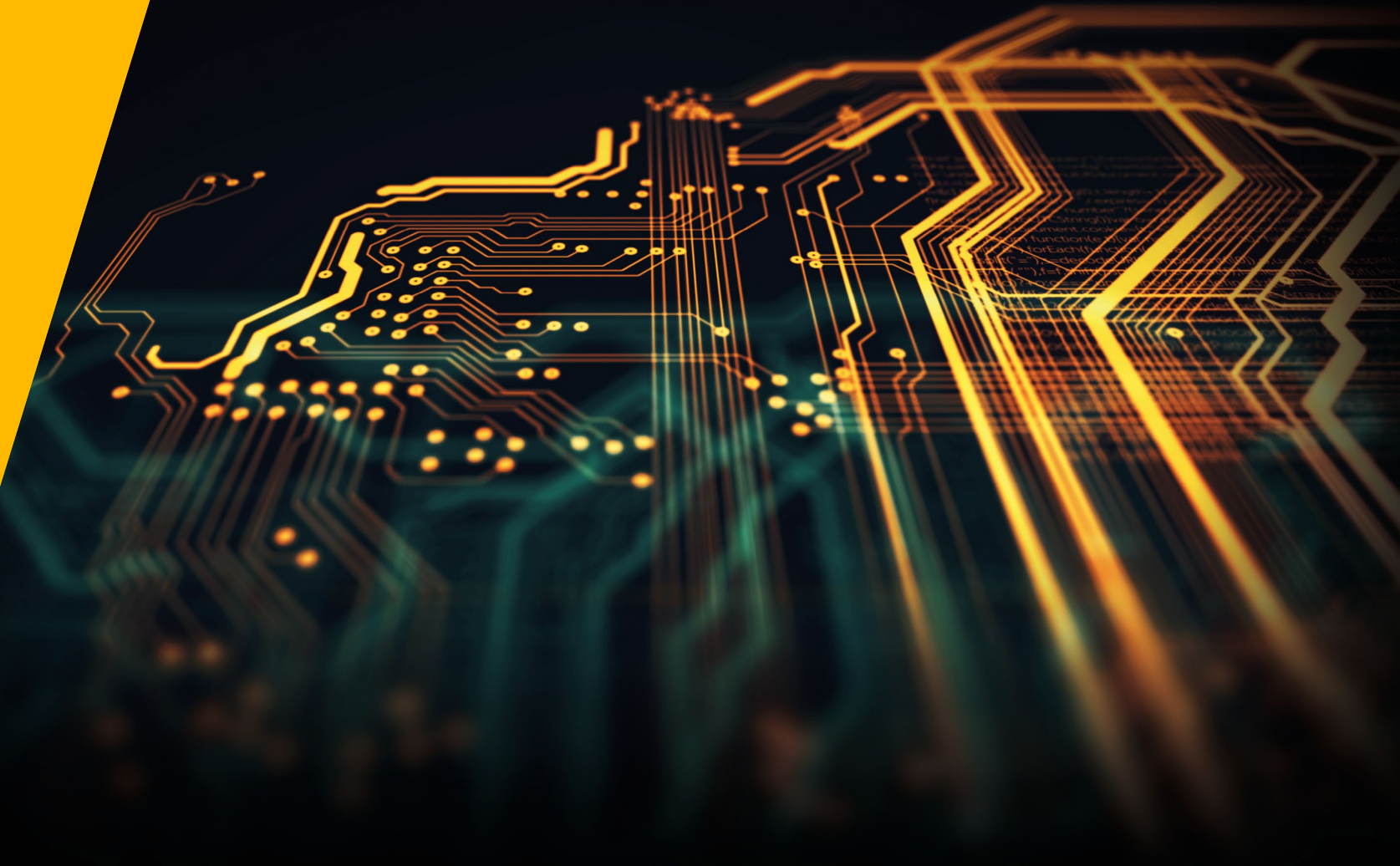




Capital market presentation

Hamburg, August 2025





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Status quo 2024



Incoming orders (€5.3 billion) and **revenue** (€5.4 billion) in line with expectations



Continued **focussed implementation of Strategy 2025+**



EBIT return on sales 8.1%



Successful post-merger integration of **Storage Solutions** and **Magazino**



Free cash flow increased to €431 million



Expansion of production in **new plant in Czechia**

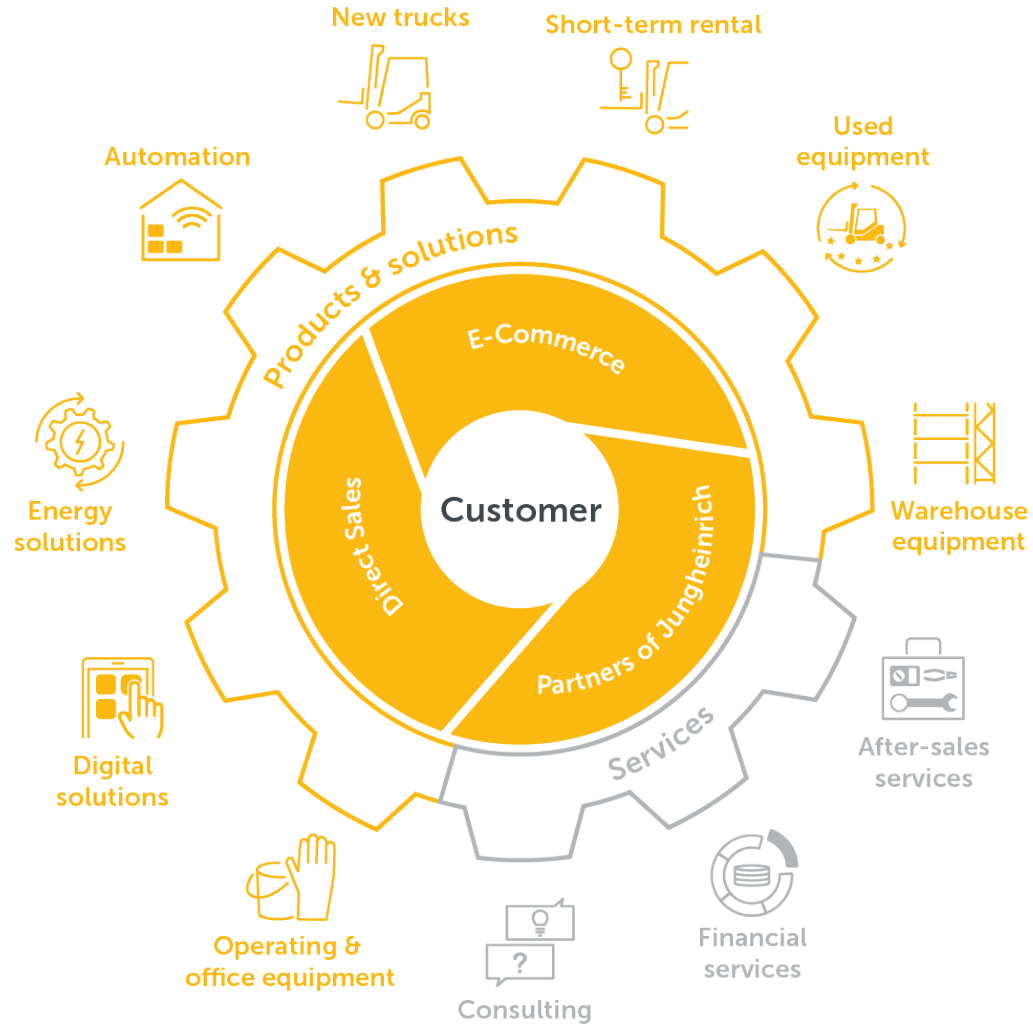


Record dividend of **€0.80** per preferred share



Expansion of nearshoring organisation **driven forward**

Integrated, resilient business model



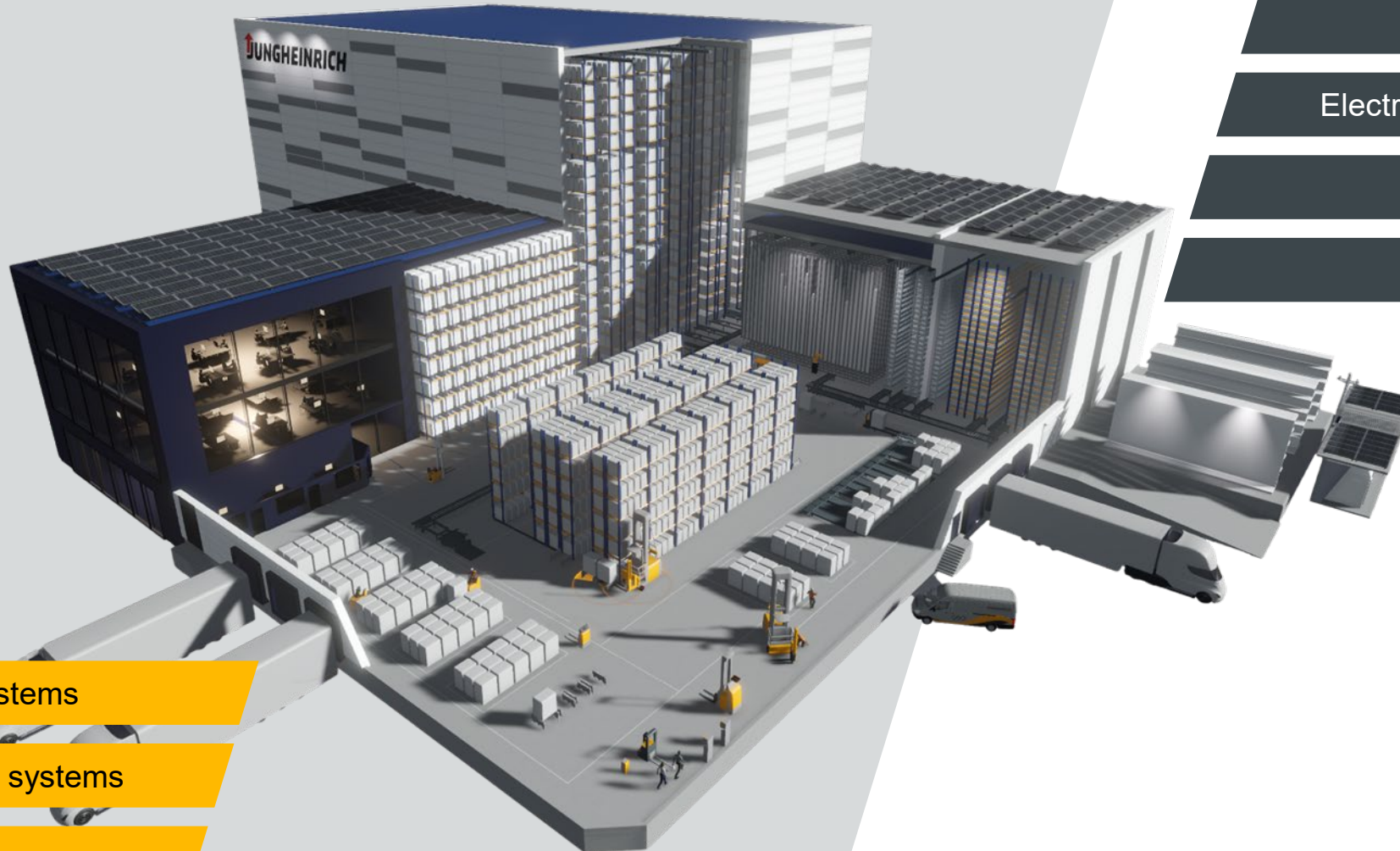
Customer centricity –
all services from a single source

One-brand strategy – Jungheinrich stands for quality across the entire product and service spectrum

