



Capital market presentation

Hamburg, May 2026



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Facts & Figures 2025



Incoming orders (€5.4 billion) and **revenue** (€5.5 billion) **robust**



Strategy 2030+ successfully launched in first year



EBIT, adjusted for one-off effects, of **€448 million** (EBIT ROS 8.1%)



Transformation programme largely implemented



Free cash flow is strong at **€314 million**



Market entry into **Mid-Tech segment** started positively

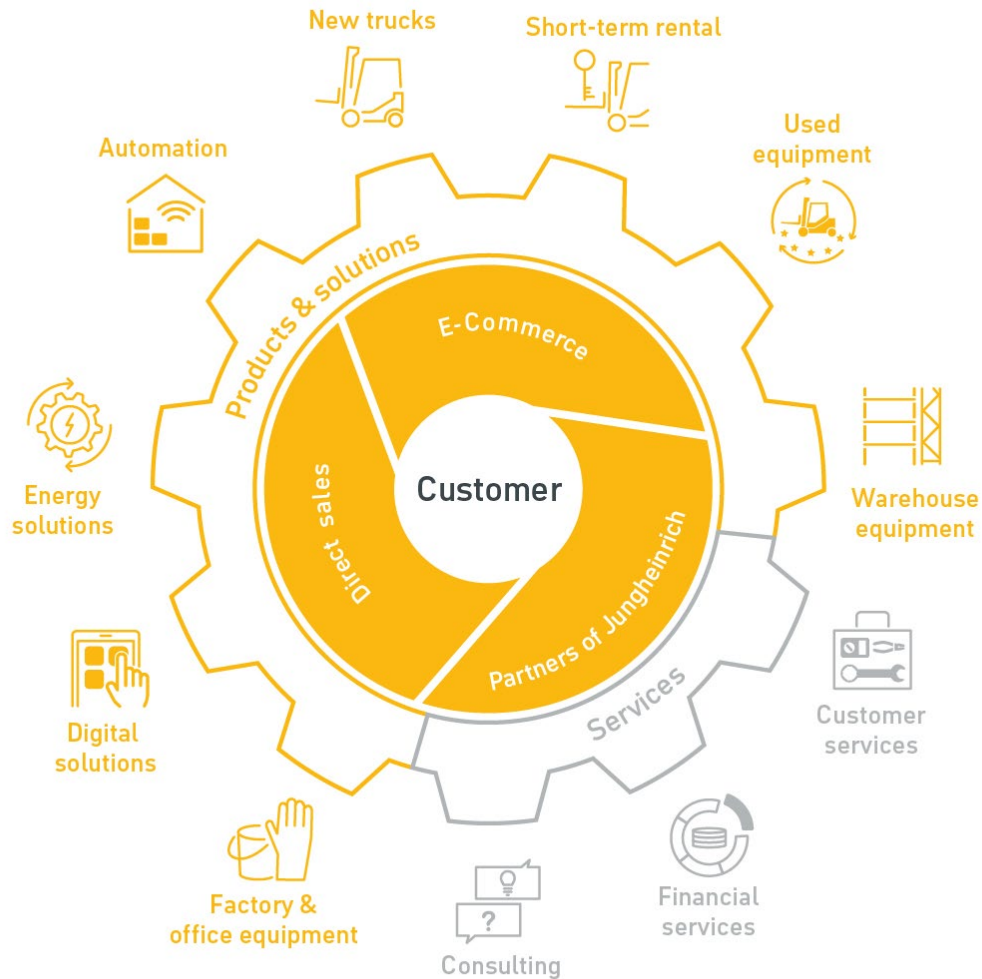


Dividend: payment ratio stable at **28 per cent**



Implementation of **new segment structure** completed

Integrated, resilient business model



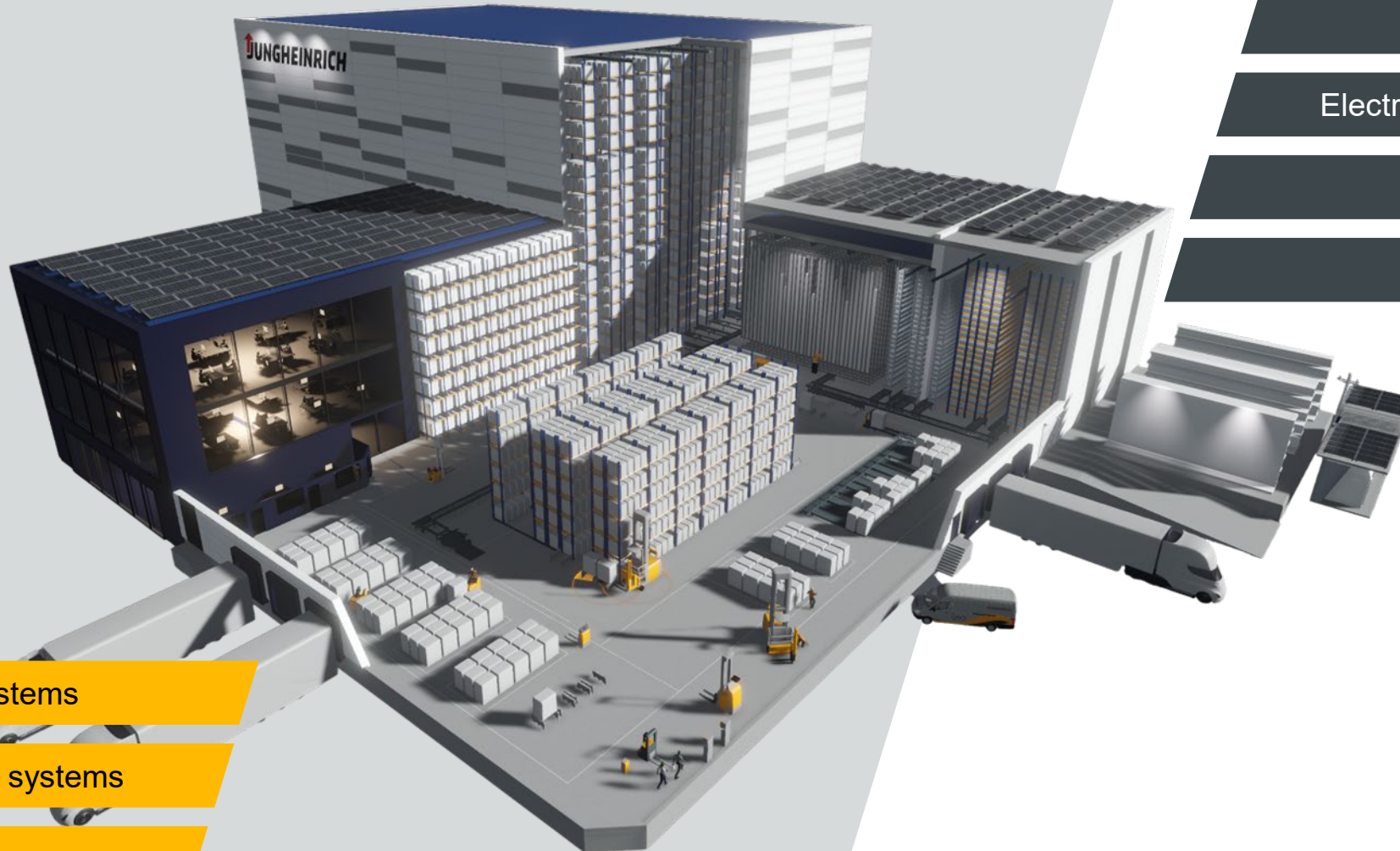
Customer centricity –
all services from a single source

