

Version March 17, 2025

Only for internal use

Conditions for participation – Sustainability Award

1. Subject

These conditions govern participation in and implementation of the Sustainability Award of Knorr-Bremse AG, Moosacher Str. 80, 80809 Munich, Germany (hereinafter "KB"). By participating in the Sustainability Award, participants accept these conditions.

2. Eligibility

Every employee of KB and the companies affiliated with KB within the meaning of §15 of the German Stock Corporation Act (AktG) is eligible to participate in the Sustainability Award.

Any employee involved in the conception and implementation of the Sustainability Award is not eligible to participate in the program.

In addition, KB reserves the right to exclude persons from participation at its own discretion if there are justified reasons, for example in the event of manipulation related to access to or implementation of the Sustainability Award, in the event of violations of these conditions for participation or in the case of false or misleading information in connection with participation in the Sustainability Award.

3. Participation

A condition for participation in the Sustainability Award is to complete the application form in MS Forms.

No confidential information may be provided or KB secrets disclosed in the process.

"Confidential information" within the meaning of these conditions for participation shall be all information expressly designated as "confidential", provided with a similar note requiring secrecy or which is the subject of a non-disclosure agreement ("NDA"). For the purposes of these conditions for participation, "secrets" are all facts directly related to business or operational activities that are known only to a limited group of persons and of which it can be assumed from a reasonable commercial point of view that their secrecy is desired by KB and is in the Company's interest.

Participation takes place through submission of the application form. Participation is only possible within the application period, which begins on March 17, 2025 and ends on June 30, 2025, 23:59 (CET). After the application period has ended, it is no longer possible to submit application forms.

4. Selection of winners

Winners will be selected after the end of the application period. A preliminary jury consisting of employees from the F/CR department and specialist departments will make a shortlist of all participants who have provided complete and truthful information in the submitted MS Forms application form. The selected applicants will receive an invitation to present their idea in a 5-minute elevator pitch to the global ESG board. The ESG board is a central coordination body made up of representatives of the Executive Board, the management of both divisions, the management of the Knorr-Bremse regions North America/South America and Asia/Pacific, as well as the chair of Knorr-Bremse Global Care e. V. and the management of the Group Sustainability Division. Based on this elevator pitch, the ESG Board selects the four finalists. The two winning projects are then selected via a global vote on the intranet. At the end of the year, the two winning projects are presented to managers around the world at the Leadership Conference and awarded the Innovation Prize for Sustainability.



5. Liability

KB is only liable for damages that it or one of its vicarious agents has caused through the violation of cardinal obligations or as a result of deliberate or grossly negligent conduct.

6. Early termination

KB expressly reserves the right to cancel the Sustainability Award without prior notice and without providing reasons. This applies in particular to any factors that disrupt or prevent the competition from running according to plan, or if correct execution is not possible for technical reasons.

7. Data Protection

For implementation of the Sustainability Award and the determination of prizes, the provision of personal data such as name, corporate division, department, site, region; KB company as well as your e-mail address and additional content uploaded by you (e.g. application documents material) is required. As a rule this data will be stored for three months following completion. All participants are free to withdraw from participation in the Sustainability Award at any time, by sending an e-mail to sustainability.award@knorr-bremse.com

If participants are selected as preliminary finalists, finalists or winners, they agree, by means of a declaration of consent to be obtained separately by KB, that their data will be stored beyond the presentation of the Sustainability Award and used for internal and external reporting on the awards (e.g. on the KB intranet, the KB homepage and its social media channels).

For further information, please refer to our data protection notice, which you can find here:

<https://www.knorr-bremse.com/en/footer/data-protection/specific-data-protection/sustainability-innovation-award.json>

8. Transfer of rights

By submitting the application documents in MS Forms, participants transfer to KB free of charge the irrevocable, non-exclusive right to use the uploaded content without copyright designation and identification and without restrictions in terms of time, place and content. In particular, participants permit KB to publish the content in digital and printed form as part of internal and external reporting about the Sustainability Award (e.g. on the KB intranet, the KB homepage and its social media channels).

The granting of rights also includes the right of first publication, modification, adaptation, translation, abridgement, supplementation, digitization or other transformation. Furthermore, the granting of rights includes the right to transfer the rights granted in whole or in part to third parties, to have them exercised by third parties and to grant third parties rights of use in whole or in part.

9. Third party rights

By submitting content, participants warrant that they own, and may dispose of, the aforementioned rights to the content, that they have unrestricted exploitation rights to all content, and that the content does not infringe the personal rights, copyrights, trademark rights or intellectual property rights of any third person or organization or infringe any applicable law. If one or more persons are recognizably depicted in photos, the respective persons must agree to the submission and publication.

The respective declaration of consent must be presented by KB upon request. Should third parties nevertheless assert claims related to infringement of their rights, the participants shall indemnify KB against all claims asserted against KB on the basis of the content submitted by the participants.

10. Other

If any provision of these Terms and Conditions of Participation is or becomes invalid in whole or in part, this shall not affect the validity of the remaining provisions. Instead of the invalid provision, the legally permissible provision that comes closest in economic terms to the meaning and purpose expressed in the invalid provision shall apply. The same shall apply in the event of any loophole in these Terms and Conditions for Participation.

Inasmuch as recourse to the courts is not excluded, the Sustainability Award and Conditions for Participation shall be governed by the laws of the Federal Republic of Germany.