

Privacy Notice

I. Name and address of the Controller

The controller and service provider under the Brazilian General Data Protection Regulation ("LGPD") is:

WIRTGEN GROUP Branch of John Deere GmbH & Co. KG ("we", "us" or "Wirtgen Group")

Reinhard-Wirtgen-Straße 2

53578 Windhagen, Germany

Telefon: +49 (0) 2645-131 0

Telefax: +49 (0) 2645-131 392

E-Mail: info@wirtgen-group.com

Webseite: <https://www.wirtgen-group.com>

II. Contact information for the Data Protection Officer

You can contact our data protection officer:

Data Protection Officer

c/o

CIBER Equipamentos Rodoviários Ltda.

Rua Senhor do Bom Fim, 177

91140-380 Porto Alegre / RS · Brasil

E-Mail: juridico@ciber.com.br

III. General data processing information

The protection of your personal data is very important to us. We process your data primarily to provide a working and easy-to-use website. Your data will always be processed in accordance with the relevant legal regulations.

We furthermore process your data only if and insofar as this is permitted by statutory provisions. Additional information is available in the following statements.

IV. Provision of the website and creation of logfiles

Every time our website is accessed, our system automatically collects data and information from your computer system. We collect the following data:

- (1) information about the browser type and version used
- (2) your operating system
- (3) your IP address
- (4) date and time of access
- (5) websites from which your system reaches our website
- (6) name of files retrieved or URL
- (7) data volumes transferred
- (8) http status code (e.g. "inquiry successful" or "requested file not found"), methods (e.g. "GET" or "POST"), and version (e.g. "HTTP/2.0" or "HTTP/1.1")

This data is stored in the log files of our system. There is no storage of the aforementioned data together with other personal data.

We use this data to secure our IT systems. Furthermore temporary storage is used for error detection and error prevention. The data will be retained for the necessary period and will not be used for marketing purposes in this context.

The data is stored until it is no longer necessary in relation to the purposes for which they were collected or otherwise processed. If data is required to deliver the website, the necessity ends when the session ends. Your data will be deleted automatically at the end of the session.

The hosting of our website is carried out on our behalf by processors which are acting under our authority and in compliance with LGPD and do not forward your data to third parties without authorization.

V. Font "Avenir"

For our website we use the font "Avenir" provided by the company Monotype GmbH, based in Horexstraße 30, 61352 Bad Homburg, Berlin branch: Bergmannstraße 102, 10961 Berlin. This ensures that the website looks the same for all visitors, regardless of which device and which browser is used.

For this purpose, your personal data will only be processed by us to deliver the website with all headlines to you and personal data will not be transmitted to a third party. Monotype GmbH tracks the number of views of the fonts on our website as well as our data for contractual purposes (these does not configure personal data).

VI. Use of cookies

Our website uses "cookies". These are text files that are stored on your computer system. It contains a custom string that identifies your browser the next time you visit the site. When you visit our website, a cookie may be stored on your system.

The following sections to no. 1 ("Obligatory or necessary cookies"), to no. 2 ("Functional cookies"), and to no. 3 ("Targeted or marketing cookies") are meant to explain in detail what types of cookies we use and what data is processed.

Unless other erasure periods are listed in the following explanations, the following applies to the retention period regardless of the type and use of cookies:

You have unrestricted control over the use of functional and marketing cookies. They are stored on your computer and the data is transferred from your computer to our page. By default, most browsers are configured to accept cookies. However, changing the browser settings can disable or restrict the use of cookies. Already saved cookies can be deleted at any time. This can also be done automatically by setting your browser accordingly.

If cookies are generally disabled for our website, you may not be able to use all features on our website.

Each cookie has a specific legal basis for its processing, as detailed below.

1. Obligatory or necessary cookies

Obligatory or necessary cookies are cookies that are required for the functionality of the online services. They are, for example, used to enable the execution of the online services, to store previous actions (e.g. text entered if you go back to a page within one session), securely design the online services, and to manage the online services (e.g. prevention of fraud). Without these cookies, online services would not function properly, or the WIRTGEN GROUP would not be able to offer certain services.

Legal basis for the processing of personal data using technically necessary cookies is the legitimate interest of Wirtgen Group Art. 7, IX, LGPD. The data collected using technically necessary cookies is not used to create user profiles.

If you object to the use of these cookies or if you configure your browser accordingly, our website will not recognize your browser and certain content may not be retrievable or data (e.g. from an input field) may be lost.