Comprehensive, complete **life cycle management**

Measurable added value and **tailored solutions** for the customers

Complete solutions for warehouse logistics



Warehousing equipment

Electric counter-balanced trucks

Energy systems

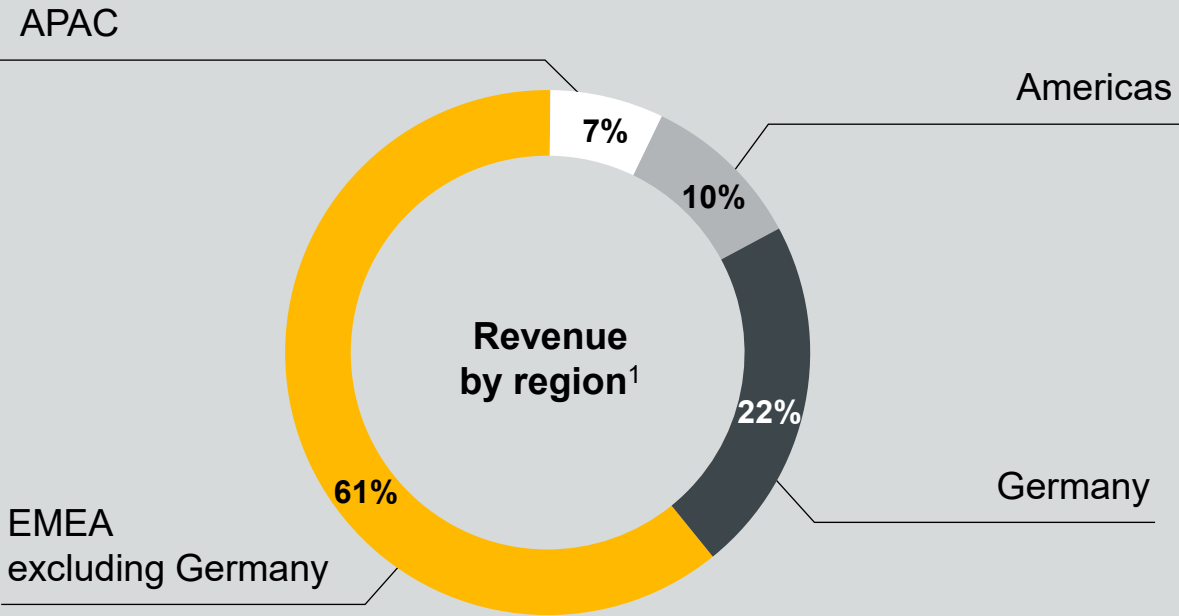
Warehouse equipment

Fully automated systems

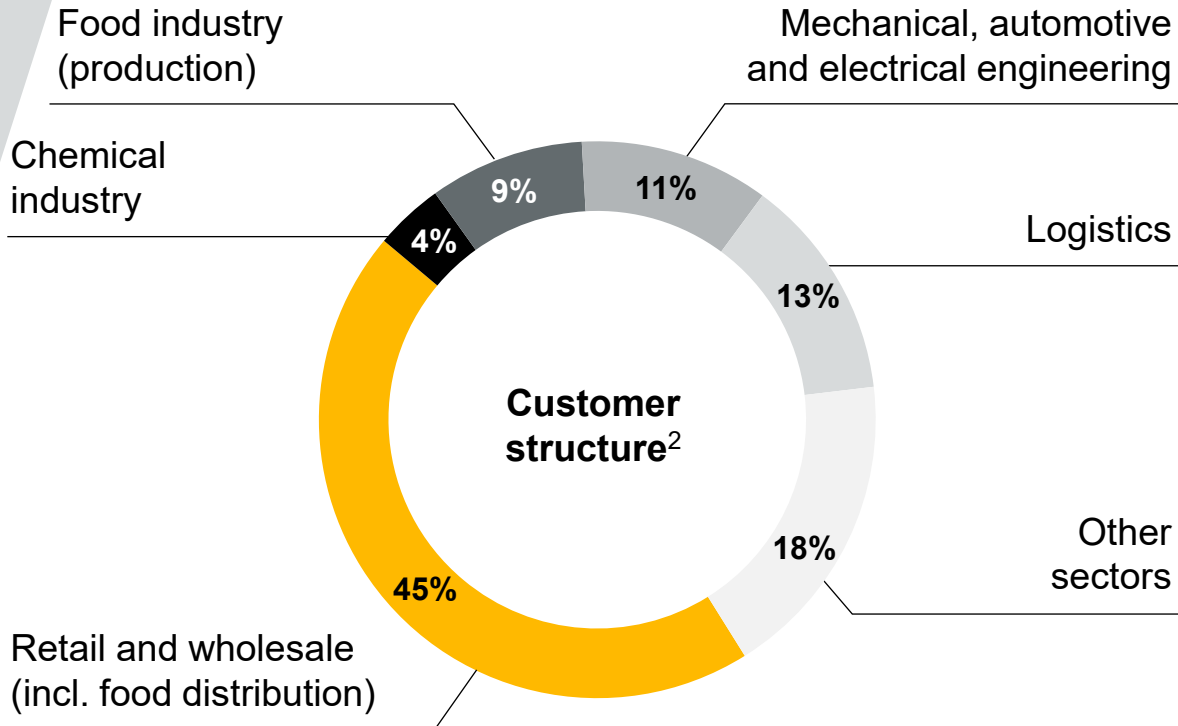
Partially automated systems

Manual systems

Strong position in Europe, balanced customer structure



¹ in FY 2024, total: €5,392 million




² Customer structure based on incoming orders (units) in FY2024

Jungheinrich is one of the world's leading solutions providers for the intralogistics sector

1	TOYOTA MATERIAL HANDLING	DAIFUKU Always an Edge Ahead	6
2	KION GROUP	 HYSTER-YALE MATERIALS HANDLING	7
3	 JUNGHEINRICH	Honeywell	8
4	CROWN	HELI	9
5	Logisnext	KN  APP	10

Sources: Top 20 Lift Truck Suppliers 2024 – Modern Materials Handling; Top 20 Systems Suppliers 2023 – Modern Materials Handling; annual reports



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H1 2025 at a glance



Subdued business development in a **challenging market environment**



Incoming orders up 3 per cent at €2,743 million



Revenue slightly higher than in previous year at €2,656 million



Slight decline in EBIT at €210 million and **EBIT return on sales** of 7.9%



Free cash flow noticeably lower than in same period of previous year at €57 million

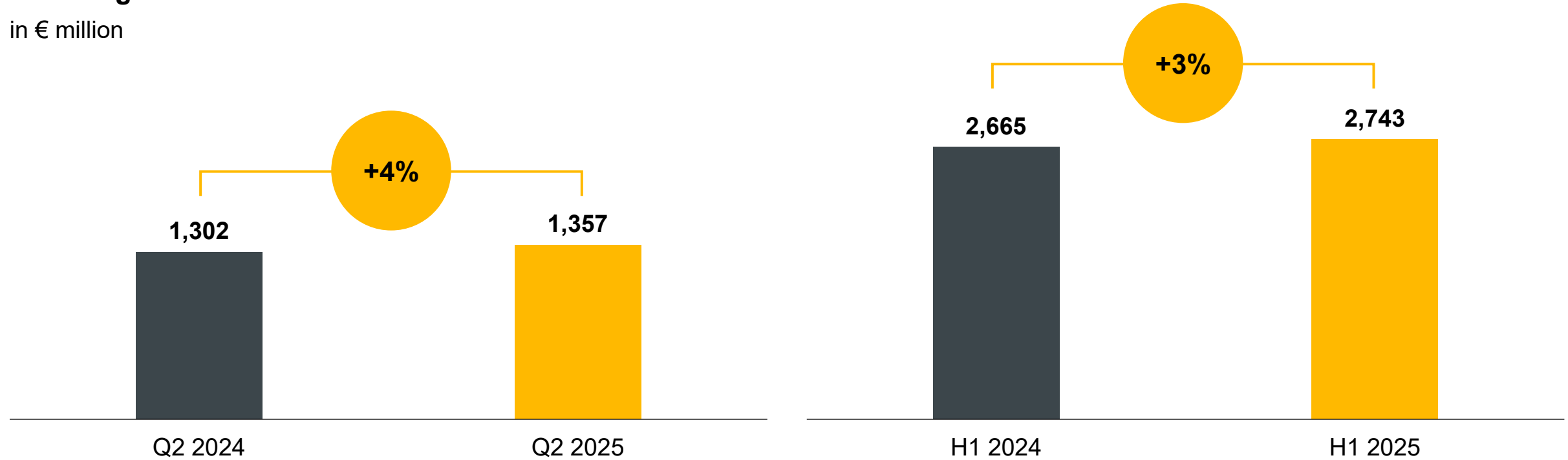


Forecast for 2025 adjusted

Incoming orders up slightly against previous year

Incoming orders

in € million

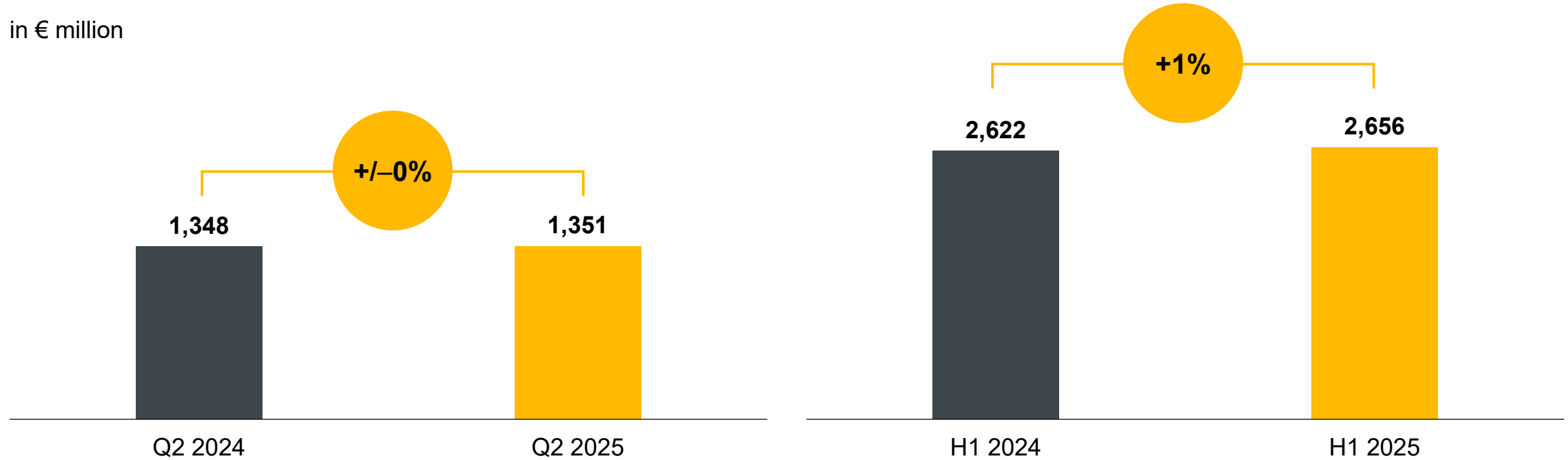


Positive development in new business and in after-sales services

Revenue up slightly against previous year

Revenue

in € million

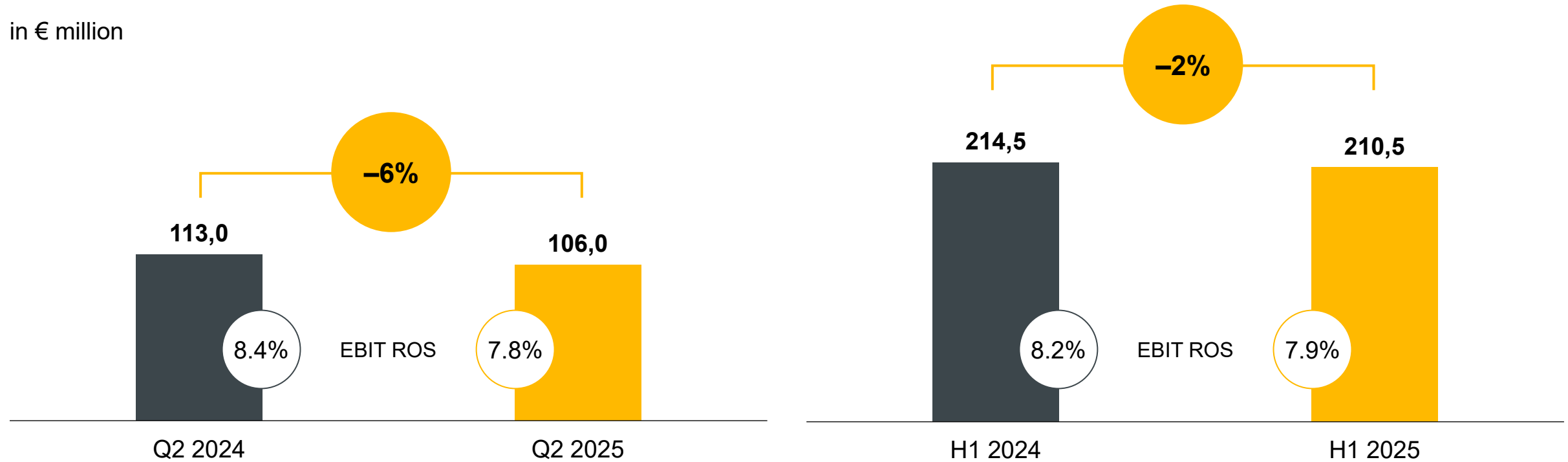


Revenue development driven by
new business and after-sales services

EBIT reflects challenging market environment

EBIT

in € million

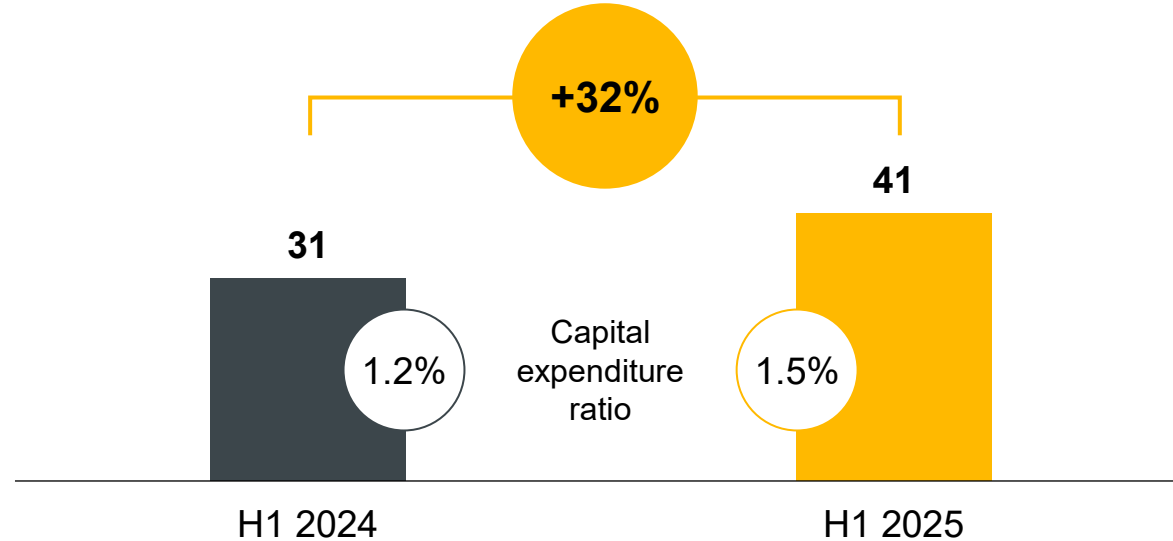


Measures initiated to safeguard earnings support EBIT

Rise in capital expenditure, R&D expenditure reflect expansion of development services

