

For Discoverers

Servus at Lindner

Family – Not Just a Word for Us



Headquarters of the Lindner Group in Arnstorf, Bavaria



Veronika Lindner and Hans Lindner
with the company's own wine from Groszer Wein in South Burgenland, Austria

*Gute und treue Mitarbeiter
sind unser Fundament.*

Hans Lindner

"Good and loyal employees are our foundation."



Family Business since 1965

Nice to get to know you! We are pleased that you are interested in us – and who knows? Maybe this is the beginning of a future together. Here we want to give you an impression of what it's like to be part of our corporate family. As a little promise in advance: You won't find another company like the Lindner Group.

Because Lindner Is Different. In the Best Sense.

We are a true family business, in the truest sense of the word: Our company is not only run by the second generation of the Lindner family, here families are also working together for joint success, some of them even in the third generation. For us, family also means working in a team, stands for cohesion, trust and the freedom to go one's own way and still take responsibility. And: celebrating shared successes together.

Our Lindner family now consists of over 8,000 people from 89 nations around the globe.

A Successful Construction Company – and Much More

Lindner is not only a full-range supplier of interior fittings, insulation technology and building envelopes, we also operate our own real estate, catering and even our own organic farming. Through the Lindner Foundations, we want to give something back to society and, among other things, have been running our own multi-generation houses for more than 20 years. We offer countless opportunities for professional development and advancement.

At Lindner most of the managers come from our own ranks. For us, "building with new solutions" means not only developing, producing and executing innovative ideas for

construction projects around the world, but also advancing digitalisation and sustainable transformation. Because each of us bears a piece of responsibility for a sustainable, liveable future. Even though we are active worldwide, our home is and remains our headquarters in Arnstorf, Lower Bavaria. We would like to show you on the following pages how we do this and, above all, who and what is behind our joint success. Let's go...

8,000
employees from
89 nations

3,000
construction
sites daily

Auf geht's, Let's Build Together...

There's No Such Thing as "I Can't do it":
We Can Do Everything, from Individual
Trades to Turnkey Solutions.

Our core business: interior construction, building envelope and insulation technology. **Our mission:** building with new solutions. **Our offer:** The development and execution of precisely fitting yet flexible project solutions and room concepts. Our comprehensive product and service portfolio for almost all areas of application is unique worldwide.

Since its foundation in 1965, our headquarters in Arnstorf has served as our administrative centre and main production facility and is a symbol of consistency and growth. Over the decades, the company premises here have expanded to include numerous production and office buildings. Today, the company headquarters in Arnstorf cover a total area of around 200,000 m². The Lindner Group is the largest employer in the district of Rottal-Inn as well as one of the largest companies in the Lower Bavarian region.

From here, we handle around 3,000 projects around the world every day. We rely on a strong team of 8,000 motivated colleagues. We enjoy our work and are proud of what we can do.



Everything from a Single Source

Our Product and Service Promise:
We Are a Reliable Partner in All Project Phases.

Surely, you’ve heard companies claim to offer “everything from a single source”, but you will hardly find anyone to whom this statement applies more than to Lindner. The range of system products from our own production combined with comprehensive construction services and even our own digital construction site tools is unique.

Our aim is to create sustainable added value. With products and services that already meet the highest requirements in terms of environmental protection as well as function and room comfort. To this end, our teams in various specialist areas plan, develop and manufacture the appropriate structural and design solutions.

Lindner Designs, Plans, Produces, Builds and Operates Holistically.

Products

Ceilings	Floors	Partitions
Room-in-Room	Clean Rooms	Dry Linings
Doors	Glass-fibre Reinforced Concrete	Luminaires
Roofing	Facades	Steel & Glass

Services

Construction Management	Insulation	Structural Fire Protection
Project Engineering	Clearance of Harmful Substances	Scaffolding
Installation	Fit-Out	Interior Fit-Out and Furnishings
General Contractors	Product Supplies	Building Envelope
Planning		

Expertise

Building Services Engineering	Building Physics	BIM
Research and Development	Workplace Innovation	Digital Solutions
Green Building/ Circular Construction	Lean Construction Management	Wet and Damp Rooms



Where our Heart Beats – Lindner

Building Portfolio/References



Tenant Fit-Out

Individual room concepts, reusable finishing products and rental and take-back offers give tenants and landlords flexibility in design, use and financing.



