GmbH does not consider such a determination to be realistic; the decision not to allocate half of the Management Board exclusively from the point of view of the best possible qualifications, both professionally and personally, would be accompanied by a risk to the success of the company.

---

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 Holding GmbH** has set a target of 20% for the proportion of women in the first and second management levels below the managing directors. The deadline for achieving the target was set at 14 March 2027. Erreichung der Zielgröße wurde der 14. März 2027 festgelegt.