Capital expenditure¹

in € million

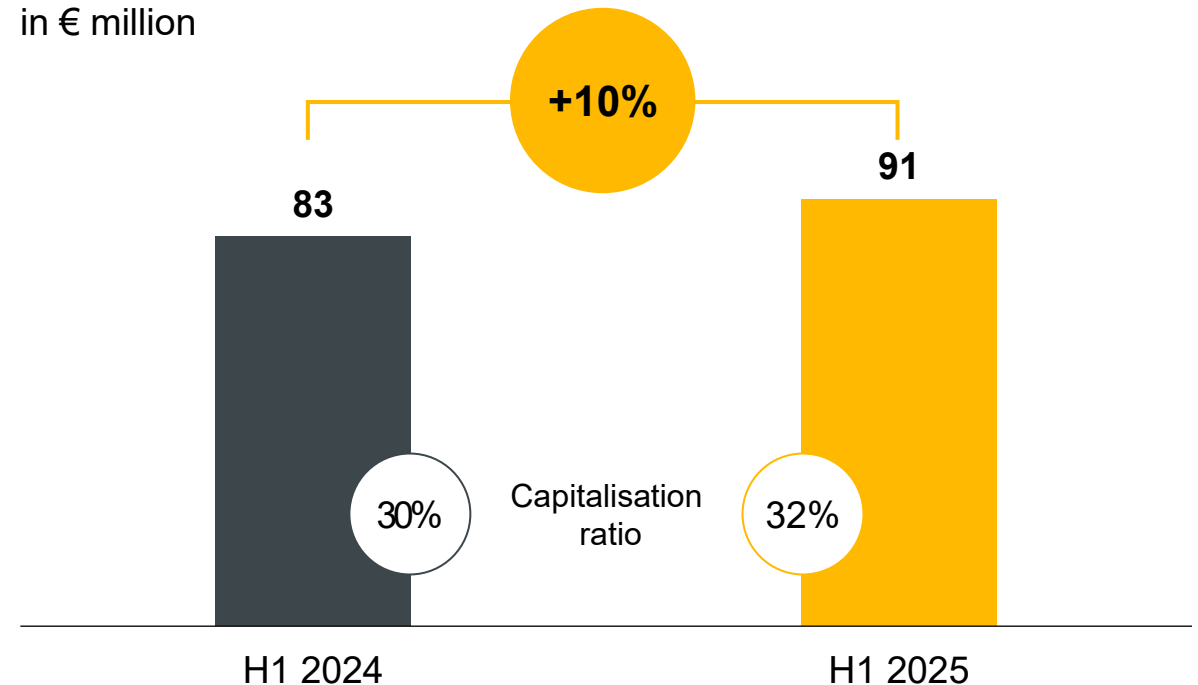


Increase due to numerous individual investments

¹ Property, plant and equipment and intangible assets not including capitalised development expenditure and right-of-use assets

Research and development expenditure

in € million

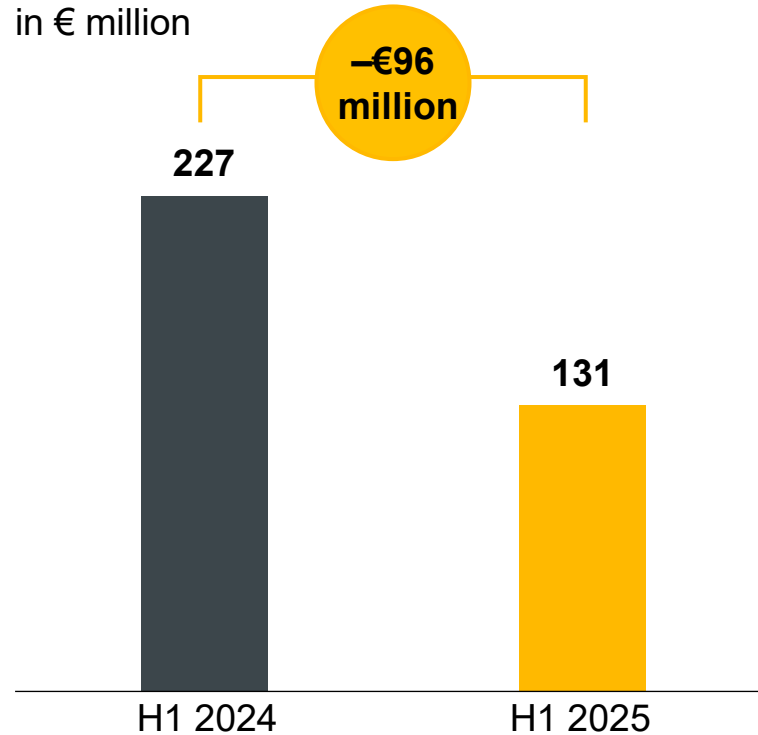


Design of new material handling equipment, further development of efficient energy solutions, development of mobile robots and optimisation of automated systems

Free cash flow noticeably lower than in previous year

Cash flow from operating activities

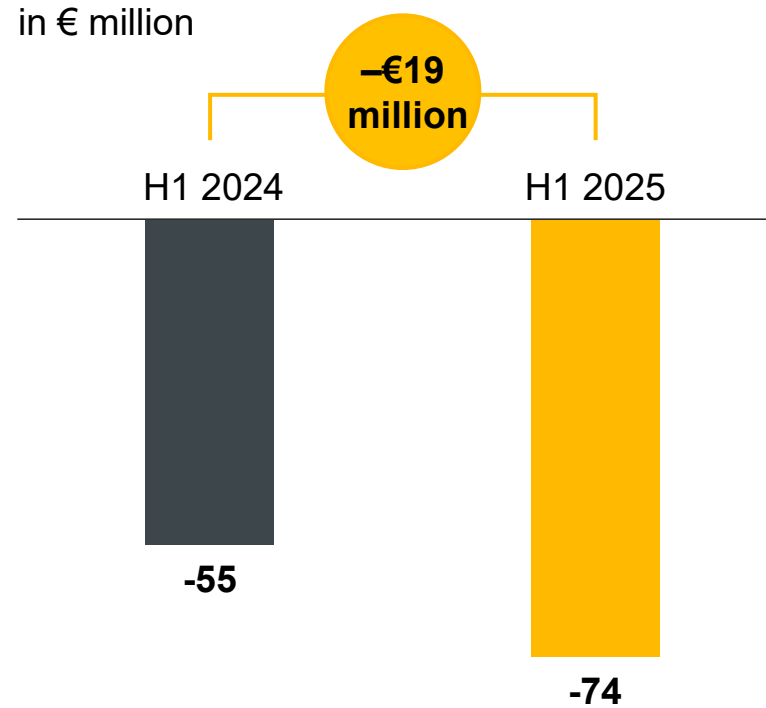
in € million



Increase in working capital is responsible for a decrease in cash flow from operating activities

Cash flow from investing activities

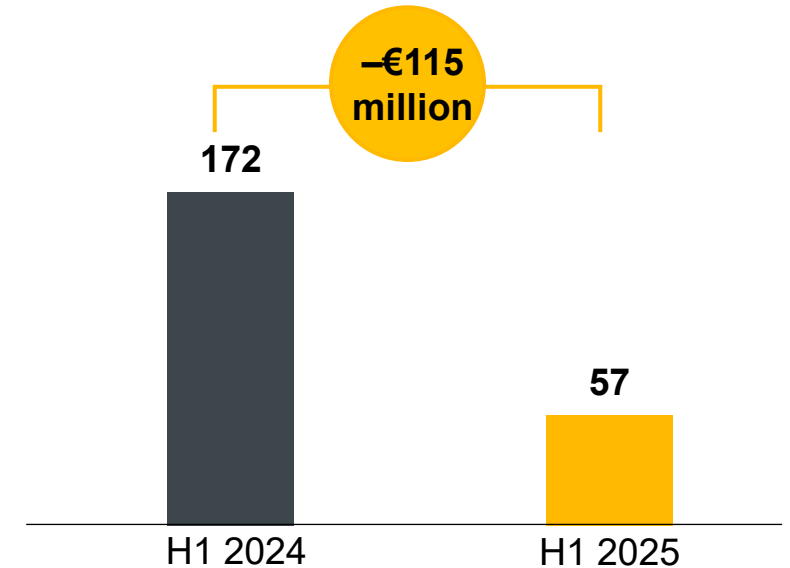
in € million



Cash outflow for intangible assets and property, plant and equipment drive up cash flow from investing activities

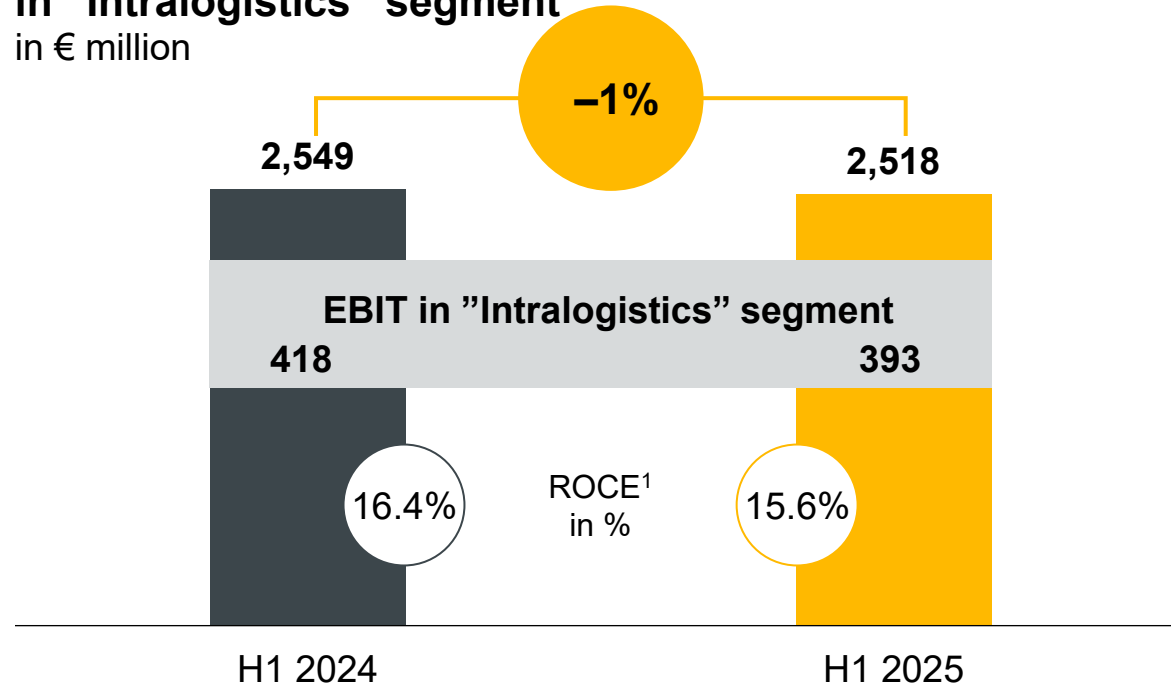
Free cash flow

in € million



Decline in ROCE, increase in working capital

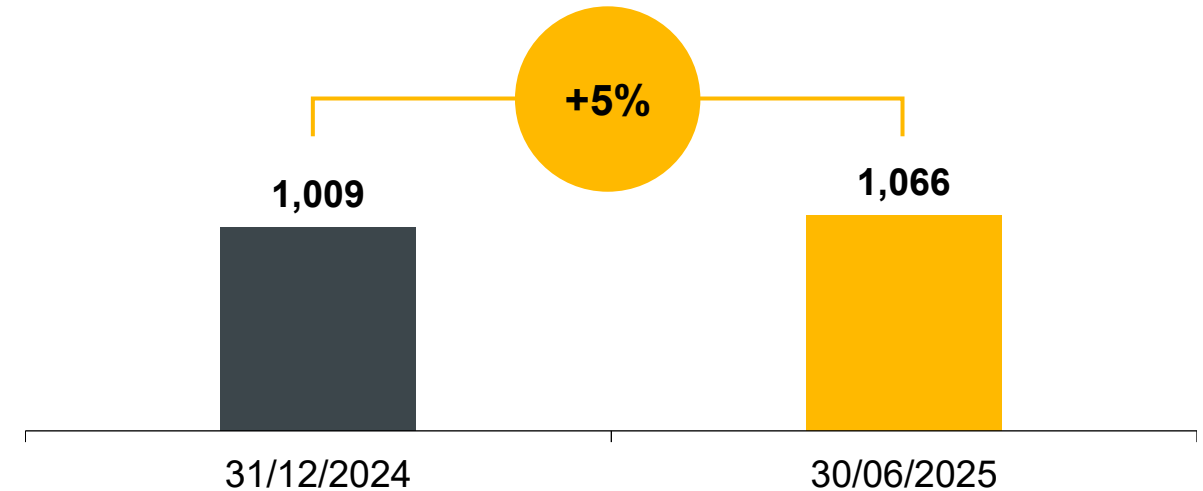
**Average capital employed
in "Intralogistics" segment
in € million**