Hotels and Resorts

Our core competencies for hotels and resorts include interior finishing with high-quality joinery services as well as FF&E packages.



Concert Halls

The focus in concert halls is on optimal room acoustics in combination with design and high functionality.



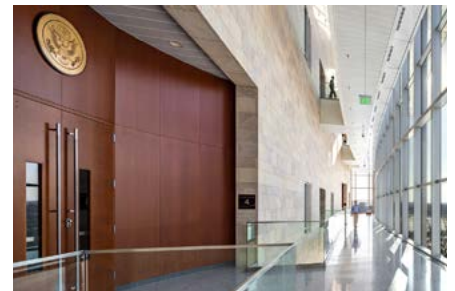
Offices

The requirements for new working environments and office workplaces are constantly changing. We offer custom-fit concepts and versatile expansion packages from a single source.



Airports

Airports combine sophisticated, prestigious architecture with high functionality and security – we wish you a pleasant flight.



Government Buildings

Whether the German Bundestag or the National Assembly in Hanoi as well as German embassies all over the world – we construct government buildings with the highest security standards.



Train Stations

Railway stations and metro stations cannot be compared with ordinary buildings and usually require extremely special construction designs.



Clean Rooms – Operating Theatres/Laboratories

Whether sliding doors, recessed lighting, walls, ceilings, ventilation technology, radiation, fire or sound protection – Lindner offers complete solutions for cleanrooms.



Schools and Universities

We have a unique range of references in the field of educational construction, from system product delivery to complete fit-out.



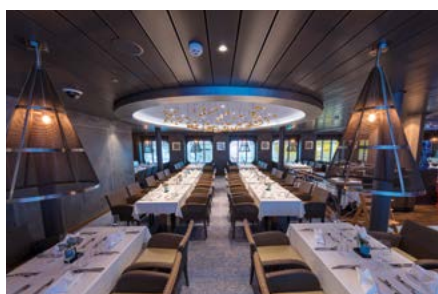
Stadiums and Arenas

For stadium and arena construction, experience is particularly important in the areas of fire protection, acoustics and contaminant remediation.



Tunnels

Planning and implementation of fire protection concepts through to the production and installation of complete fire protection ceilings and wall cladding.



Cruise Liners

With expertise in function, technology and design, we are partners to well-known shipping companies and shipyards in the construction of luxurious passenger ships.



We Build According to the "Reinheitsgebot"

Josef Burmberger, Project Manager
at Lindner SE | Clean Rooms

The construction of clean rooms, laboratories and operating theatres demands perfection down to the smallest detail. As project manager, I am responsible for the hygienic implementation, including customised special solutions. My path at Lindner was always connected with the goal of making the leap to project manager or higher.

After my training as a dry construction fitter, which I completed as Germany's best, I switched to the cleanroom team, first as a foreman, then as a site manager, and have now been a project manager since 2020.

**To watch the whole interview
on YouTube head this way...**



From Arnstorf...



1 Lindner Headquarters in Arnstorf, Germany

Since the company was founded in 1965, our headquarters have been in the Bavarian town of Arnstorf. Through the expansion of the company premises with numerous production and office buildings, our company now covers a total area of around 200,000 m² there.

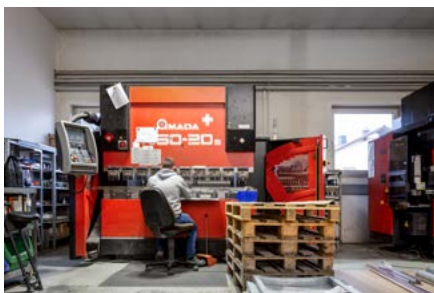


2 Location Dettelbach

Dettelbach has been part of the Lindner Group since 1998. At that time, the company was taken over under the name NORIT and then continuously expanded. Production in Dettelbach specialises in the manufacture of gypsum fibreboards. Here we invest in innovative gypsum recycling.