The obligatory cookies used by us are session cookies that are automatically deleted at the end of the session.

2. Functional Cookies

Functional cookies are cookies that are not necessary for the execution of online services but facilitate the use of online services by storing certain selected options or offering expanded functions. They are, for example, used to store websites headings or options, e.g. the selection of a language or other online settings (e.g. fonts). These cookies and other technologies may be used to provide requested functions, e.g. displaying a video.

Functional cookies also collect information on how online services are used, among other things the pages that are most frequently retrieved, the browser or operating systems that are used, or from which page the users arrive at the online services, whether a product or link is displayed or used, and which error messages have been generated. This information helps us improve the online services, capture the number of visitors, determine patterns of views, rectify problems within the online services, and improve the design for using the online services.

Some analysis and performance cookies are used in connection with services provided by third-party providers, among them:

- Adobe Analytics is an Internet analysis service by Adobe. Adobe Analytics is used to capture information on your use of online services. The generated data is transmitted to Adobe servers in the US and is stored there. Additional information is available on the Adobe website .

Through the gained statistics we can improve our offer and design it more interesting for you as a user. Legal basis in addition to the consent granted by you within the scope of the cookie consent manager is therefore also our legitimate interest pursuant to Art. 7, IX, LGPD.

The placed cookie is retained for seven days. Non-anonymized log files on our servers are automatically deleted after 7 days.

3. Targeted or marketing cookies

These cookies collect information on your surfing behavior and your online behavior even across different browsers and devices used by you in order to display advertisement in the online services and other visited sites that could be of interest for you. Your surfing behavior in the online services and your activities on other websites can, for example, be used to derive information about you,

which is then used to design advertisement that is more relevant to you (frequently referred to as “interest-based advertisement”). They are also used to limit the display frequency of advertisements and determine the efficiency of advertisement campaigns. They store the information that you have visited the online services (including visited pages and links clicked on) and possibly forward this information to other companies, e.g. advertisers and marketing networks. These cookies are usually placed by third parties. Data collected through functional cookies (e.g. analysis and performance cookies) can also in part be used for advertisement purposes.

Legal basis for the processing of personal data using targeted or direct marketing cookies is the legitimate interest of Wirtgen Group (Art. 7, IX, LGPD) and the consent granted by you (Art. 7, I, LGPD).

4. Management of cookies

Click on the button below in order to access the cookie consent manager of the WIRTGEN GROUP. The cookie consent manager is a browser-cookie-based tool through which you can change the settings regarding certain functional, targeted, or advertisement cookies. The settings for obligatory cookies cannot be changed because they are necessary. The tool communicates the chosen setting to the third-party providers, which then initiate an opt-out. The effects of this setting are described in the cookie policy, privacy policy, and/or data forwarding declaration of the third-party provider.

An opt-out cookie is placed in your browser for the technical implementation of your objection. This cookie serves only to allocate your objection. Please note that for technical reasons, an opt-out cookie is effective only in the browser in which it was placed. If you delete the cookies or use another browser or another terminal device, you have to place the opt-out cookie again.

Change cookie settings:

VII. Forms and email contact

We use Silverstripe to create forms (<https://www.silverstripe.org/>). Your provided data is stored on our server for 7 days and is then deleted.

You can contact us through a form on our website or by the email <juridico@ciber.com.br>. If you enter data in the input fields provided for this purpose, then this data will be transmitted to us and processed by us.

We furthermore process the data that you voluntarily transmit to us.

If you contact us through the provided email address, then the personal data provided with your email will be processed (e.g. email address, name, first name, and other voluntary data).

Legal basis for processing the data transmitted is Art. 7, IX, LGPD as we have a legitimate interest in being able to respond to your message. If contacting through a form or email is connected to the conclusion or performance of a contract, Art. 7, V, LGPD serves as a legal basis for processing your data. Insofar as processing of personal data is necessary for the fulfillment of a legal obligation incumbent upon us, the legal basis for this is Art. 7, II, LGPD.

We process personal data from the input masks or e-mails exclusively for the correspondence with you. We will not forward your personal data to a third party. However, if you have specific questions, your information including your personal data may be forwarded to other WIRTGEN GROUP companies, technical and legal experts, or translators.

You can object to the processing of your personal data by simply sending a message without any requirements as to form to the above-stated contact information.

In these cases, a processing of your message may however not be possible.

If data is required for the fulfillment of a contract or the performance of pre-contractual measures, early deletion may be possible only insofar as contractual or statutory obligations permit such. The respective applicable retention periods must be determined separately for the respective contracts and contractual parties.