Lower EBIT combined with stable average capital employed
decisive for ROCE development

¹ EBIT for the "Intralogistics" segment in % of the segment's average capital employed

**Working capital
Group
in € million**

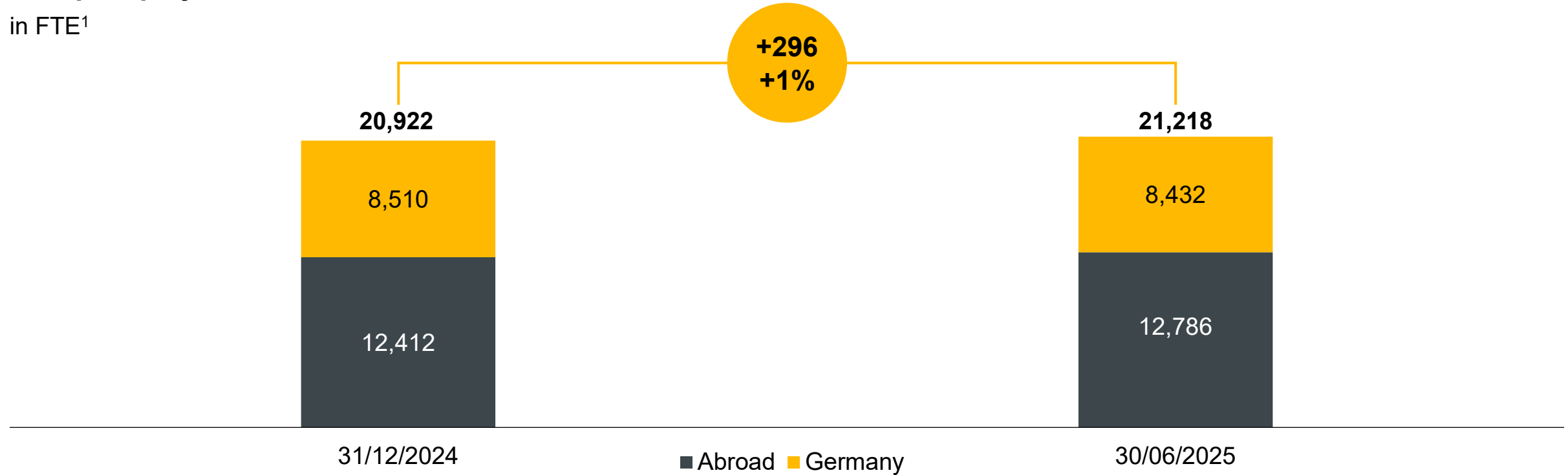


Development in working capital primarily due to
increase in inventories

Structural changes in increase in personnel and employee numbers

Group employees

in FTE¹



Almost a third of the increase is due to the capacity expansion of the Business Service Centers

1) Full-time equivalents (FTE), including trainees and apprentices, excluding temporary workers

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**CONNECTED
SOLUTIONS
THAT FIT.**

1

Where we are today

2030+
STRATEGY

SOLUTIONS THAT

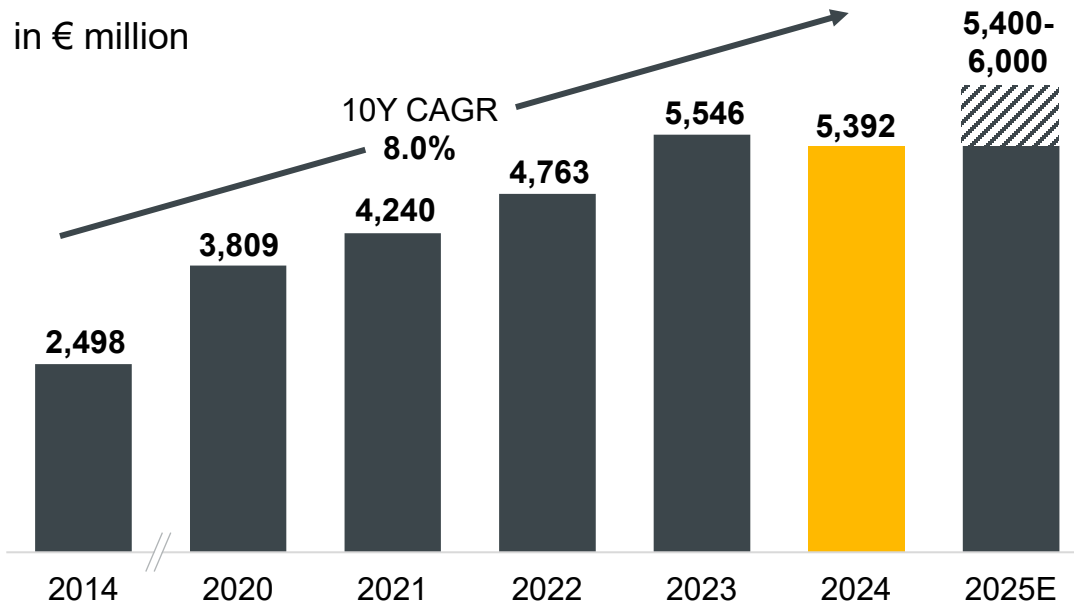
Material Flow Consulting

**Automation &
Digitalization**

Strong track record of delivering profitable growth and achieving our targets

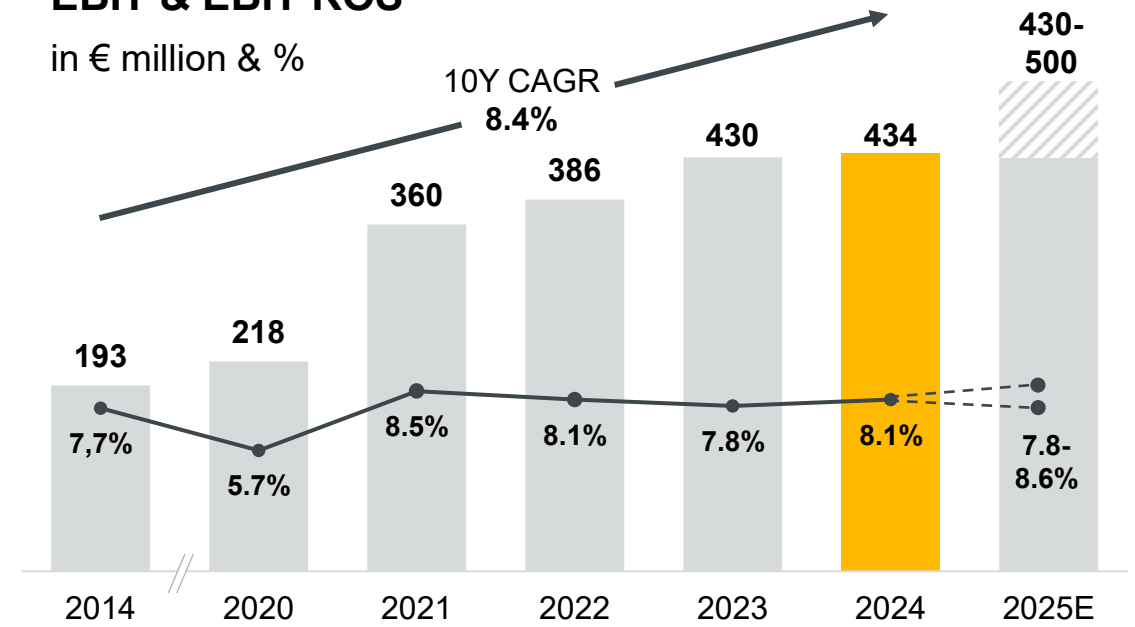
Revenue

in € million



EBIT & EBIT ROS

in € million & %



FY 2024

17.3%
ROCE

€431 million
Free Cash Flow

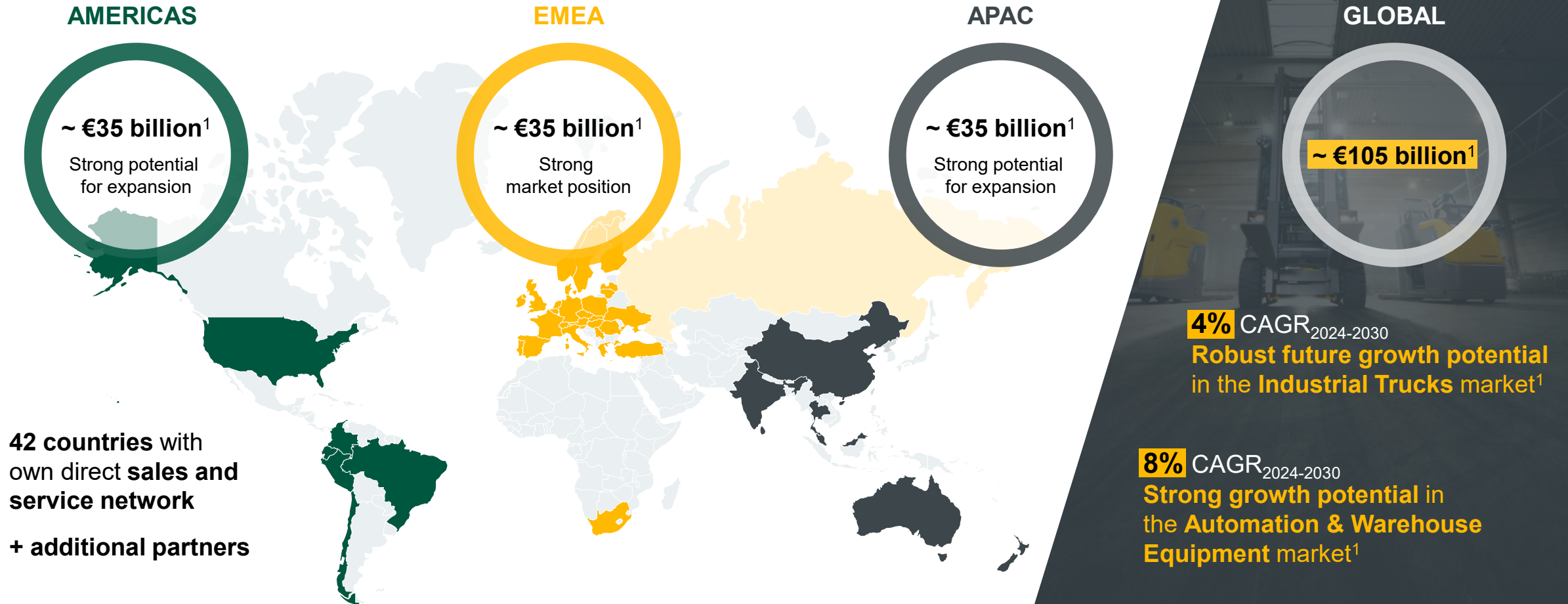
~ €700 million
Financial headroom¹

~ 0.0 leverage
Net debt² / EBITDA

€0.80
Dividend

¹ Liquid funds and securities ² Net indebtedness = Financial liabilities (excl. liabilities from financial services) – Cash and cash equivalents and securities

We are operating in a large and attractive global growth market



¹ Based on external market reports (Interact Analysis); revenue incl. services and software (Global Forklift Market Report Nov. 2024 (growth in units); Warehouse Automation Report Nov. 2024; Warehouse Pallet Racking Model Dec. 2024)

We have built a solid foundation to capitalise on the opportunities ahead

Highlights complementing our strong core business of industrial trucks & services:

Global Footprint



Acquisition of Storage Solutions ✓

Expansion of direct sales in New Zealand ✓

Innovation & Technology



Strong rise in demand for compact POWERLINE trucks ✓

100% electric vehicle production ✓

Further development of the digital fleet management system ✓



Automation

✓ Acquisition of robotics specialist Magazino & significant new flagship projects

✓ Acquisition of arculus & broadening of customer base for mobile robots



Profitability

✓ Implementation of our efficiency program DEEP (Digital End-to-End Processes) according to plan

✓ New production plant in Czechia

✓ Expansion of Business Service Centers

Market trends present significant opportunities & challenges in the coming years

Ongoing growth in demand for material handling solutions



Automation as the key driver of the future warehouse & production



Increasing impact of new, disruptive technologies



Growth of competitive landscape



Rise of the Mid-Tech segment



Glocalisation driven by geopolitical factors



Sustainability as a strategic imperative

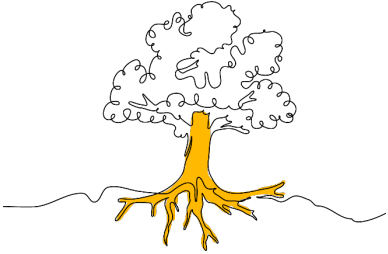


2

Strategy 2030+: Our path ahead

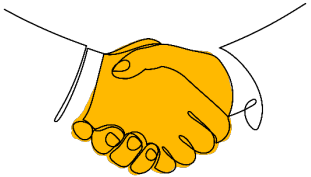
2030+
STRATEGY

Our four pillars: Guiding us on the path ahead



VISION

Built on strong roots, we transform into a truly global partner, delivering material handling solutions of exceptional value.