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

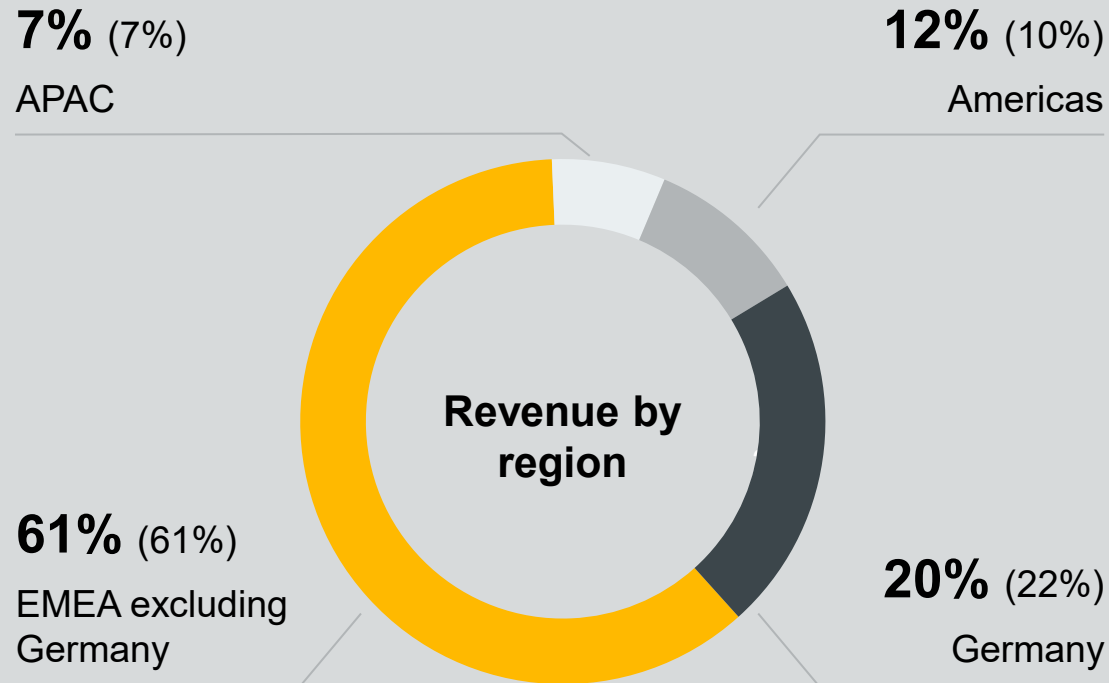
Warehouse equipment

Fully automated systems

Partially automated systems

Manual systems

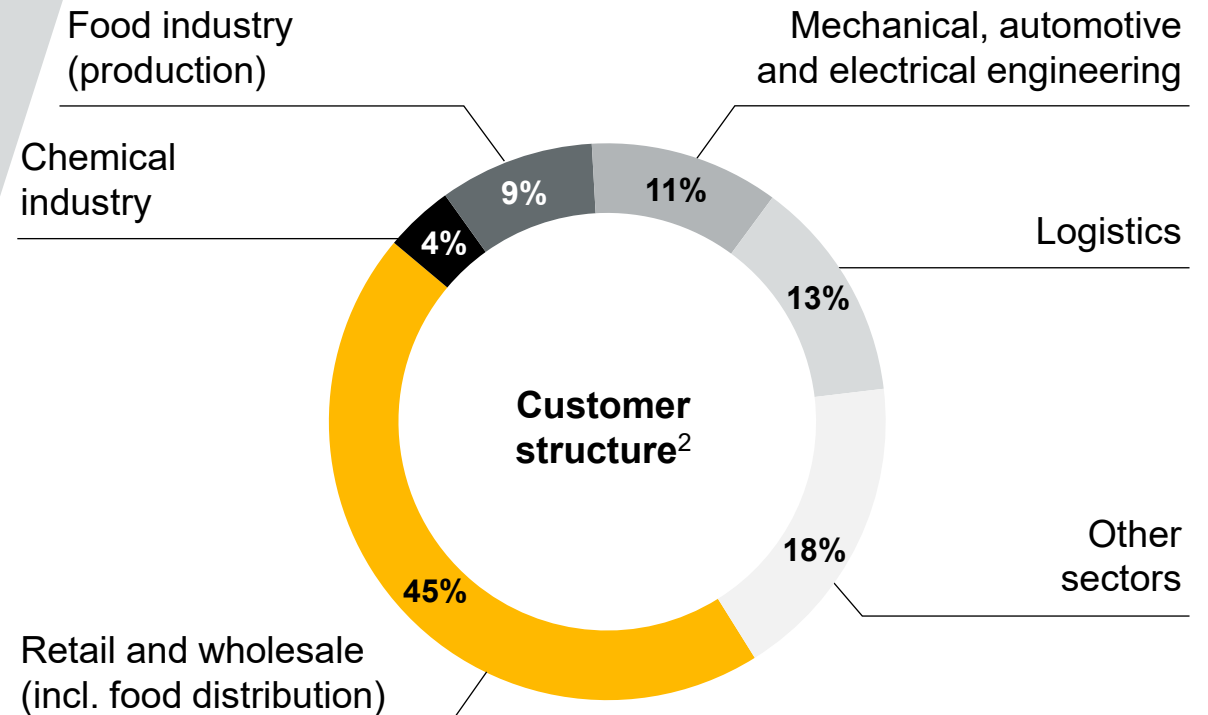
Strong position in Europe, balanced customer structure



Top 5 revenue countries

1. Germany
2. Italy
3. France
4. USA
5. United Kingdom

¹ in FY 2025, total: €5,502 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



Sources: Top 20 Lift Truck Suppliers 2025 – Modern Materials Handling; Top 20 Systems Suppliers 2023 – Modern Materials Handling; annual reports