London ● Thurrock
Crowborough

Chambly ●



3 Leuchtenfabrik, Mettenbach

Founded in 1993 as IWS Lichttechnik in Mettenbach near Landshut, the Leuchtenfabrik has been part of Lindner SE since 2014 and distributes, plans, develops and manufactures innovative lighting systems, both as system luminaires and for individual project solutions.



4 Location Baden, Austria

The founding of Lindner GmbH in Baden near Vienna in 1981 was the first step towards internationalisation: from the opening until today, the once small branch has grown into a strong full-service provider for interior design.



5 Location Opfikon, Switzerland

The branch office was founded in 2006 and is located in Opfikon, near Zurich. From here, our team distributes all products and handles delivery and project orders as well as complex complete installations throughout Switzerland.



... All Over the World



20 Product Solutions Made of Wood, Madunice, Slovakia

The Lindner Mobilier s.r.o joinery designs and manufactures high-quality furniture, customised fixtures and special solutions. Projects include hotels, cruise ships, concert halls and schools.



22 Wooden Object Doors Ostrov, Czech Republic

In addition to wooden object doors with a wide range of requirements (e.g. smoke, fire and burglary protection), high-quality wall cladding, room-in-room solutions and glazing elements are also produced on 15,000 m² at the site near Karlsbad.



25 Full-service Provider for the Building Envelope – Lindner Prater

2021 Lindner Facades Ltd. and Prater Ltd., the leading building envelope specialist in the UK market, merged to form Lindner Prater with approx. 300 employees and production facilities in the UK.

Wembley Stadium in London, the airports in Bangalore, Oslo and Madrid, the Philharmonie de Paris, or not so far away: the HVB Tower and the BMW FIZ in Munich.

For the worldwide handling of such construction projects, we naturally need a team of experienced specialists: Sales, costing, CAD, production, logistics, accounting, project and construction management, as well as a team of more than 2,000 of our own fitters.

However, working at Lindner does not necessarily mean being constantly "on the road". You can decide for yourself whether you prefer to work on the construction site or in our other facilities, whether you want to see the world or prefer to work permanently at one location. Or a mixture of both? Especially for travelling and on-site assignments, we offer comprehensive support, advice and generous financial compensation.

- Locations/Subsidiaries
- Production sites

Our (Production) Sites/Subsidiaries Worldwide:

1 Albania: Tirana	11 Luxembourg: Schengen, Wintrange	20 Serbia: Beograd
2 Austria: Baden, Ried im Innkreis	12 Montenegro: Tivat	21 Slovakia: Madunice, Hliník Nad Hronom
3 Azerbaijan	13 Poland: Warschau, Złotów, Tarnów, Groß Strehlitz	22 Turkey: Istanbul
4 Belgium: Heverlee, Leuven		23 Czech Republic: Ostrov, Vřesová
5 Bosnia-Herzegovina: Banja Luka	14 Russia: Moscow	24 United Arab Emirates: Dubai
6 Bulgaria: Sofia	15 Saudi Arabia: Riyadh	25 UK: Surrey, London
7 Bulgaria: Ruse	16 Sweden: Västra Frölunda, Stockholm	26 UK: Thurrock
8 Croatia: Zagreb, Velika Gorica	17 Spain: Madrid	27 USA: Tucker, Conshohocken
9 France: Chambly	18 Singapore	
10 India: Bengaluru (Karnataka)	19 Switzerland: Opfikon, Arlesheim	

The Future of Building ...

... Is Circular

Our actions today determine our future – which is why climate-friendly construction, sustainable ways of living and working, and the principle of a circular economy are more important than ever. Sustainability has always played a key role in our corporate culture: Since the 1990s,

we have been dealing with the challenge of “sustainable building” in product development, production and processing. In 2007, we co-founded the German Sustainable Building Council (DGNB) and one year later created the Green Building department internally. For us, implementing projects

sustainably means acting in an ecologically, socially and economically responsible manner and realising ideas and projects in a sustainable way.

We Live Material Cycles

We don't like waste! That is why we think, plan and produce in closed cycles. All processes in the company are geared towards:

- continuous reduction of energy and resources,
- avoidance of waste and toxic substances,
- use of recyclable materials,
- application of renewable forms of energy,
- use of water in closed cycles,
- flexible, changeable and demountable product design and
- consideration for the impact on people and nature.