MISSION

Passionately empowering our customers to keep their promises.



PURPOSE

Connecting people and goods for a world in motion.



PEOPLE & CULTURE

We work the **J**ellow Way.
We are open, active, efficient & we care!



**A clear destination:
We will become a 10|10 company**

Revenue

**€10
billion**

10%

EBIT ROS

Targets based on organic growth

Focusing on four defined Strategy 2030+ action fields

VISION

Built on strong roots, we **transform** into a **truly global partner**, delivering material handling solutions of **exceptional value**.



Global Expansion

Truly global



Automation

One of the leading automation players



Portfolio Extension

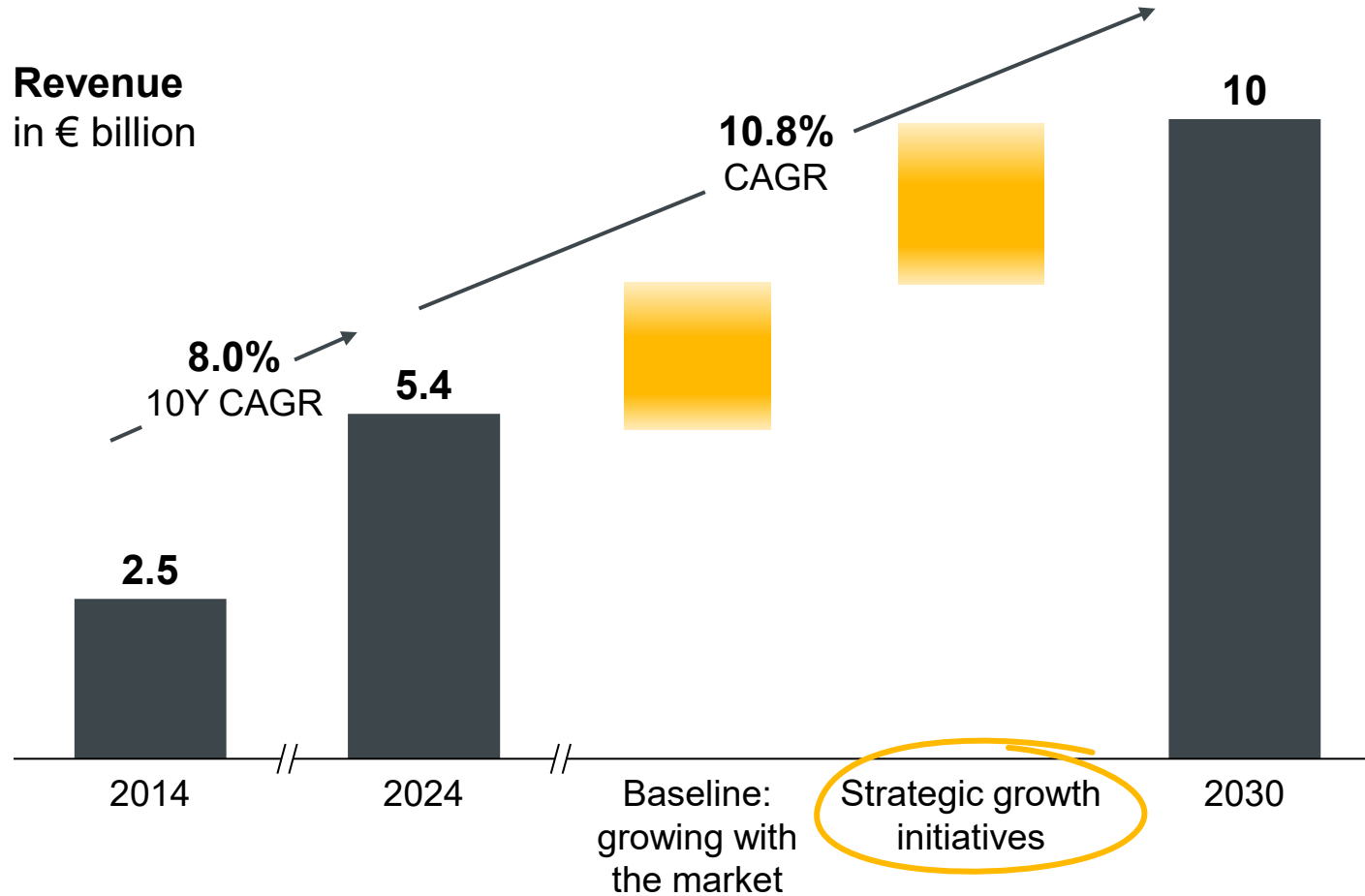
Diversified business for future growth



Transformation

Best-in-class productivity and sustainability

Growth priorities to continue outperforming the market



 Based on the external assumption of normalizing markets until 2030¹

¹ Interact Analysis market reports, Nov. 2024; growth expectations see next page

Our growth formula

expansion of channels and global reach



extension of integrated portfolio offering



access to broad customer base and installed base









passion of our team members



Global Expansion: Significant opportunities in regions experiencing faster growth than Europe

Expected market growth¹
CAGR 2024-2030

Jungheinrich ambition

North America		5%	Growth significantly above market	STRATEGIC GROWTH REGIONS
		8%		
APAC		5%	Growth significantly above market	
		7%		
Europe		4%	Forceful growth above market	
		7%		



¹ Based on external market reports (Interact Analysis); revenue incl. services and software (Global Forklift Market Report Nov. 2024 (growth in units); Warehouse Automation Report Nov. 2024; Warehouse Pallet Racking Model Dec. 2024)





Global Expansion: Become truly global by driving expansion in North America and APAC

OBJECTIVE 2030

Develop North America into the second core market alongside Europe & become a leading market player for material handling in APAC

North America

- **Increasing market penetration** for industrial trucks
- **Expanding Automation & Warehouse Equipment** business, esp. based on our strong Storage Solutions platform
- **Driving** additional **growth** through **M&A**

APAC

- **Expanding regionally in key markets** and **entering new selected markets**
- Extending **sales channels** through **dealers** and **online platforms**
- Establishing a **regional hub for APAC** and new **Business Service Centers** in two key markets





Global Expansion: Additional M&A activities with a strategic focus on North America and APAC

Europe	North America	APAC
Opportunistic	Strategic Focus	



To become truly global, we are committed to achieve **additional > €1 billion revenue** through M&A outside Europe, on top of our organic growth

Clear criteria for M&A

Enhancement of market presence

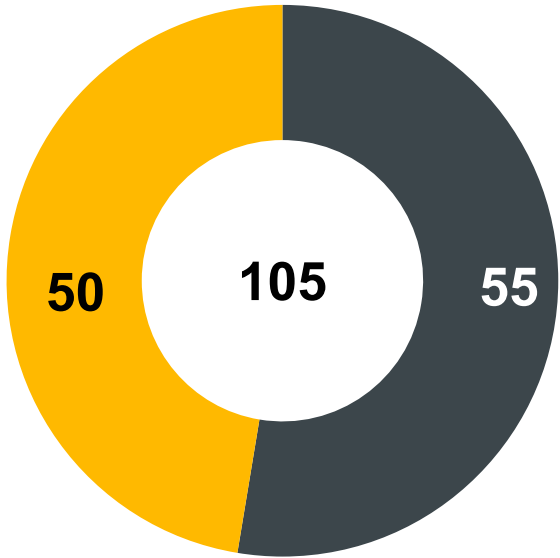
Build upon synergy effects

Ensure culture-fit



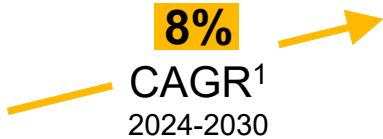
Automation: In a growing automation market, our broad portfolio of material handling solutions puts us in a unique position

Market volume (2024)¹
in € billion



- Automation & Warehouse Equipment
- Industrial Trucks & Services

Automation & Warehouse Equipment¹



What customers in the market are looking for...

Set-ups that seamlessly integrate industrial trucks, mobile robots and ASRS in an efficient and user-friendly way

How we can differentiate ourselves from the competition...

By offering fully integrated solutions from a single source – delivering unmatched value and impact for our customers

¹ Based on external market reports (Interact Analysis); revenue incl. services and software (Global Forklift Market Report Nov. 2024; Warehouse Automation Report Nov. 2024; Warehouse Pallet Racking Model Dec. 2024)



Automation: We aim to be one of the world's leading players by 2030

OBJECTIVE 2030

Be a trusted partner by providing fully integrated & connected warehouse and production material flow solutions

Best-in-class portfolio for material storage & transport

- Optimising our portfolio to support customers in **transitioning from manual to automated**
- Enhancing **customer centricity** by involving customers early in co-developing new solutions

Fully integrated & connected software

- **Connecting and integrating various material flow solutions** from Jungheinrich and partners – using standardised software modules

First-in-class service & support

- Maintaining **first-in-class service on-site and remote** to ensure 24/7 operations of critical applications for customers

JUNGHEINRICH





Automation: We are already a proven partner for successful integrated customer solutions & system complexities



12 SOTO
for production supply



8 EKXa & 14 arculee S
for automated storage and transport





Automation: Additional M&A activities will be a key component of the strategic action field