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Strategy 2030+

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

Revenue

**€10
billion**

10%

EBIT ROS

Targets based on organic growth

2025: Important successes in our strategic fields of action



- ✓ Successful integration of **US acquisition Invar** into Storage Solutions Group
- ✓ Opening of **Global OEM Center in Shanghai** (China) to pool central functions in Mid-Tech business
- ✓ Opening of **Business Excellence Center in Malaysia**

- ✓ **Significant customer projects for warehouse automation** won
- ✓ Expansion of customer base for **mobile robots through new solutions**
- ✓ Implementation of a **global organisation for marketing and sales and development**

- ✓ **Market entry into Mid-Tech segment** through strategic partnership with EP Equipment (“AntOn by Jungheinrich”)
- ✓ Development of numerous **innovations in High-Tech segment**
- ✓ Launch of **corporate venturing unit Uplift Ventures** and successful spin-off of turnus.ai

- ✓ Transformation programme launched, **personnel and location-based measures largely implemented**
- ✓ Continuation of our **digital transformation** with the DEEP programme (Digital End-to-End Processes)
- ✓ **CDP sustainability rating: level A** achieved for the first time

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

The ongoing transformation programme strengthens global competitiveness and ensures sustainable profitability



Transformation programme

- Response to **more intense global competition and increasing cost pressure** to make the company fit for the future
- Sustainable cost savings of around **€100 million** annually by optimising production network and making organisation more efficient, **largely effective in 2027, full effect in 2028**
- Around **500 of the 1,000 positions worldwide** (reductions and relocations) affect **Germany**
- Implementation **faster than planned: most of the negotiations that are subject to co-determination** with Works Council committees are **complete**:
 - **Production closure in Luneburg (31/03/2027)** and relocation to other Jungheinrich plants has **been negotiated and is being implemented**
 - **Capacity adjustment in Norderstedt implemented**
- **One-off expenses: €93 million¹ in 2025, €17 million** expected for 2026

€100 million
cost savings p.a.

1,000 positions
reduction and relocation

Optimised
production network

¹ Cash impact largely in 2026

anton

BY JUNGHEINRICH

Made to rely on.



Strategic partnership positions Jungheinrich in attractive growth segment

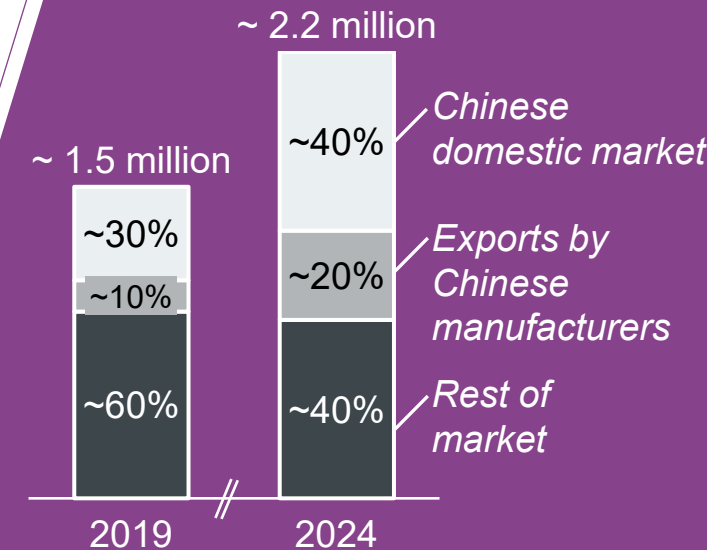


New portfolio as entry into Mid-Tech market

- May 2025: Jungheinrich and EP Equipment agree on strategic partnership
- **Pooling of both companies' strengths** to increase efficiency, productivity and sustainability in global material handling
- **Successful launch in Europe** in fourth quarter of 2025 with warehouse equipment and electric counterbalanced trucks, **volume and margin targets achieved as planned**
- **Sales channels (multi-channel approach) expanded**, in particular through dealers and e-commerce
- **Expansion of portfolio and regional expansion** to Asia-Pacific and Latin America already started
- **Establishment of OEM Center in China** to pool key functions for development and management of global portfolio in Mid-Tech market
- **Expansion of partnership** with EP Equipment **planned**



Global industrial trucks market¹



“China Wave” – rapidly growing **Mid-Tech market** which is primarily served by Chinese suppliers

¹ Based on WITS & Chinese export statistics, incoming orders in units



Heavy load meets high voltage:

Jungheinrich looks to
tomorrow with FalcOn



Innovations and world premieres in 2026

Maximum bandwidth: our new electric counterbalanced trucks

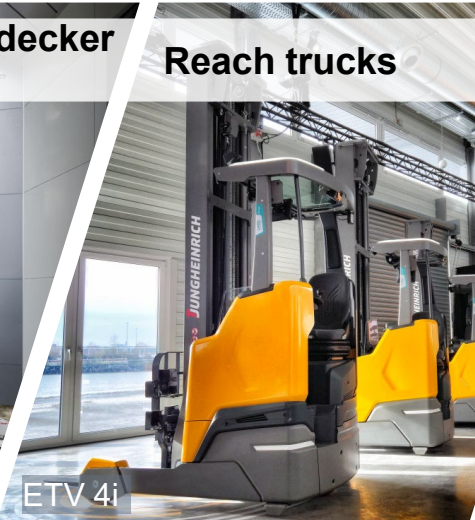


Low-lift and double-decker equipment



Series 1i

Reach trucks



ETV 4i

High-lift mobile robot



EAC 212a

Mobile robot master control



EAE 212a & ETV 216i

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

Targets for 2030

Revenue

€10 billion

EBIT ROS

10%

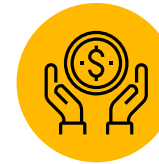
Cash conversion rate¹

Ø > 80%

Corporate Carbon Footprint²

-30%³
(Scopes 1 & 2)
+ SBTi
reduction targets
(Scopes 1 - 3)

Capital allocation



Investments

R&D expenditure
~3-4% of revenue p.a.
Capital expenditure⁴
~1-2% of revenue p.a.