When you send your message through the respective form, the following data is additionally stored:

- (1) date and time of sending

Processing of this data during the sending process is to prevent misuse of the contact form and to ensure the security of our information technology systems. Therefore, the legitimate interest of Wirtgen Group (Art. 7, IX, LGPD) serves as a legal basis. The personal data additionally collected during the sending process will be deleted after a period of seven days at the latest, unless statutory or contractual purposes permit a longer retention period.

VIII. Hosting and infrastructure provider

For the operation and provision of this website, we have leased servers from Microsoft Azure. These servers meet various certifications, among them ISO 27001. The Microsoft Corporation (One Microsoft Way, Redmond, Washington 98052, USA) is the operator of these servers.

The servers are located in the European Union as well as United States of America. Insofar as personal data of Brazilian citizens is transferred to computer centers outside of Brazil, these computer centers meet the same level of protection on the basis of standard contractual clauses.

Privacy policy: <https://privacy.microsoft.com/en-gb/privacystatement>

IX. Newsletter

You can subscribe to our gratuitous newsletter. For this purpose, we process the following data:

- name
- first name
- email
- company

Your data is processed with your consent, which you declare by checking a box during the registration process. Consent (Art. 7, I, LGPD) serves as a legal basis. After subscribing, you will receive an email in which we request your confirmation of your subscription. This confirmation is necessary so that nobody can register with foreign email addresses.

Data will not be forwarded to third parties within the scope of data processing for sending newsletters. The data is used exclusively for sending the newsletter. However, newsletters are sent on our behalf by processors of personal data, which are not "third parties".

You are authorized to cancel subscription of the newsletter at any time. Each newsletter contains a corresponding link to unsubscribe. With this we simultaneously enable you to revoke your consent to storage of your data. You can also revoke your consent at any time without requirements as to form to the above stated contact information.

We delete your data as soon as it is no longer necessary for achieving the purposes for which it was collected. Your email address will be stored as long as you subscribe to the newsletter.

Newsletter subscriptions will be recorded in order to verify that the subscription process meets legal requirements. This includes storage of the time of registration and confirmation as well as your IP address. This personal data collected within the scope of the subscription process is generally deleted 7 days after collection.

X. Online Application

You can apply for jobs on our website. You can either use the online application tool or send us your up to date CV via e-mail. You can find our vacancies through the site below:

<https://www.wirtgen-group.com/career/>

In this respect we use the software Umantis Talent Management as well as other services of Haufe-Lexware GmbH & Co. KG, a company of the Haufe Group, Munzinger Straße 9, 79111 Freiburg, which acts as a processor. The processor is bound by our instructions as well as by the LGPD and does not pass on your data to third parties without our instruction.

Haufe hosts the individual application forms. You therefore leave our website and are redirected there if you click on the link to the online application.

If you use the application form, the following personal data will be transmitted to us and processed by us (mandatory information is marked with a *):

- (1) First and last name*
- (2) Date of Birth
- (3) Email address*
- (4) Password*
- (5) Language
- (6) Address
- (7) Phone
- (8) URL of your LinkedIn und Xing-Profile
- (9) Place of Birth
- (10) Information on your age* & Name of parents if not of legal age

We furthermore process the data that you voluntarily submit to us as a message or which is contained in the transmitted attachments.

Prior to sending the data, we ask for your consent for the processing of your data and we refer to this privacy statement. Your data is then processed with your consent. Therefore legal basis is your consent (Art. 7, I, LGPD).

You have the right to withdraw your consent at any time. You can address your withdrawal at any time, without requirements as regards form, to the above-stated contact information or the processor responsible for your job application. However, a processing of your application may then no longer be possible.

XI. Compliance Hotline

1. For what purposes is the Compliance Hotline operated?

Section 301 (4) of the Sarbanes-Oxley Act (SOX) requires the establishment of a whistle-blower system. The German Corporate Governance Code (Section 4.1.3) also recommends the establishment of whistleblower systems. Regardless of these statutory requirements, whistleblower systems are also generally considered a suitable component of effective compliance management systems (CMS), since they provide a protected space where employees and third parties can report compliance violations. The Compliance Hotline is such a whistleblower system.