Technology

Software

Mobile Robots

Clear criteria for M&A

Enhancement of market presence

Build upon synergy effects

Ensure culture-fit



Portfolio Extension: Accelerating growth

**Full-liner truck portfolio:
the right truck for every customer**

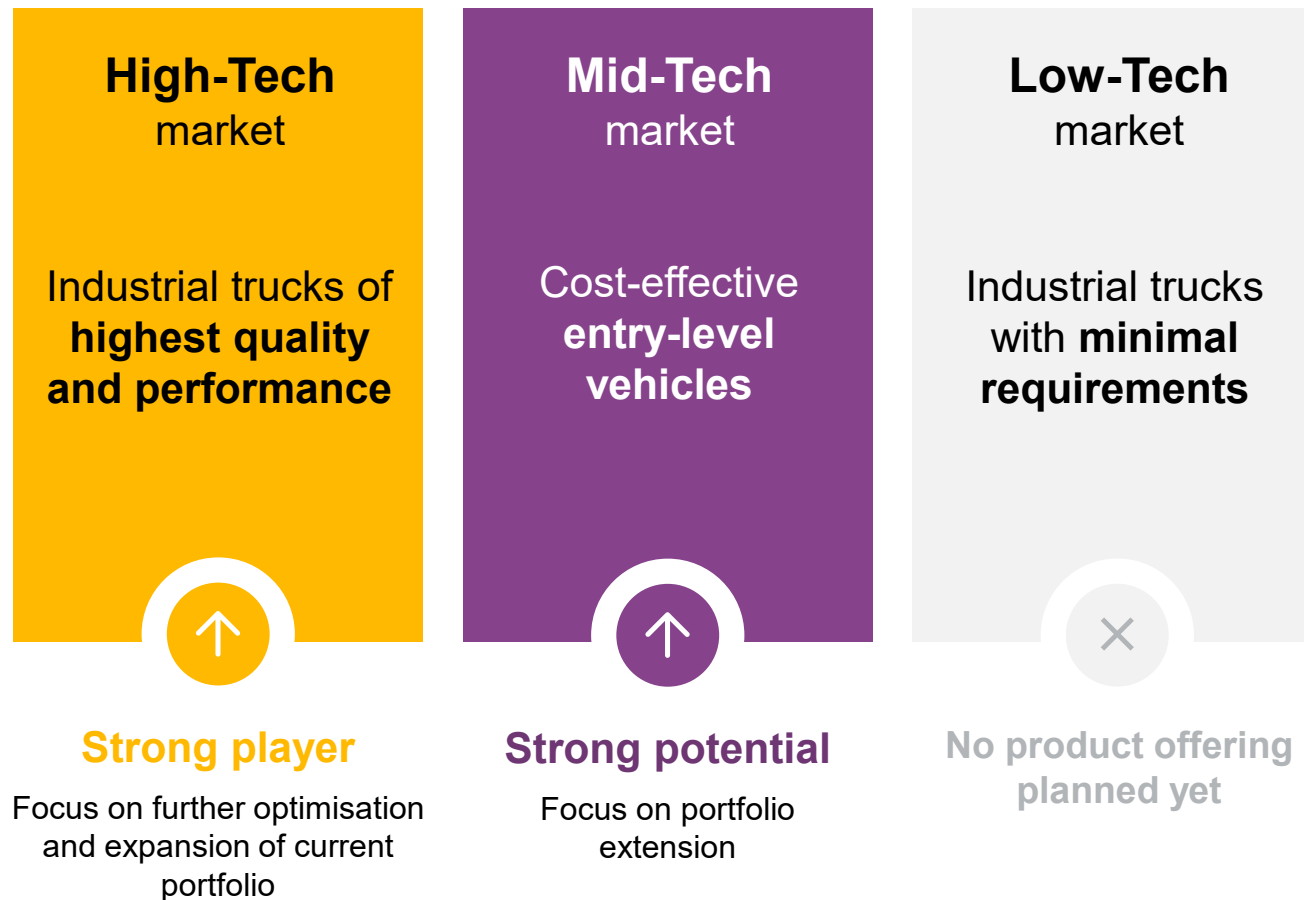
Introducing a new Mid-Tech portfolio
Optimising High-Tech portfolio

**Invest in new businesses
beyond our current core**

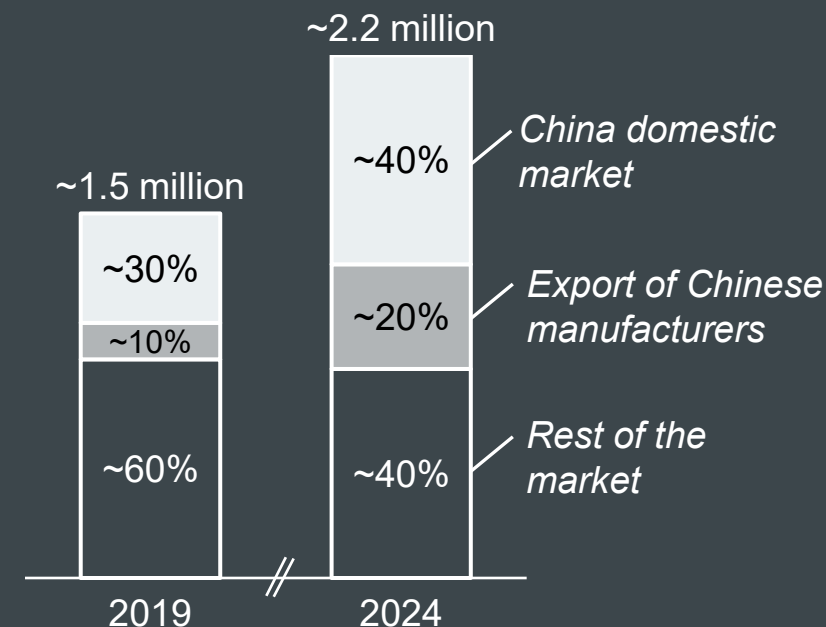
uplift
Ventures



Portfolio Extension: Mid-Tech industrial trucks represent an attractive growth market



Global industrial trucks market¹



Fast-growing Mid-Tech market, increasingly served by Chinese suppliers

¹ Based on WITS & Chinese export statistics, order intake in units



Portfolio Extension: Strategic partnership to shape the future of material handling together



Jungheinrich and **EP Equipment** have agreed on a **strategic partnership**

Combined strengths for more customer value

- **Jungheinrich** as the **trusted partner** of customers worldwide, with an exceptional **direct sales and service network**
- **EP Equipment** as leading player for **lithium-ion industrial trucks**
- **Combining the strengths** of both companies to enhance **efficiency, productivity** and **sustainability** in material handling operations **globally**

Key partner for full-liner truck portfolio

- **EP Equipment** as **key partner** for Jungheinrichs **Mid-Tech portfolio extension**
- Starting in 2025, EP will **supply Jungheinrich** with **Mid-Tech industrial trucks**
- **Additional partnership opportunities** will be explored over time



&

**Shaping the Future
of Material Handling
Together**



Portfolio Extension: Introducing our new Mid-Tech portfolio

- ▶ **Our new Mid-Tech portfolio** – clearly differentiated through a new brand, a new look & feel and a distinct Mid-Tech service offering
- ▶ Offered at **competitive prices**, with choice of services and backed by our established brand.
- ▶ Sales will follow a **multi-channel approach** (dealer, e-commerce, direct) with the right routes to market per region & per product
- ▶ Starting with **counterbalanced and warehouse trucks** in 2025

anton
BY JUNGHEINRICH

made to rely on.



Exemplary product mock-ups



Portfolio Extension: New businesses for future growth



As Jungheinrich's **Corporate Venturing Unit**, **Uplift Ventures** shapes the future of moving goods & creates new businesses beyond today's core

- February 2025 – Start of ***Uplift Ventures*** (separate Jungheinrich subsidiary)
- **Building and scaling** of innovative start-ups, with the first venture projects underway
- Further strengthening of our **partnership with High-Tech Gründerfonds**
- **Investments** in additional **venture capital funds** (e.g. Merantix)

Strategic search fields



Robotics & automation



AI-supported material flow



Energy solutions



Circular economy



Digital platform solutions

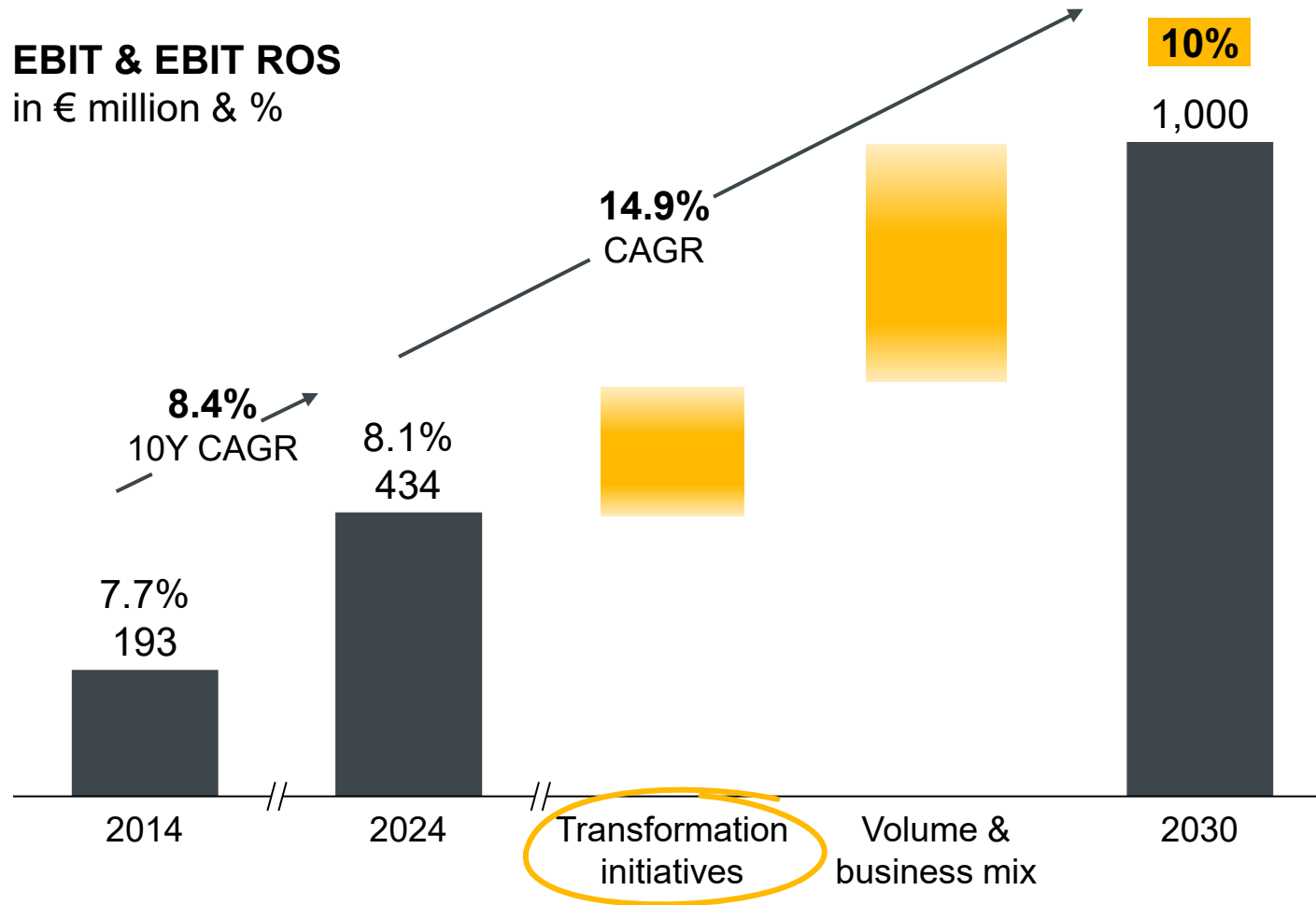
uplift
VENTURES





Transformation: We are on track to deliver 10% EBIT ROS by 2030

EBIT & EBIT ROS
in € million & %



Our profitability formula

improving
organisational structure



digitalisation and re-design
of data & processes



seizing of growth potentials



passion of our team
members – enabled by AI



Transformation: We strive to achieve best-in-class productivity through optimised processes and structures

OBJECTIVE 2030

Establishing an organisational design that is **highly productive, cost-efficient** and even **more customer centric**

DEEP (Digital End-to-End Processes)

Customer-centric & lean processes, optimised data structures and a future-proof IT architecture – enabled by AI

TOM (Target Operating Model)

New group operating model with business-driven segments, global Business Service Centers and lean infrastructure (asset light)

Manufacturing footprint

Efficient and sustainable manufacturing network, scaled to support our global expansion

> €30,000
EBIT / FTE in 2030

~ €21,000
EBIT / FTE in 2024

~ €14,000
EBIT / FTE in 2019



AI is the next big revolution and a cornerstone of our strategy

AI enhancing our internal capabilities – making us smarter, faster and more efficient

We have established the **Jungheinrich AI Office** and a **Centre of Excellence** to **provide governance, deliver trainings** and **execute attractive use cases**



Jungheinrich
Chatbot



Robotic process
automation



Production quality
assurance



Technician
support



AI is enabling us to deliver smarter and more intuitive solutions

Already today AI is **integrated in our digital products** and will drive the creation of an even **more customer-centric portfolio**