M&A

Maintaining capital structure of **maximum leverage of 1.5x net debt⁵ / 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 The target for the corporate carbon footprint was introduced in the third quarter of 2025 and replaces the previous reduction target

³ compared to basic year (2021)

⁴ Property, plant and equipment and intangible assets without development expenditure and right-of-use assets

⁵ Financial liabilities (excl. liabilities from financial services) – Cash and cash equivalents and securities

Outlook for 2026: focal points of strategic fields of action



- > Acceleration of regional **expansion in North America and APAC**
- > Expansion of **sales channels through dealers and online platforms**
- > Driving additional **revenue growth > €1 billion through M&A beyond Europe** as part of Strategy 2030+

- > **Targeted market development in growth sectors:** trade, logistics, production industries, food & beverages
- > Roll-out of **standardised sector solutions** to increase scalability and cost efficiency
- > **Expansion of customer services business** for automation solutions

- > Market penetration with **full liner portfolio:** new generation of High-Tech vehicles, expanded Mid-Tech portfolio, high-voltage vehicles
- > Continued implementation and **expansion of strategic partnership with EP** for products in Mid-Tech segment
- > Systematic expansion of innovative companies and affiliates through **Uplift Ventures**

- > **Completion of transformation programme** (most effects expected from 2027)
- > Continuation of our **digital transformation** with the DEEP programme **with significant roll-outs**
- > Group-wide implementation of **AI**, innovative solutions in short-term rental and customer services



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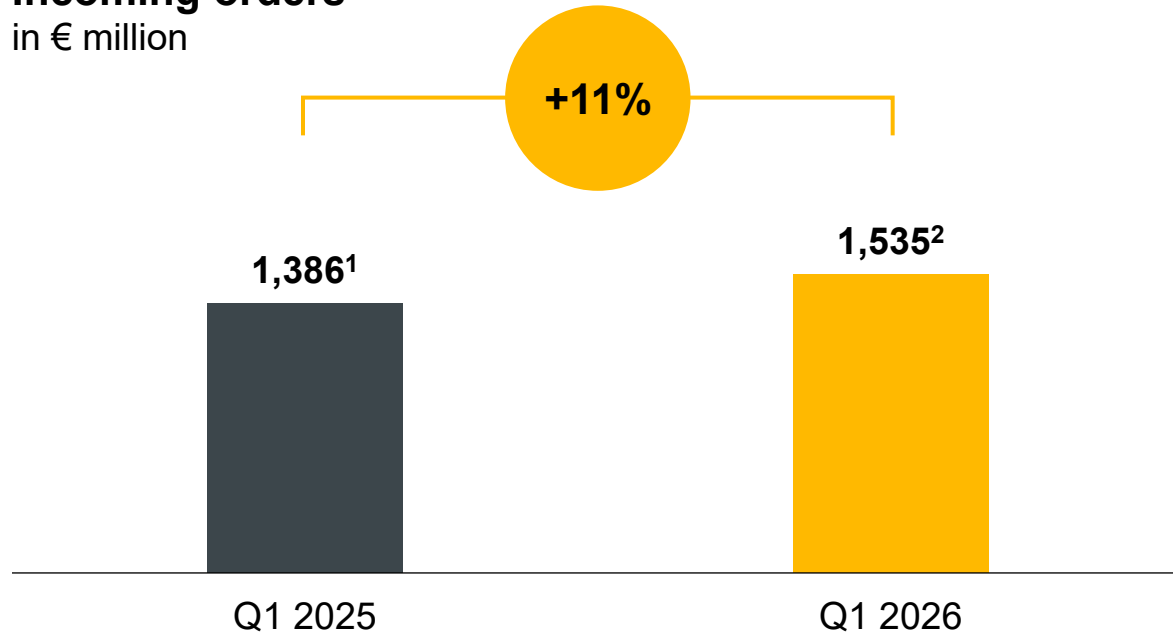
Key figures for Q1 2026

Q1 2026: At a glance

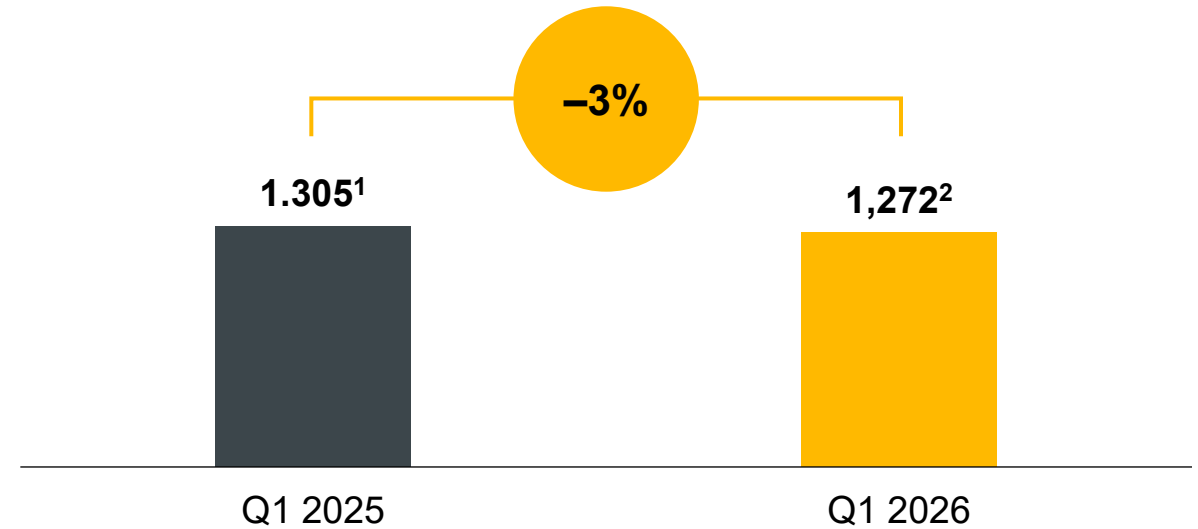
- **Mixed start** to the year
- **Very good incoming orders** (€1,535 million, +11% vs. prior year)
- **Revenue** of €1,272 million **below previous year** (-3%). **EBIT** of €56.5 million **far below previous year**. **EBIT ROS** at 4.4%
- **Negative one-off effects** of **€26.7 million**: Sale Russian subsidiary, strike at Lüneburg plant and transformation programme
- **EBIT adjusted for one-off effects: €83.2 million** (EBIT ROS: 6.5%)
- Additional influencing factors: **volume/capacity utilisation and price effects**
- **Free cash flow** of €0 million **noticeably lower** than in same period of previous year (€16 million)
- Reporting based on **new segment structure** for the first time
- **Forecast for 2026 unchanged**

Group: Incoming orders and revenue

Incoming orders
in € million



Revenue
in € million



Very good incoming orders shaped by pull-forward effects in Q1 2026 as a result of price increases in ITS segment, among other reasons