For us, circular construction is also a solution path towards climate neutrality. Thus, we not only stock materials in closed cycles, but also offer take-back and rental options for interior finishing. Building certifications, life cycle assessments and CO₂ footprint calculations are just as much a part of our service portfolio as the planning of “healthy” room concepts.





... Is Digital

Digital technologies have simplified our lives enormously in recent years. But especially in the construction industry, there are still some acute problems, but there are also many that Lindner has been able to solve for itself and the entire market with the help of a motivated, innovative-thinking digital team and the in-house IT department, and will be able to solve in the future. Thus, together with partner companies, we have developed new apps and software, including:

- a digital access key for construction sites, with all legally required documents and construction site credentials as a QR code,
- the LinSafe platform for risk assessment and improved occupational health and safety on construction sites
- a platform for agile construction management and transparent project

planning, for which we were awarded the 2022 German Construction Prize for the most innovative companies in the construction industry in the digitalisation category.



Lindner also uses established digital tools and systems such as BIM (Building Information Modelling) and state-of-the-art equipment such as laser scanners and digital planning tools.

For us, digitalisation is an effective lever to make construction sites safer, faster and more convenient. And: the transformation of the construction industry needs both sustainable and digital solutions and tools that are best developed for and with those

who need them and use them every day: our colleagues. Lindner has also continuously developed new apps and (digital) solutions for employees and everyday life in the company in recent years, such as the company's internal currency system LinCoins: special achievements and personal events such as company anniversaries are rewarded with attractive bonuses.



We Are Lindner. We Are Add.Vantage.

We have grown steadily as a company, in a wide variety of business areas, and are active nationally and internationally with colleagues from and all over the world. At the same time, we have always remained a down-to-earth family business – craftsmanlike, pragmatic, solution-oriented. We walk a common path, have values and visions that unite us.

Our Corporate Visions

- Lindner is THE reliable community of competent, open-minded, innovative and down-to-earth people who enjoy performance and success.
- Lindner is adding value – today and for a world worth living in the future.
- Lindner is convincing through performance and is always one step ahead.
- Lindner is different – always in the most positive sense.

We Are Family – with Small Teams and a Strong Crew

We are many. More than 7,500. And we are one: We all work together, hand in hand, in small, well-coordinated teams. With us, each individual is decisive, with his or her own personality, special abilities, experience and skills. With us, everyone can take on responsibility and achieve success – in small and large projects, at home and around the world.

We Are Down-to-Earth – with Heart and Mind

We have corners. And edges. And a cordially core. A real family business from Lower Bavaria. We are traditional and unconventional. With convictions and ideas that are more important than key figures. With knowledge and skills that we like to use pragmatically. We do it the way it fits best. We get it done!

We Are Innovative – with Pencil and App

We combine craftsmanship and high-tech, we are innovative tinkerers. For our products, projects and in the office. We work with our own apps and digital tools as well as with pencil sketches and paper plans. Appointments and meetings take place directly on the construction site, at lean boards, in our Lindner Cubes, virtually or sometimes in the “Schlossbräu” restaurant.

We Are Successful – with Daily 3,000 Construction Sites Worldwide

No matter what city, country or continent: We can be found almost everywhere. In buildings and extraordinary architecture of which we can proudly say: "There is a lot of Lindner in here". With our products, concepts and ideas, but above all with our heart and soul, commitment and team spirit.

We Are Versatile – with Countless Ideas and Possibilities

We are drywallers and carpenters, we are manufacturers of ceiling, floor and partition wall systems and of spectacular building envelopes. We plan and construct office buildings, power stations, clean rooms, concert halls, airports and cruise ships. But we are also IT specialists and app developers, hosts and farmers, geriatric nurses and kindergarten teachers and much more. We are open-minded and respect diversity in all its facets.

We Are Responsible – with a Focus on the Next Generations

In all our actions, we focus on people, health and the environment. We take responsibility: for the well-being of our colleagues and their families, but also for people who simply need our help. Just as we do in the regions of the world where we live, work and build. We want to create something lasting and make our future safer, smarter and more sustainable with new solutions.

We Are Reliable – Take Off with Confidence!

We are and remain a healthy, financially strong family business. We are constantly investing in a secure future. At the same time, we offer not only security, but also opportunities: Everyone has the freedom to take on responsibility, to help shape the future, to go their own way at Lindner.