WMS

Warehouse
Management
System



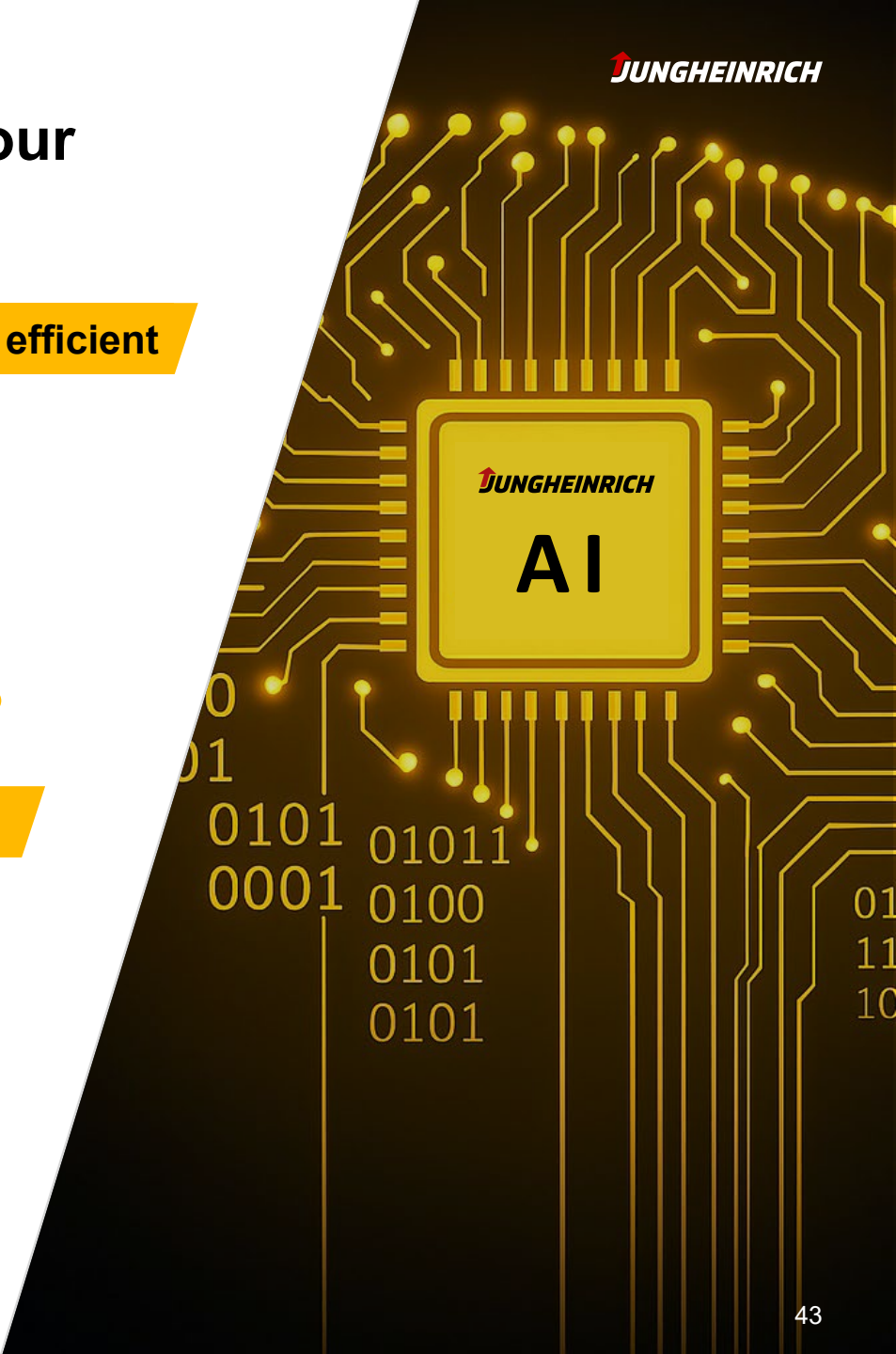
Navigation and
control system



Predictive
maintenance



Product
development





Transformation: Reinforcing our leading position in sustainability to create greater value for all our stakeholders

Where we are today

Continuing our integrated approach across our organisation, our supply chains, partners, and customers

Top 1%

of the world's **most sustainable companies**¹

100%

electric material handling

99%

reuse & recycling rate

81%

electricity from **renewable sources**



Reducing CO₂ emissions



Advancing all aspects of ESG



Fostering social responsibility



Developing energy-efficient products and production methods



¹ Based on EcoVadis

A large yellow circle containing the black number '3'.

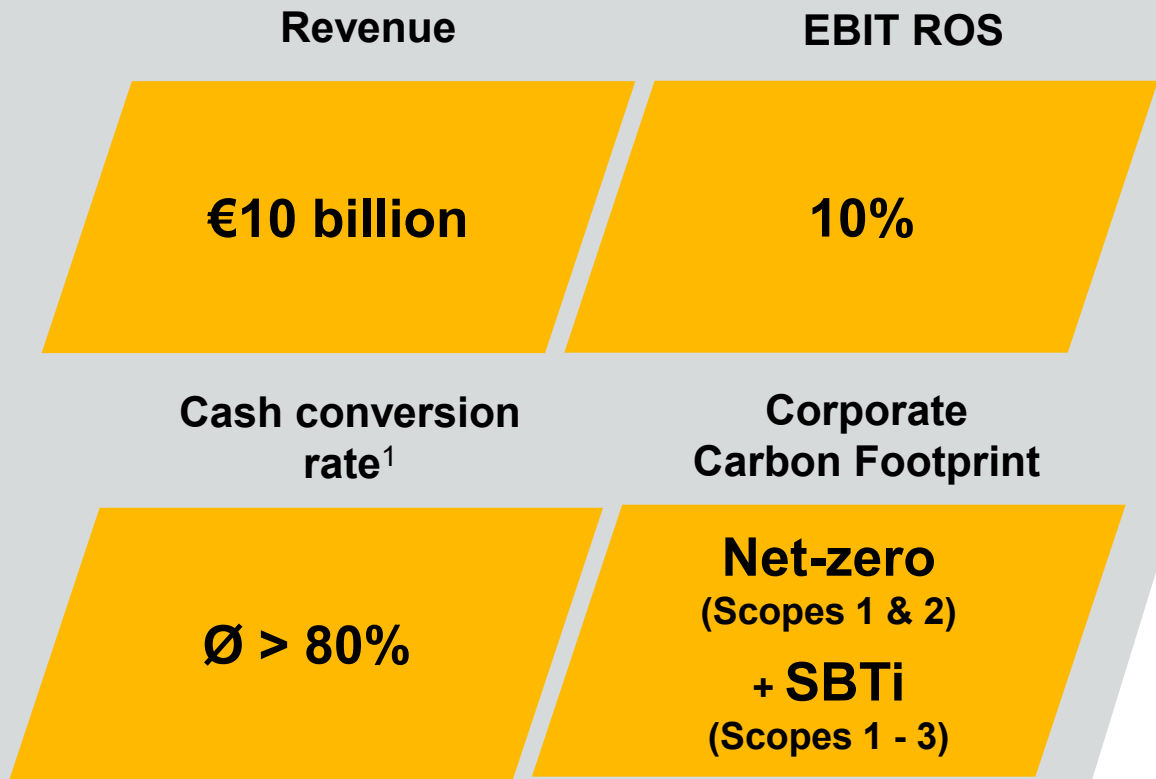
3

Key takeaways

2030+
STRATEGY

Our goals and capital allocation priorities set the clear framework for our ambitions

Targets for 2030



Capital allocation



Investments

R&D expenditure
~3-4% of revenue p.a.
Capital expenditure²
~1-2% of revenue p.a.



M&A

Maintaining capital structure of **maximum leverage of 1.5x net debt³ / EBITDA** over time



Shareholder returns

Continued commitment to **our reliable dividend policy**

¹ Average Cash conversion rate (Free cash flow / Profit or loss) within the strategy timeframe

² Property, plant and equipment and intangible assets without development expenditure and right-of-use assets

³ Financial liabilities (excl. liabilities from financial services) – Cash and cash equivalents and securities

We have a strong foundation and significant growth potential across the business

Jungheinrich 2030: A world-leading market player delivering material handling solutions of exceptional value

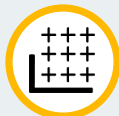
GROWTH LEVERS



Global expansion: A truly global business with an expanded presence in North America and APAC



A leading automation player: Significant growth of our automation business in Europe and North America




Portfolio extension: Full-liner portfolio featuring cost-effective Mid-Tech solutions and new businesses beyond our core

PROFITABILITY LEVER



Transformation: Achieving best-in-class productivity and sustainability

10 / 10



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Geopolitical tensions weigh on European economic expectations



GDP ¹ in %	2024	2025 forecast
World	3.3	3.0
USA	2.8	1.9
China	5.0	4.8
Eurozone	0.9	1.0
Germany	-0.2	0.1

¹ Source: International Monetary Fund, 29 July 2025



Risks

Weak European economic environment

Geopolitical conflicts, incl. trade tariffs

Structural increase in competitive pressure



Opportunities

Intact drivers: electrification, automation, digitalisation, e-commerce and sustainability

Innovations and disruptive technologies

Global **expansion opportunities**

Strategic steps taken with regards to transformation and in Russia



Transformation programme

Context

Objective is to **boost global competitiveness**

Focus on optimisation of production, management and administration

One-off expenses

2025: €90 million (2/3 in Q3 2025, 1/3 in Q4 2025)

2026: approximately €17 million

Long-term cost savings in the medium term

Approximately **€100 million**

Majority of effects expected **by 2027 financial year**

Full realisation expected **by 2030**



Sale of the Russian subsidiary

Context

Sale of wholly owned Jungheinrich Lift Truck OOO to a Russian financial investor and asset manager

Sale below **carrying amount** due to Russian regulatory stipulations (max. 40% of fair value according to Russian appraisal)

Timeline of anticipated negative effects

2025: €120 million (3/4 in Q3 2025)
(1/4 in Q4 2025/closing)

Closing

Completion subject to standard market conditions, i.e., the **approval of the government commission**

Anticipated in **Q4 2025**

2025 forecast adjusted

	Forecast 27 March 2025 ¹	Forecast 17 July 2025 ²	Forecast 21 July 2025 ³
Incoming orders in € billion	5.5 to 6.1	5.3 to 5.9	
Revenue in € billion	5.4 to 6.0	5.3 to 5.9	
EBIT in € million	430 to 500	280 to 350	160 to 230
EBIT ROS in %	7.8 to 8.6	5.3 to 6.1	3.1 to 3.9
EBT in € million	400 to 470	250 to 320	130 to 200
EBT ROS in %	7.3 to 8.1	4.8 to 5.6	2.6 to 3.4
ROCE in %	15.0 to 19.0	10.0 to 14.0	5.0 to 9.0
Free cash flow in € million	>300	>250	

¹ Annual Report 2024 and interim statement as of 31 March 2025

² Ad-hoc release from 17 July 2025

³ Ad-hoc release from 21 July 2025 as well as interim report as of 30 June 2025

Included negative earnings effects

Sale of Russian subsidiary (€-120 million)

Transformation programme (€-90 million)

Loss from disposal of capitalised development expenditure (€-18 million)

Purchase price allocations (€-10 million),
variable remunerations (€-4 Mio. million)
(from acquisitions in 2023)

Disclaimer

The explanations in this presentation are partially forward-looking statements that are based on the company management's current expectations, assumptions and assessments for future developments. Such statements are subject to risks and uncertainty that are largely beyond the company's control. This includes changes in the overall economic situation – such as impacts from geopolitical conflicts, natural catastrophes, pandemics and similar force majeure events –, supply of raw and auxiliary materials, the availability and price development of energy and raw and auxiliary materials, demand in important markets, competition and regulatory frameworks and regulations, exchange and interest rates and the outcome of pending or future legal proceedings. Should these or other

uncertainties or unknown factors apply or the assumptions on which these statements are based prove false, actual results may deviate significantly from the results stated or implied. No responsibility is therefore taken for forward-looking statements. Without prejudice to existing capital market obligations, there is no intention to accept any obligation to update forward-looking statements.