2. On what legal basis do we process your data?

- We process the data in order to detect compliance violations and criminal offenses (e.g. for the prevention of corruption) on the basis of compliance with a legal obligation and the legitimate interest of the Wirtgen Group (art 7 II and IX, LGPD).
- Therefore, we use the Compliance Hotline to pursue our legitimate interests in the context of the performance of the employment relationship and for the investigation of criminal offenses;
- Under the conditions of Article 88(1) GDPR and Section 26 para. 1 sentence 2 BDSG, it is permissible to collect, process and use employee data through whistleblower systems.

3. Who is involved in the processing of my data?

The following parties are involved in the processing of your data:

- WIRTGEN GROUP Branch of John Deere GmbH & CO. KG, Reinhard-Wirtgen-Straße 2, 53578 Windhagen, Germany
- Deere & Company, One John Deere Place, Moline, IL 61265, United States
- NAVEX Global, 5500 Meadows Road, Suite 500, Lake Oswego, OR 97035, United States (Hotline provider)
- Ciber Equipamentos Rodoviários Ltda.

If necessary, data is disclosed to:

- internal departments such as Management and Legal & Compliance
- law enforcement and administrative agencies, courts and lawyers.
- To investigate your request, information, including your personal data, may be disclosed to other WIRTGEN GROUP companies, technical and legal experts or translators for the above-mentioned purposes.

4. Is the data transferred to a third country?

The data is transferred to the parent company's Center for Global Business Conduct and the service provider, both of which are located in the United States. The data is also transferred to Germany, where WIRTGEN's headquarters are located, for management and accounting purposes. However, WIRTGEN GROUP has taken precautions to ensure the protection of your data at least with the same level of protection as detailed in this Privacy Notice.

5. Which data must and/or may be provided and what happens to it?

Information is provided at the whistleblower's discretion, which is why it is not possible to determine the precise categories of personal data independently from the individual case.

XII. RSS Feeds

You can subscribe to our RSS Feeds and receive relevant news on our business. Our posts and articles are being shown in your feed reader. Unlike newsletters this does not require processing of your personal data. If you like to learn more about processing of your data using RSS Feeds please contact the operator of your feed reader.

XIII. Google Maps

In order to provide you with virtual maps our website uses Google Maps by Google Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA.

We have integrated Google Maps in compliance with data protection laws. As a result, your data will not be transferred to Google unless you activate the map. By doing this you give your consent regarding the processing of your personal data according to Art. 7, I, LGPD.

By using Google Maps the service operator receives the following data:

- IP-Address
- Date and time of your request
- Time Zone
- Details of the request
- HTTP-Statuscode
- Data volume
- The website from which you have accessed the accessed website (referrer)
- Browser details
- Operating System
- Language and version of your browser

This is done regardless of whether Google provides a user account through which you are logged in or do not have a user account. If you are logged in to Google, your data will be assigned directly to your account. If you do not wish the association with your Google profile, you will need to log out beforehand. Google stores your data as user profiles and uses it for the purpose of marketing, market research, and/or appropriate design of its website.

Such analysis is performed in particular (even for users that are not logged in) to provide appropriate advertisement and to inform other users of the social network of your activities on our website. You may be entitled to a right to object to the creation of these user profiles and to exercise this right to must contact Google.

Further information regarding the scope and purpose of data collection and processing by the plug-in provider is available in the privacy statements of the provider. There you will also find additional information regarding your rights and settings options to protect your privacy:
<http://www.google.de/intl/de/policies/privacy> .

XIV. Social Media Links

We do not use social media plugins on our websites. The featured icons are hyperlinks to the mentioned social media platforms. By clicking these links you will be redirected to the WIRTGEN GROUP YouTube channel, our Twitter page, and our LinkedIn page. When clicking on these links, the respective page operator will process your personal data. If you are logged in to your respective account, the visit of our website may be associated to your profile.

Additional details are available on our respective privacy statements on the social media page and the information of the platform operator (YouTube: <https://policies.google.com/privacy?hl=en> ;Twitter: <https://help.twitter.com/en/twitter-for-websites-ads-info-and-privacy>)

XV. Data Subject's Rights

We would like to inform you about your rights regarding the processing of your personal data.

1. Withdrawal of your consent (Art. 18, IX, LGPD)

You have the right to withdraw your consent at any time. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal. Prior to giving consent, you will be informed thereof.