We would be delighted if you found your professional home with us.



For Me, Lindner Means Arriving at Home

Veronika Lindner,
Chairman Board of Directors

It was already clear to me as a little girl that I wanted to take on responsibility in our father's company. After completing a bank apprenticeship and studying international business administration, I gained work experience externally until I came home in 2004. I then worked in various areas and finally became Chief Financial Officer in 2008. Since 2018, I have held the position of Chairman of the Board of Directors.

Lindner is more than a company for me. I see us as a special community, a family: our shirt-sleevedness, our pragmatism and our solution orientation make us truly unique.

**Click here for the video,
what family means to us.**



The Other Family Business

At Lindner, Everything Revolves around Building – or does It?

All business areas of the Lindner Group, as different as they are, have one thing in common: they create added value for people, animals and nature and they create new opportunities every day. Newcomers learn a meaningful profession, career changers find new perspectives (also within Lindner) and up-and-comers take on responsibility for joint success.

Whether for our core business of construction or other business areas and partner companies, such as PARKWOHNSTIFT, Schlossbrau Mariakirchen, Land.Luft, mk | hotels or our software cutting edge tibe. io – we are always looking for new enthusiastic colleagues and look forward to receiving your application!

We like to see our corporate family grow sustainably. And diversity is particularly important to us: in Germany alone, people from 56 different nations work for us. If you add up all our colleagues in our subsidiaries and branches worldwide, there are even 89 nations – that's more than 1/3 of all nations worldwide! Extraordinary, isn't it?





As Versatile as Our Employees



Schlossbräu Mariakirchen

Hans Lindner's dream of brewing his own beer became reality with the purchase of Mariakirchen Castle: For this purpose, Lindner extensively renovated the historic but collapsing stable building and converted it into a pub brewery with a beer garden. In addition to tasty beer, traditional Bavarian dishes and modern pub creations are offered. The concept proved successful and over the years new breweries with gastronomy/hotel business were added: Rüsselsheimer Bräu, Remscheider Bräu and the Schiller Bräu in the heart of Munich.

www.schlossbraeu-mariakirchen.de/en

mk | hotels

The modern, inviting Schlosspark-hotel Mariakirchen laid the foundation for what is now 13 mk | hotels in Germany and Europe. Each house has its own character and is managed with a great deal of cordiality. Schlossbräu and mk | hotels offer a dynamic working environment with exciting tasks.

www.mkhotels.de/en



Land.Luft

Land.Luft stands for sustainable and responsible cooperation between humans, animals and nature. By keeping pigs and cattle on pasture all year round, dispensing with prophylactic antibiotics and medication, and slaughtering animals on pasture without fear or stress, we are setting new standards in livestock farming. In the farm butchery, the organic meat is processed into high-quality meat and sausage products according to traditional craftsmanship. Thanks to the warm roasting process, we can do without phosphate additives and pickling salts as far as possible. We market Land.Luft products in our farm shop, organic restaurant and online shop. And of course Schlossbräu and the canteen also use the best Land.Luft meat.

tierglueck.landluft.bio

tibe.io

think, innovate, build, evolve - with this basic understanding, tibe.io develops innovative software solutions for Lindner and, once they have proven themselves, offers them to other companies as licences. For example, the construction site access app InGo (ingo-id.com) or the company's own currency



Groszer Wein

Our winegrowers are convinced that organically cultivated vineyards bring more harmonious wines into the glass. The way they make wine sounds simple: as little as possible, as much as necessary - and with a lot of gut feeling. They usually consciously do without oenological aids, trusting in their senses: the grapes are not harvested when they have reached a certain sugar level, but when they have a certain taste. From the first shoot, the eye is on the finished wine, combined with years of experience and foresight. This is how wines are created that do not require critical analysis, but rather create a good feeling. Edgar Brutler and Markus Bach love their craft and you can taste it in the glass.

www.groszerwein.at/en

Bonos (bonos.io). Furthermore, the tibe.io team is continuing to drive the digitalisation of the group of companies together with Lindner and they are building new software solutions together.

www.tibe.io



mk | hotels



Land.Luft



GROSZER WEIN





Hans Lindner Foundation

“When you are doing well, you should let others share in it.” With this basic idea in mind, we established the Hans Lindner Foundation and have since carried out numerous humanitarian and social projects - in our home country and around the world.