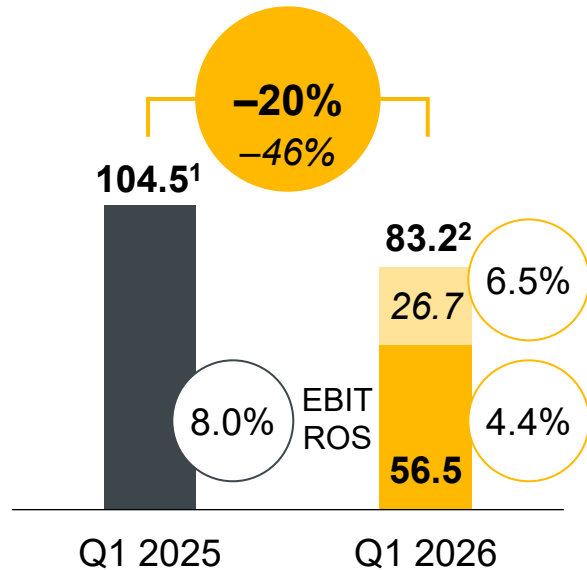
Total revenue still slightly below previous year with varying segment development (ITS: -5%, AWE: +8%)

¹ Includes contribution of the Russian subsidiary (incoming orders: €37 million, revenue: €34 million)

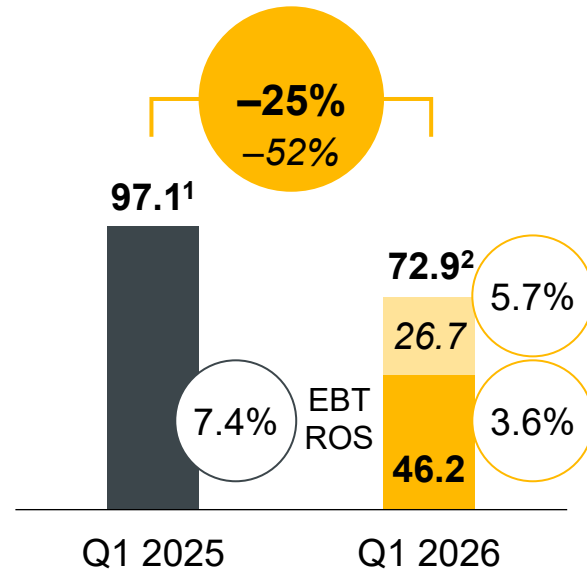
² Includes contribution of the Russian subsidiary (incoming orders: €12 million, revenue: €11 million both until 12 February 2026)

Earnings indicators far below previous year

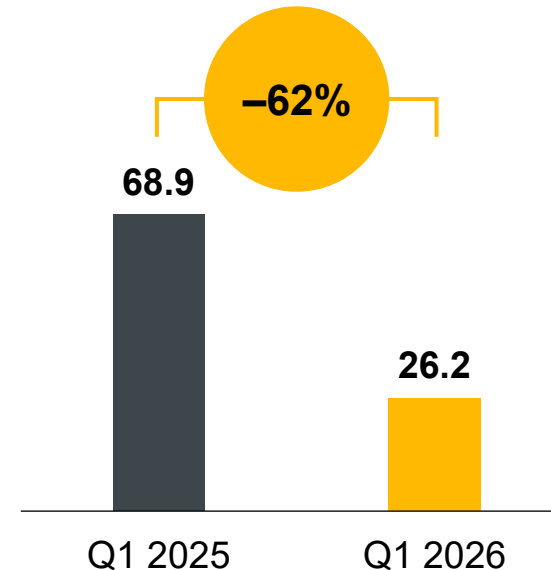
EBIT
in € million



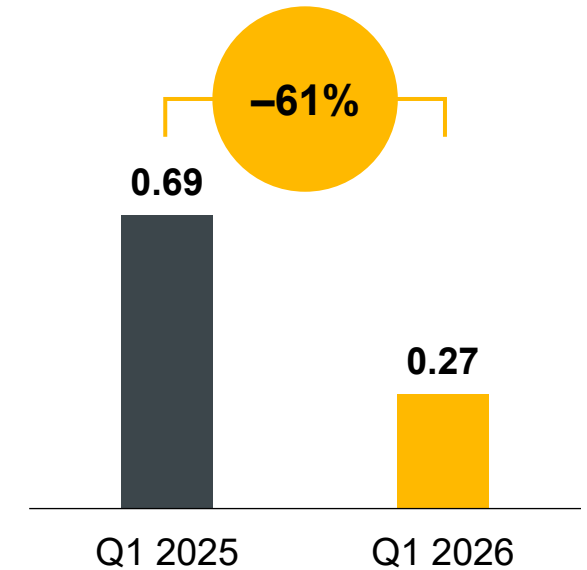
EBT
in € million



Profit or loss
in € million



Earnings per preferred share
in €



One-off effects of €26.7 million due to **sale** of Russian subsidiary (€-20.5 million), **strike** at Lüneburg plant which **ended** in February (€-4.8 million), **transformation programme** (€-1.4 million). Additionally, volume/capacity utilisation and price effects of about € 21 million had an equally negative impact

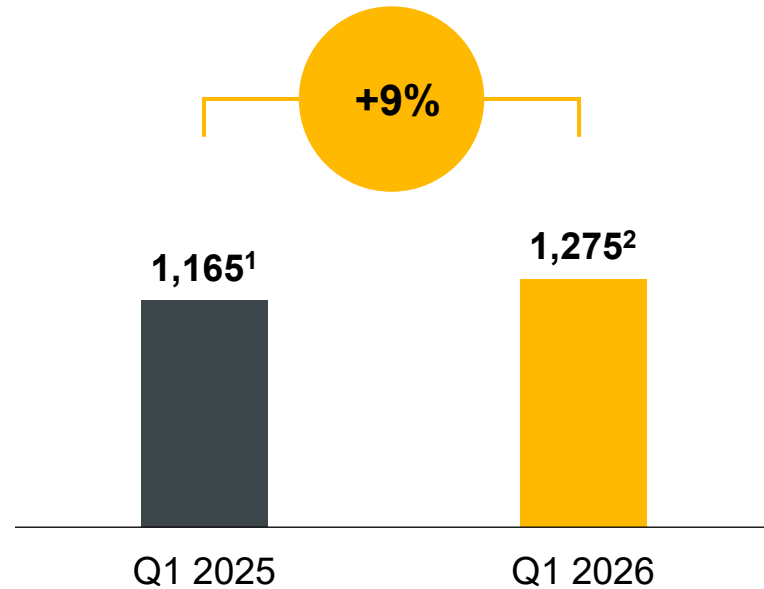
Group tax rate of 43 per cent (previous year: 29 per cent) driven by losses related to the disposal of the Russian subsidiary – these are non-tax-deductible and weigh on profit or loss

¹ Excluding Russia business (€6.4 million in EBIT with €34 million in revenue), EBIT ROS of 7.7% and EBT ROS of 7.1%

² Excluding Russia business (€1.0 million in EBIT with €11 million in revenue), EBIT ROS of 6.5% and EBT ROS of 5.7%