2. Right to access (Art. 18, II, LGPD)

Pursuant to Art. 18 LGPD you have the right to obtain from us confirmation as to whether we process your personal data, and, where that is the case, access to the personal data and the following information:

- the purposes of the processing;
- the categories of personal data concerned;
- the recipients or categories of recipient to whom the personal data have been or will be disclosed, in particular recipients in third countries or international organizations;
- where possible, the envisaged period for which the personal data will be stored, or, if not possible, the criteria used to determine that period;
- the existence of the right to request from the controller rectification or erasure of personal data or restriction of processing of personal data concerning the data subject or to object to such processing;

- the right to lodge a complaint with a supervisory authority;
- where the personal data are not collected from you directly, any available information as to their source;
- the existence of automated decision-making, including profiling, referred to in Article 20 and its paragraphs and, at least in those cases, meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing for your data.

If personal data are transferred to a third country or to an international organization, you have the right to be informed of the appropriate safeguards ensuring compliance with the provisions of LGPD at these recipients.

3. Right to rectification (Art. 18, III, LGPD)

You have the right to obtain from us without undue delay the rectification of inaccurate personal data concerning you. Taking into account the purposes of the processing, you have the right to have incomplete personal data completed, including by means of providing a supplementary statement.

4. Right to erasure or “right to be forgotten” (Art. 18, VI, LGPD)

You have the right to our erasure of your personal data without undue delay insofar as one of the following grounds applies:

- the data are no longer necessary for the purposes for which they were collected or otherwise processed;
- you withdraw consent on which the processing is based and no other legal ground for the processing applies;
- you object to the processing pursuant to Article 18 para. 2 LGPD for reasons based on your particular situation and there are no overriding legitimate grounds for the processing, or the data subject objects to the processing;
- the personal data have been unlawfully processed;
- the personal data have to be erased for compliance with a legal obligation in Union or Member State law;
- the personal data have been collected in relation to the offer of information society services

Where we have made the personal data public and are obliged to erase the personal data, we, taking account of available technology and the cost of

implementation, take reasonable steps, including technical measures, to inform controllers which are processing the respective personal data thereof.

5. Right to restriction of processing (Art. 18 6, III, LGPD)

According to Art. 6, III, LGPD, we may only process data to a limited extent where all data protection principles are complied with and according to the respective legal basis.

6. Notification obligation regarding rectification or erasure of personal data or restriction of processing (Art. 18 para. (3) GDPR)

We are obliged to inform all recipients of your data of any correction or deletion or any restriction on processing thereof, unless this proves impossible or involves disproportionate effort.

We will inform you about those recipients if you request it.

7. Right to data portability (Art. 18, V, LGPD)

You have the right to receive personal data portability, upon your request and according to the National Data Protection Authority's regulation, subject to business and industrial secrets.

8. Automated individual decision-making, including profiling (Art.20, LGPD)

On our website, your data is not subject to decisions based solely on automated processing (e.g. profiling).

9. Right to object (Art. 18 para. (2) LGPD)

If we process your data on the basis of a legitimate interest, you have the right to object, on grounds relating to your particular situation. This also applies to profiling based on those provisions. In this case, we will no longer process the personal data unless we demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or grounds for the establishment, exercise or defense of legal claims.

Where we process personal data for direct marketing purposes, you have the right to object at any time to processing of your personal data for such marketing, which includes profiling to the extent that it is related to such direct marketing.

If you object to processing for direct marketing purposes, your data shall no longer be processed for such purposes.

To object, simply address a message without requirements as regards form to the contact information listed on p. 1.

10. Right to lodge a complaint with a supervisory authority (Art. 18 para. (1) LGPD)

Without prejudice to any other administrative or judicial remedy to which you may be entitled, you have the right to lodge a complaint with the National Data Protection Authority if you consider that the processing of your personal data infringes the data protection regulations.

Disclosure (Personal Data Complaint Form Notice)

WIRTGEN GROUP Branch of John Deere GmbH & Co. KG located at Reinhard-Wirtgen-Str. 2, D-53578 Windhagen, Germany will use the information you enter in the form as well as additional information gathered in the course of the investigation for the purpose of investigating and resolving the submitted complaint. The complaint will be handled by designated employees in the WIRTGEN GROUP's privacy network. In the course of the investigation the information, including your personal data, may need to be shared for the above-mentioned purposes with other WIRTGEN GROUP companies, technical experts, legal advisors and translators. In this context, you consent that your personal data may be transmitted to other countries with different, and perhaps less protective data protection laws, although WIRTGEN GROUP has taken steps to ensure that your personal data will be held securely and be protected and processed in accordance with standards compliant with the LGPD. You have the right to request access to your personal data, that your personal data be rectified or erased and, in certain instances, you may object to the processing of your personal data. You can find further information about our personal data handling practices in this page.