One of our main tasks is to help and support people in need. We are also particularly interested in supporting young people in the region of Eastern Bavaria.

Internationally, the foundation is involved in long-standing development projects with a focus on youth development with independent foundations in Romania and Uganda.

As a start-up foundation, we are also active in the start-up scene: with advice and target group-oriented projects, we strengthen the start-up spirit across all age groups and support the creation of new jobs.

www.hans-lindner-stiftung.de



Parkwohnstift

The opening of the PARKWOHNSTIFT Arnstorf in 1993 was the first major project of the Hans Lindner Foundation. The multi-generation house not only offers almost 400 jobs, but also future-oriented training opportunities for the skilled workers of tomorrow. With their cordiality, our employees create a home for senior citizens with a high standard of quality, and at the same time the Parkwohnstift is a social institution that has set a lot in motion in our home.

The PARKWOHNSTIFT is a place of active coexistence for young and old, open to the outside world. Thus, a good 250 senior citizens can find the care that suits them best - according to their individual needs - from a wide range of living and care options: Residential care, house communities, short-term care, day care, assisted living or outpatient care service. Children are also cared for in the Schatzkiste and St. Gertrud day care centres until they start school.

Strengthen our team in Arnstorf, Eichendorf, Reisbach or Tettenweis

www.parkwohnstift.com



„Everything good that happens sets the next thing in motion“.

– Goethe –

Stephanie Lindner, Foundation Board Hans Lindner Foundation

Already as children, our father took us to the company on weekends. After training, studying and working for another construction company, I came back in 2004 and took on responsibility in various areas. Currently I am involved in internal organisational projects and also look after our holiday homes. Out of gratitude, our parents founded the Hans Lindner Foundation, where I have been a foundation board member since the beginning. Our family knows that it is not a matter of course that one is doing well, and we are happy when we can contribute to the well-being of others and strengthen our region.



Technology Is Only for Boys?!

Susen Heinze,
Industrial Mechanic in
Maintenance Production

Certainly not at Lindner! Learning a technical profession or working in production is still rather unusual in some companies. At Lindner, this was not an issue at all when I applied for the apprenticeship as an industrial mechanic.

After the "basic training" in the Lindner training workshop, I went straight to the maintenance department and stayed here. Because nothing works without us: As a team of ten, we are responsible for the maintenance and repair of all machines in production around the clock in shift work.

Here you can find the complete overview of apprenticeships at Lindner...



A Word with Our Future

What advice would you give to a future trainee?

Johannes Tischler (Trainee) "Turn your hobby into a profession! Choose an apprenticeship that covers your personal interests. Mathematics and technology were already my favourite subjects at school."

Sarah Forster (Working student)
"To start the internship with joy and confidence."

Annika Mittag (Trainee)
"In the profession of Technical System Planner, the experience that comes over the years is significant. Don't despair if you don't get everything right at the beginning, be patient and open to new things!"

Christian Achter (Working student)
"Mistakes are allowed. The internship or training is about learning. Sometimes things just don't work out the way you hope. The managers here know that too and are there to help and advise."

What was your personal highlight during the training/internship?

Johannes Tischler (Trainee) "The Lindner company is a big family to me. The welcome by company founder Hans Lindner on my first day of training was a special appreciation for me."

Christian Achter (Working student)
"My personal highlight was that my opinion on the individual topics was heard. I didn't feel like an intern, but like an equal colleague. This also prompted me to continue my employment relationship with the Lindner company after my internship."

Annika Mittag (Trainee)
"The first time I was involved in a project from the beginning and got to draw it!"

Sarah Forster (Werkstudentin)
"To contribute to projects with my ideas and imagination."

For Pupils – Successful Model of Education

The training and promotion of young people has a very special significance: It is the cornerstone for joint success and a secure future. Our training opportunities are as diverse as our business fields and career opportunities.

As the largest training company in the Rottal-Inn district, we offer more than 30 apprenticeships: Whether in crafts, technology or IT, in the office as well as in gastronomy, nursing or agriculture – we have the right profession for every talent.