 ***JUNGHEINRICH***



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Key figures H1 2025

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Strategy 2030+

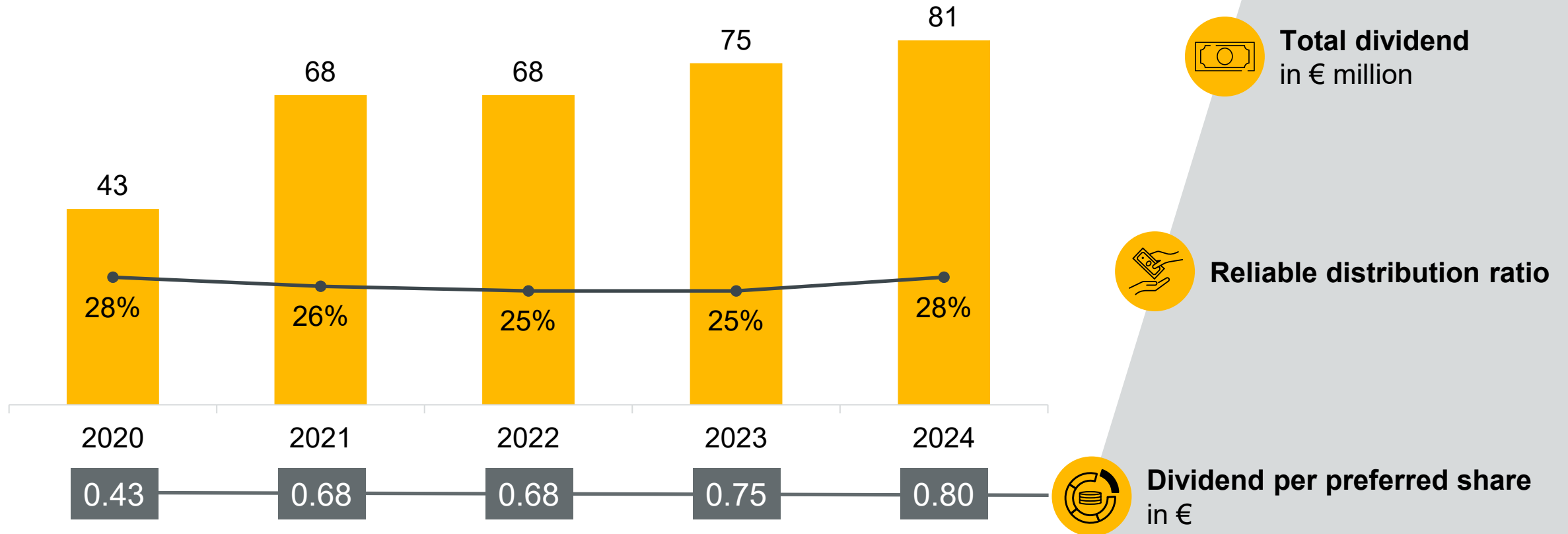
4

Outlook

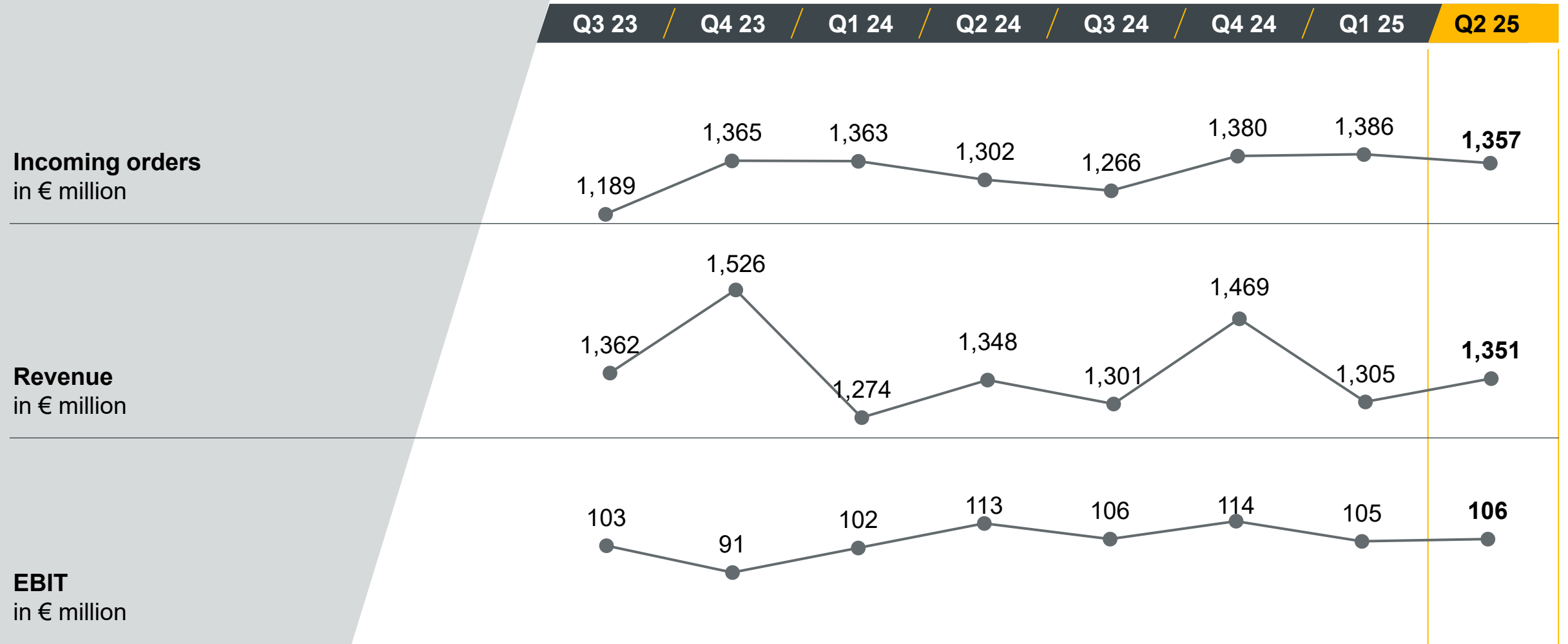
5

Additional information

Dividend policy: Distribution ratio between 25% and 30%



Quarterly figures at a glance



Jungheinrich

key figures

2020–2024 (I)

in € million

	2020	2021	2022	2023	2024
Incoming orders	3,777	4,868	4,791	5,238	5,311
Group revenue	3,809	4,240	4,763	5,546	5,392
thereof Germany	917	1,014	1,106	1,205	1,168
thereof abroad	2,892	3,226	3,657	4,341	4,224
EBIT	218	360	386	430	434
EBIT ROS	5.7%	8.5%	8.1%	7.8%	8.1%
ROCE¹	10.8%	20.2%	16.3%	15.9%	17.3%
Free cash flow	–	89	–239	15	431
R&D expenditure	89	102	128	152	171
Capital expenditure²	75	71	73	90	88

¹ EBIT for the Intralogistics segment in % of the segment's average capital employed

² Property, plant and equipment and intangible assets without capitalised development expenditure and right-of-use assets

Jungheinrich

key figures

2020–2024 (II)

in € million

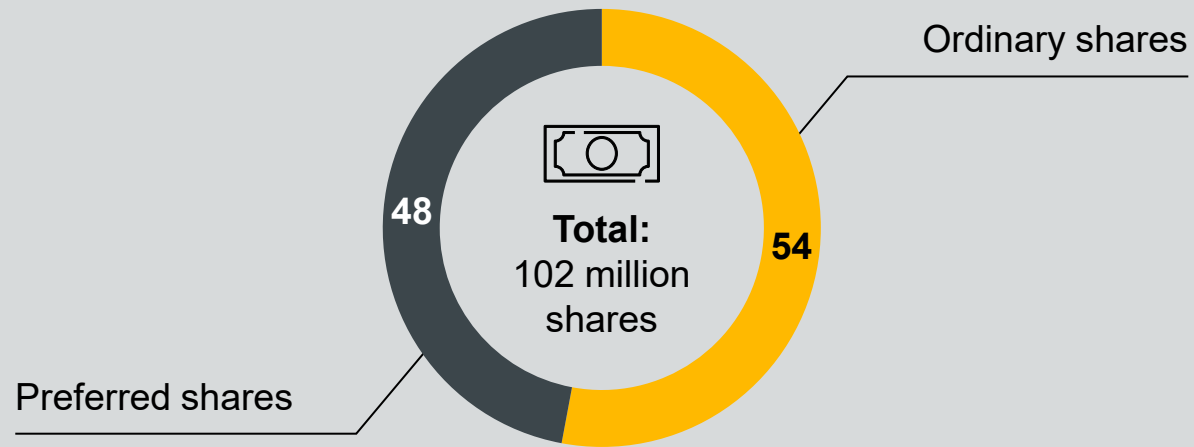
	2020	2021	2022	2023	2024
Equity ratio (Intralogistics)	45%	48%	50%	47%	52%
Equity ratio (Group)	29%	31%	33%	32%	34%
Net credit (–) / net debt (+) ¹	–194	–222	75	262	–22
Tax ratio	25%	23%	22%	25%	28%
Profit or loss	151	267	270	299	289
Employees (FTE ²)	18,103	19,103	19,807	21,117	20,922
thereof Germany	7,577	7,995	8,251	8,688	8,510
thereof abroad	10,526	11,108	11,556	12,429	12,412
Dividend per preferred share	€0.43	€0.68	€0.68	€0.75	€0.80

¹ Net debt = Financial liabilities – Cash and cash equivalents and securities

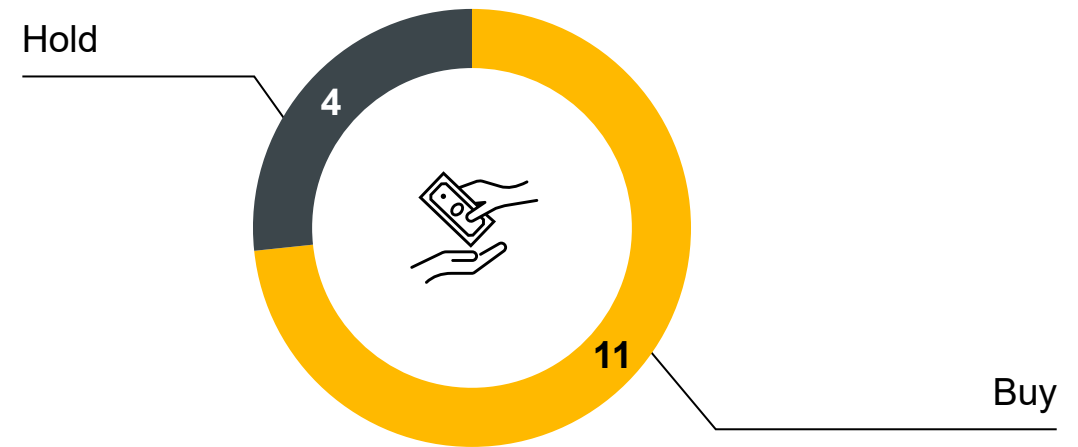
² Full-time equivalents, always on 31/12

Jungheinrich share: Key figures and analyst coverage

Share structure



Analyst coverage¹



Key figures for the share	2020	2021	2022	2023	2024
Earnings per preferred share	€1.49	€2.62	€2.65	€2.94	€2.84
Dividend per preferred share	€0.43	€0.68	€0.68	€0.75	€0.80
Total dividend distribution	€43 million	68 million	€68 million	€75 million	€81 million
Distribution ratio	28%	26%	25%	25%	28%

¹ as of 31/07/2025

Long-term performance of the Jungheinrich share






	2020	2021	2022	2023	2024
Dividend yield preferred share in %	1.2	1.5	2.6	2.3	3.1
Market capitalisation in € million	3,733	4,578	2,711	3,388	2,617
Share price performance in %	70	23	-41	25	-23

Investment period	10 years	5 years	3 years
Investment date	01/01/15	01/01/20	01/01/24
Portfolio value at end of 2023	€17,327	€12,888	€6,099
Average return p.a.	5.7%	5.2%	-15.2%
Comparable return of German share indices p.a.			
DAX	7.4%	8.3%	7.5%
MDAX	4.2%	-2.2%	-10.3%
SDAX	6.6%	1.6%	-6.4%

Please note:
based on an initial investment of € 10 thousand and assuming that annual dividends received were reinvested in additional preferred shares



Sustainability efforts paying out in Ratings

Rating Agency	Current rating	Previous rating
	Platinum (Top 1% of assessed companies)	Platinum (Top 1% of assessed companies)
	Climate change: B (nine-step scale from A to F)	Climate change: B (nine-step scale from A to F)
	B- (Prime) (twelve-step scale from A+ to D-)	B- (Prime) (twelve-step scale from A+ to D-)
	Medium-risk (five-step scale of negligible to severe ESG risk)	Medium-risk (five-step scale of negligible to severe ESG risk)
	A (seven-step industry-specific scale from AAA to CCC)	A (seven-step industry-specific scale from AAA to CCC)

Board of Management team



Dr Lars Brzoska

Chairman of the Board of Management,
Corporate, Automation (interim)



Dr Volker Hues

Member of the Board of Management, Finance



Heike Wulff

Member of the Board of Management,
Accounting, Controlling, Tax



Nadine Despineux

Member of the Board of Management, Sales



Maik Manthey

Member of the Board of Management, Technics

Remuneration system



Basic remuneration

Fixed ~40 to 50%,
non-performance-related

remuneration paid as
monthly payments

Ancillary benefits (~1 to 5%):
Primarily company car and
insurance policies

Pension (~5 to 15%):
Performance-based commitment for
members appointed before 2024 and
generally fixed supply payment for
members appointed from 2024



Short-term variable remuneration

Target bonus
(~15 to 25%)

45% Group EBT return on sales
35% Increase in Group revenue
20% Lithium-ion equipment ratio

Discretionary factor:
0.8 to 1.2

Payment limit:
150% of target amount

Term: 1 year



Long-term variable remuneration

Virtual performance share plan
(~20 to 30%)

60% Return on capital employed (ROCE)
20% Relative total shareholder return (TSR)
20% compared with an individual peer group
sustainability target

Discretionary factor:
0.8 to 1.2

Payment limit:
180% of target amount

Term: 3 years

2025 financial calendar and IR contact

Financial calendar

Date	Event
27/03/2025	Balance sheet press conference (virtual)
27/03/2025	Analyst conference (virtual)
07/05/2025	Interim statement as of 31/03/2025
20/05/2025	Annual General Meeting (virtual)
23/05/2025	Dividend payment
08/08/2025	Interim report as of 30/06/2025
12/11/2025	Interim statement as of 30/09/2025



IR contact

Andrea Bleesen
Head of Corporate Investor Relations

Jungheinrich Aktiengesellschaft
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany

Tel +49 40 6948 3407
andrea.bleesen@jungheinrich.de
www.jungheinrich.com



General information

Subscribed capital: €102 million divided into
54,000,000 no-par-value ordinary shares
48,000,000 no-par-value preferred shares
(listed)

Stock exchanges: Frankfurt, Hamburg
and all other German stock exchanges

Securities identification numbers
(preferred shares):

ISIN: DE0006219934
WKN: 621 993

Segment: Prime Standard
Branch: Industry
Stock index: MDAX

Tickers:
Reuters JUNG_p.de
Bloomberg JUN3 GR