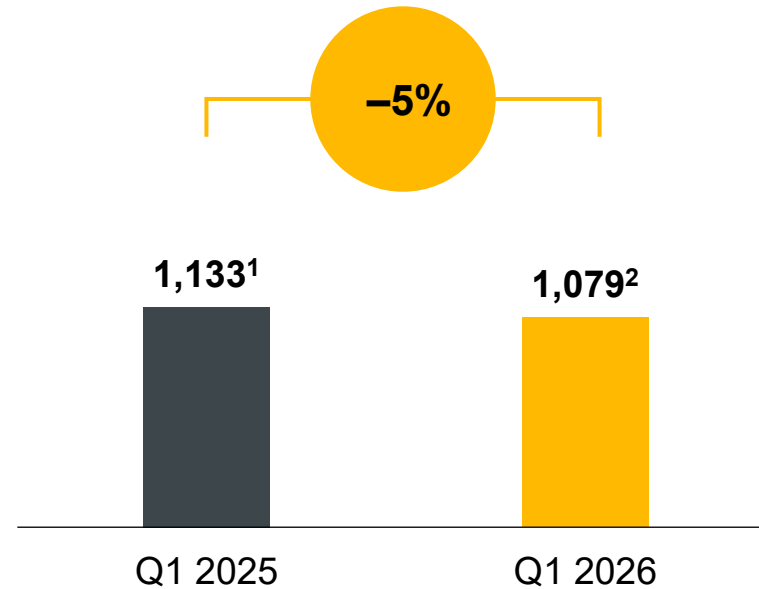
Industrial Trucks and Services (ITS) segment

Incoming orders
in € million



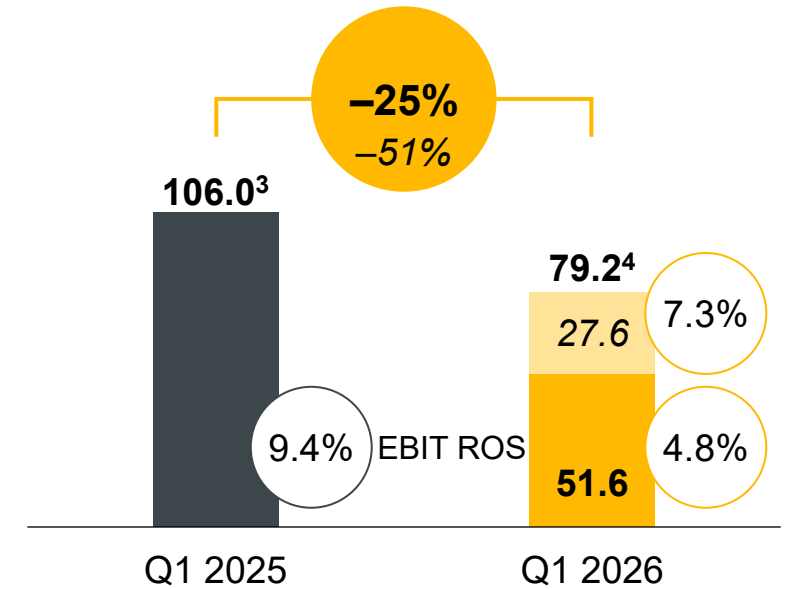
Increases in new business – due to pull-forward effects from price increases, among other reasons

Revenue
in € million



Decline in new business partly offset by increases in customer services

EBIT
in € million



One-off effects of €27.6 million included (Russia sale €20.5 million, Lüneburg strike €4.8 million, transformation programme €2.3 million)

¹ Includes contribution of the Russian subsidiary (incoming orders: €37 million, revenue: €34 million)

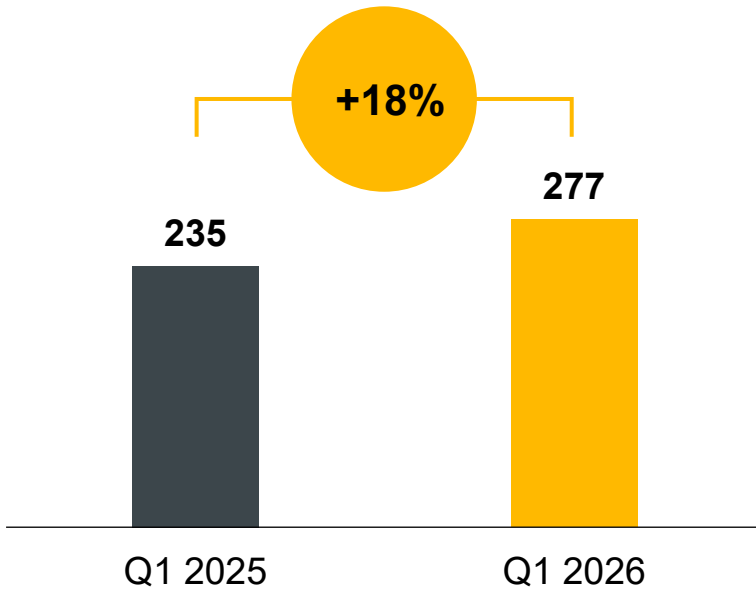
² Includes contribution of the Russian subsidiary (incoming orders: €12 million, revenue: €11 million)

³ Excluding Russia business (€6.4 million in EBIT with €34 million in revenue), EBIT ROS of 9.1%

⁴ Excluding Russia business (€1.0 million in EBIT with €11 million in revenue), EBIT ROS of 7.3%

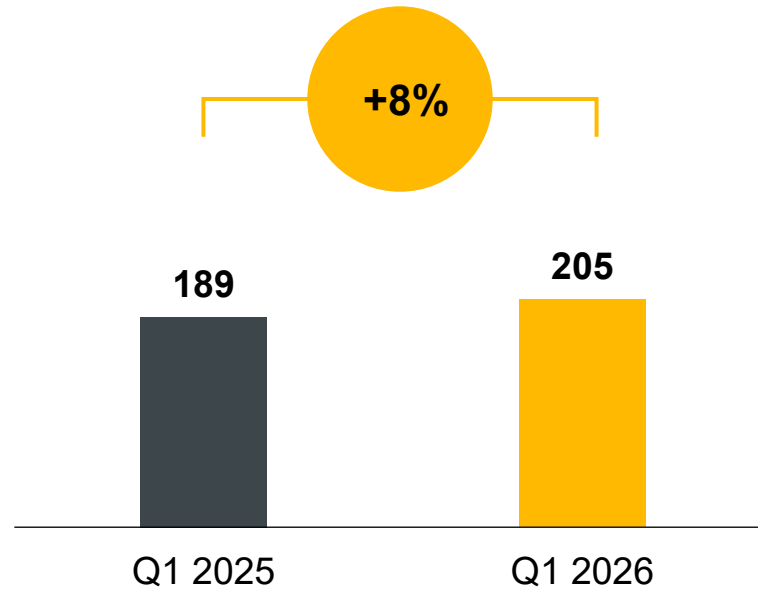
Automation & Warehouse Equipment (AWE) segment