The training team provides comprehensive, varied training with personal support. We don't just want to teach a profession, but give the courage and perspective for a promising career at Lindner. We achieve this thanks to a proven mentoring programme as well as the commitment of all colleagues to get involved in the training, promotion and motivation of our trainees.

Those who would like to get a taste of "Lindner air" before starting their apprenticeship can already gain valuable practical experience and professional orientation as holiday workers or student interns.



Our interview partners from the left: Johannes Tischler, Sarah Forster, Christian Achter and Annika Mittag

A World Full of Possibilities

For Students

London, Copenhagen, Berlin or Arnstorf? Our projects are located all over the world and are therefore the perfect opportunity for you to combine your wanderlust with practical experience. For those who prefer to stay close to home, there are numerous offers waiting for you in Arnstorf or our branches. What do they all have in common? Exciting tasks, individual support and experiences that will stay in your memory!

- During an **internship**, we assign you to a specific project or department and you get to know the entire area of responsibility step by step – regardless of whether it's a pre-study internship, a compulsory internship or a voluntary internship.
- As a **student trainee** you support us during your studies during your lectures or in the semester breaks.
- With a **thesis**, you can skilfully combine teaching and practice: We offer exciting topics for Bachelor's and Master's theses.
- **Internship locations:** possible at almost all Lindner locations, both in Rottal-Inn, Bavaria and all major cities in Germany as well as internationally.

Your Career with Lindner

Hans Lindner once named the secret to success “ability, diligence and luck”. For us, it doesn’t matter what you have learned or studied, but where you want to go, your willingness to learn and grow with your tasks and to contribute in the best possible way. Everyone has

the freedom with us to continue their education, to actively develop their role in the company according to their own interests and strengths.

We support not only new colleagues – whether career changers, production employees or specialist engineers – on

their path at Lindner, but also long-serving employees who want to give their career a new direction, e.g. with an internal move to another business area or a completely new area of responsibility. The way up, or to the left or right, is open to everyone!

Lifelong Learning and Training to Get Ahead

Lindner’s competitiveness depends directly on the motivation, skills and abilities of our team. This is not possible without further training for our skilled workers. We offer a wide range of training courses and thus create very good prospects for a secure future.

This ranges from internal product training to personality seminars and health courses, as well as external seminars and advanced training such as master craftsman or technician training, IHK business management, etc. The topics, contents and conception of the training measures are coordinated individually and according to needs and requirements.



Together for Success and a Secure Future

“Building New Solutions” also means building with one’s own ideas, building on one’s own abilities and breaking new ground. The path to the top is also open to everyone. Most of our managers come from our own ranks, have passed through various positions, acquired new qualifications, accepted challenges and mastered them together with their teams.

Because well-coordinated, motivated teams with creative ideas are

fundamental to Lindner’s success. And everyone should and can share in this success. Our colleagues are “entrepreneurs within the company”, and every construction site, every project and every department is its own company – a profit centre.

In this way, everyone takes responsibility and actively participates in the success. And this is not only in the practical sense, but also in the form of financial profit-sharing. Lindner

passes on 15% of its results to the employees as a monthly or annual bonus. Each operational team benefits directly from its own success, and at the same time each team participates in an overarching bonus pot, which is also paid out to the central service and competence centres. In addition, we offer a variety of benefits as a special added value to express appreciation and promote a good working atmosphere.



Building Sustainably Together Is the Future

Paul Oschatz, Business Unit Manager
Ausbau Nord-Nordwest

I already worked as a student trainee at Lindner during my civil and construction engineering studies and then quickly became a project manager at our North-Northwest Expansion branch. The project highlight here was certainly the foyer of the Elbphilharmonie. After ten years, I became part of the business unit management. In addition to being responsible for a wide range of construction projects, I want to promote the future topics of circular construction and integrated project management at Lindner and together be a pioneer in the industry.

**One of my favourite projects
I present to you here:**



Our Added Value? – Our Benefits!

You Only Get That at Lindner



Company Car: Mobile at all times – company car with private use and all-inclusive service.



Holiday Homes: Looking for a special holiday? Take advantage of our free Lindner holiday flats throughout Europe.