Incoming orders
in € million



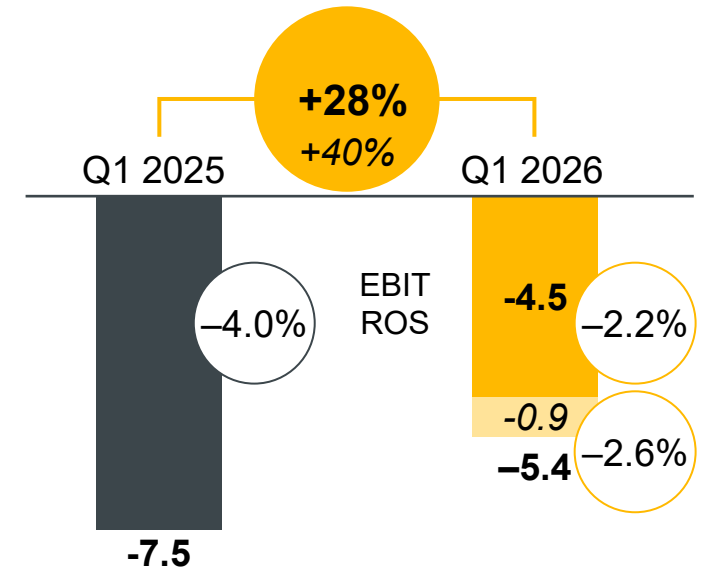
Growth in both business fields
(automation and warehouse equipment)

Revenue
in € million



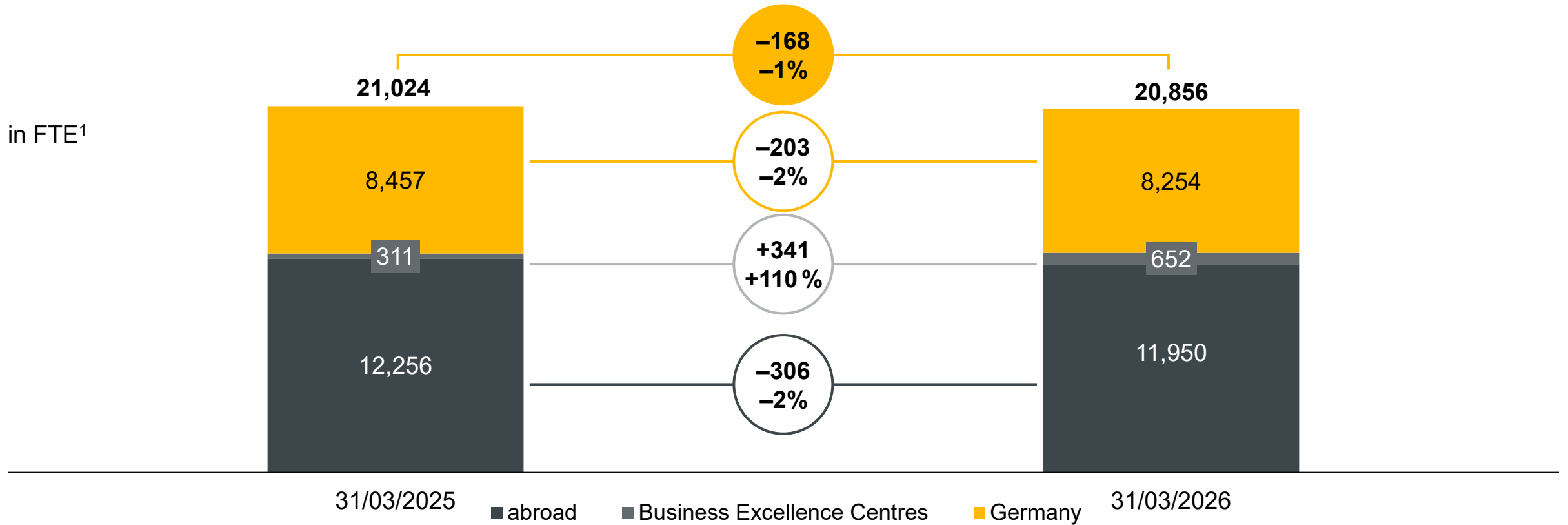
Revenue growth in automation in particular

EBIT
in € million



Release of provisions from transformation programme (€0.9 million) included

Changes in employees



Main cause: Departure of around 600 employees in connection with the deconsolidation of the Russian subsidiary. This contrasted with the increase in employees in the Business Excellence Centres

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



4

Outlook



Continued challenging market environment



Risks



Weak European **economic environment**

Geopolitical conflicts in particular trade tariffs, Iran war and Russia-Ukraine war

Structural increase in **competitive pressure**

Opportunities



Innovations and disruptive **technologies**

Global **expansion opportunities**

Intact drivers: electrification, automation, digitalisation and sustainability

GDP ¹ in %	2025	2026 forecast
World	3.4	3.1
USA	2.1	2.3
China	5.0	4.4
Eurozone	1.4	1.1
Germany	0.2	0.8

¹ Source: International Monetary Fund, 14 April 2026.

New segment structure improves control and transparency

Separate segments as a basis for **growth and profitability**

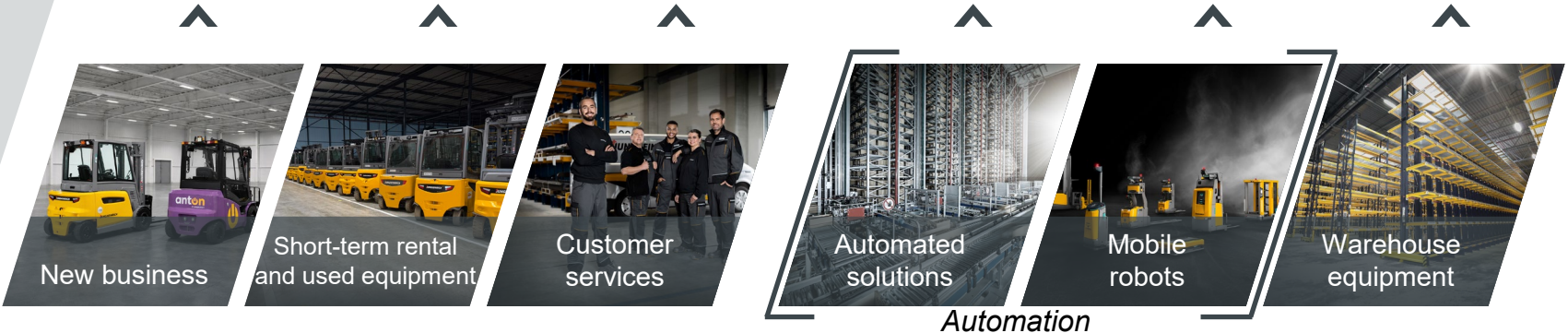
Own P&L and management organisation **strengthen accountability and manageability**