Flex.Time: Especially when returning to work or with small children, our flexitime system allows you to work in generous time windows.



Flex.Work offers flexible working hours and workplace options.



Flex.Life – as flexible as life. Our Flex.Life programme allows you to take a career break while still being employed.



Retirement Provision: Lindner.Vorsorge combines occupational pension provision with Lindner start-up money – best prepared for your retirement.



Health: Free gym in Arnstorf and health and prevention courses are part of our company health management.



Childcare: In our day care centres “Schatzkiste” and “St. Gertrud” children are welcome from the age of eight weeks until the transition to school.



Company Currency LinCoins: Special achievements and events are rewarded with our own currency, which you can convert into attractive net premiums.



Social Responsibility: We stick together and help each other, e.g. with the Hans Lindner Foundation in difficult life situations.



Bike Leasing: Why buy a bicycle when you can lease it? Tax advantages included!



Events: At Lindner it's “Work together. Celebrate together”, e.g. at our annual company party, the ski championship or at smaller team events.

For You...

We are proud of our family atmosphere. We know how important this special “we-feeling” is and therefore consciously want to further promote it. At the numerous **company events**, such as the annual company party, the team outings, the ski championship or our football tournament, this becomes clear to every participant. Here, everyone joins in the celebration, regardless of what tasks he/she has in the company.

In our **fitness centre pro.aktiv**, colleagues from all areas also meet every day and motivate each other to do more for their health.

...for Your Family...

Flexible working models for young parents and caring relatives are a matter of course with us. As an employee in Arnstorf, you have the opportunity to have your toddler looked after daily at the **Schatzkiste daycare centre**.

Do you need a break from everyday life for once? With our **free holiday homes**, e.g. in Austria, Spain or Croatia, every holiday becomes a unique experience, we promise!

And even or especially when things don't go so well, no one is left alone with us: Through the Hans Lindner Foundation, we help employees in personal emergency situations – discreetly and without complications.

...and for the Next Generation.

We are happy to take responsibility for our community. For example, our PARKWOHNSTIFT is a true **multi-generational house** and an asset to our home.

Through the foundations, we have been working very effectively for young people and to create jobs for more than 30 years, both regionally and in various places around the world. And we are also pioneers when it comes to environmental protection: we are working hard to realise our vision of CO₂-neutral, waste-free production – a goal that sets standards in the construction industry.

Click here to go to the
Instagram channel with all
Lindner holiday homes and
much more...



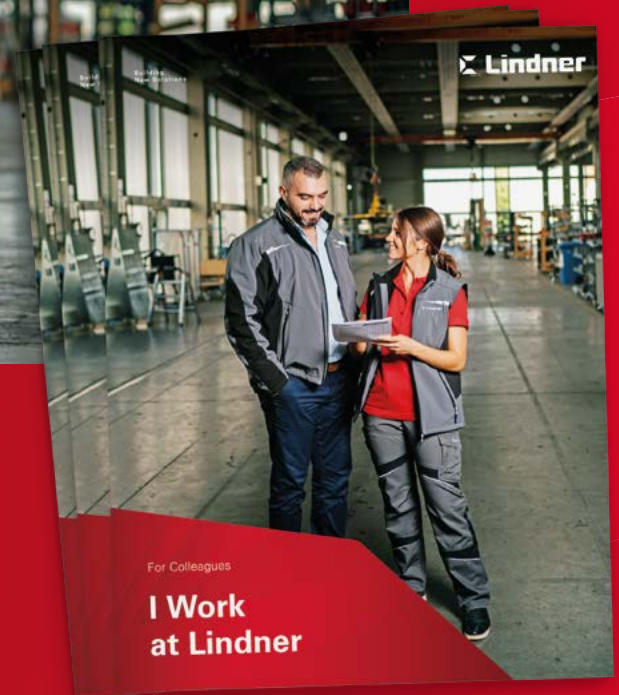
Flex.Life, FlexWork – as Flexible as Life

Any Questions?



Actually, everything should be clear now: The best colleagues, the most exciting projects and the cleverest benefits await you with us. Because in our Lindner family we are usually on first name terms and instead of "Welcome" it will hopefully soon be "Servus" for you too:

"Servus! I work at Lindner."



Lindner Group

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