Creating transparency about performance in the individual segments

From financial year 2026:
Intralogistics becomes ITS and AWE

Industrial Trucks & Services (ITS)

Automation & Warehouse Equipment (AWE)



Financial Services
supporting ITS and AWE

2026 Group forecast unchanged

	Actual 2025	Adjusted 2025 ¹	2026 forecast
Incoming orders in € billion	5.4	5.2	5.4 – 6.0
Revenue in € billion	5.5	5.4	5.2 – 5.8
EBIT in € million	228	424	380 – 450
EBIT ROS in %	4.2	7.9	7.2 – 8.0
EBT in € million	196	392	350 – 420
EBT ROS in %	3.6	7.3	6.7 – 7.5
ROCE in %	8.3	n/a	14 – 18
Free cash flow in € million	314	n/a	> 250

Effects included

- 1 Incoming orders and revenue each adjusted by around **€150 million** contribution of the Russian subsidiary sold in February 2026
- 2 EBIT and EBT adjusted by **€–220 million** one-off effects as well as operating EBIT contribution of the Russian subsidiary sold in February 2026 in the amount of **€24 million**
- 3 EBIT and EBT include **€–37 million** one-off effects (€–20 million for deconsolidation of the Russian subsidiary sold in February 2026 as well as €–17 million for transformation)

¹ Adjusted for contributions of the discontinued Russia business (incoming orders, revenue and operating EBIT) and also adjusted for earnings-related one-off effects (sale of Russian subsidiary, transformation programme and loss on disposal of R&D).

2026 segment forecast for ITS and AWE maintained

Industrial Trucks & Services	Actual 2025 / Adjusted 2025 ¹	2026 forecast
Incoming orders in € billion	4.5 / 4.4	4.4 – 4.8
Revenue in € billion	4.6 / 4.5	4.3 – 4.7
EBIT in € million	222 / 395	360 – 420
EBIT ROS in %	4.8 / 8.8	8.3 – 8.9
<i>One-off effects in € million</i>	<i>-197</i>	<i>-35</i>
<i>including operational Russia contribution</i>	<i>+24</i>	

Automation & Warehouse Equipment	Actual 2025 / Adjusted 2025 ²	2026 forecast
Incoming orders in € billion	0.9 / 0.9	1.0 – 1.2
Revenue in € billion	0.9 / 0.9	0.9 – 1.1
EBIT in € million	-21 / 2	0 – 15
EBIT ROS in %	-2.3 / 0.2	0 – 1.5
<i>One-off effects in € million</i>	<i>-23</i>	<i>-2</i>

¹ Adjusted for contributions of the discontinued Russia business (incoming orders, revenue and operating EBIT) and also adjusted for earnings-related one-off effects (sale of Russian subsidiary and transformation programme).

² Adjusted for earnings-related one-off effects (loss on disposal R&D and transformation programme).

2026 forecast: ITS

Compensation for the discontinued Russia business (contributions 2025: € ~150 million incoming orders & revenue and €24 million operating EBIT)

Product innovations and **Mid-Tech portfolio** strengthen incoming orders

EBIT & EBIT ROS negatively affected by deconsolidation effect of Russian subsidiary (€20 million) and transformation programme (€15 million)

2026 forecast: AWE

Dynamism in incoming orders through targeted market development

Accelerated internationalisation

Investments in **automation business**

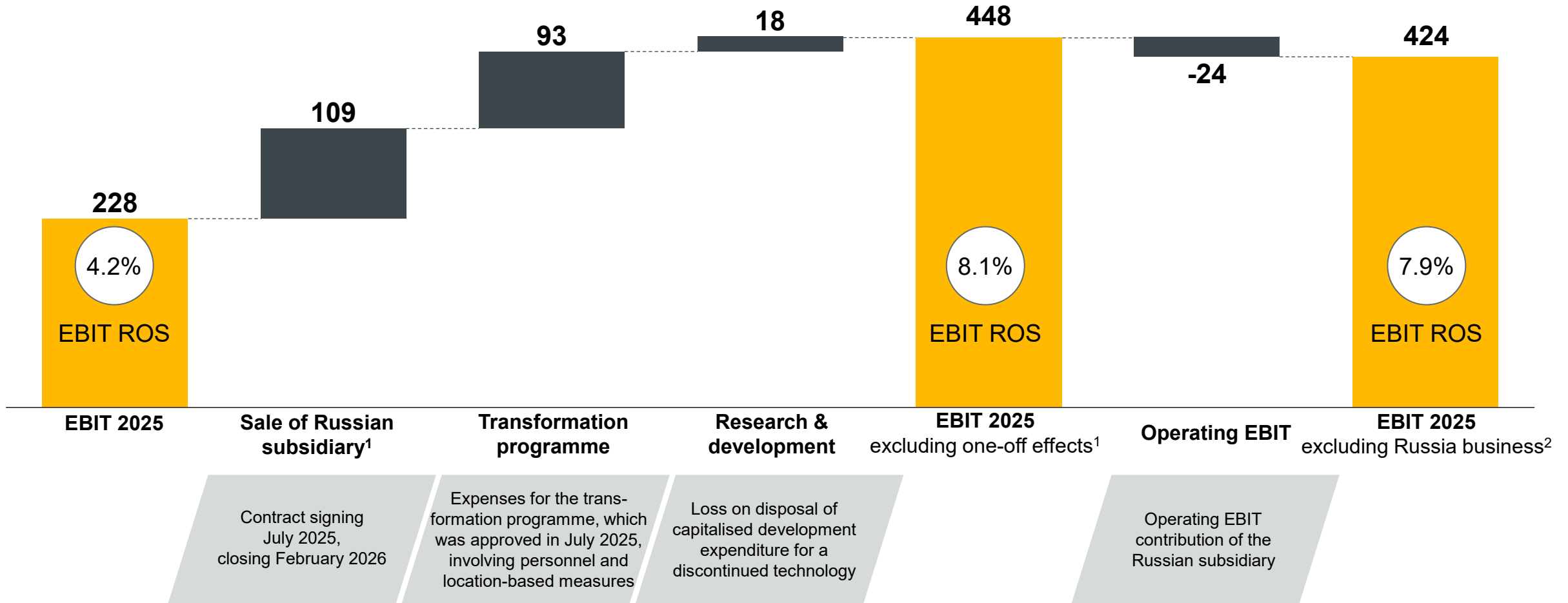
Increase in margin through **standardisation** and **further efficiency measures**, with negative impact of **transformation programme** (€2 million)



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Additional information

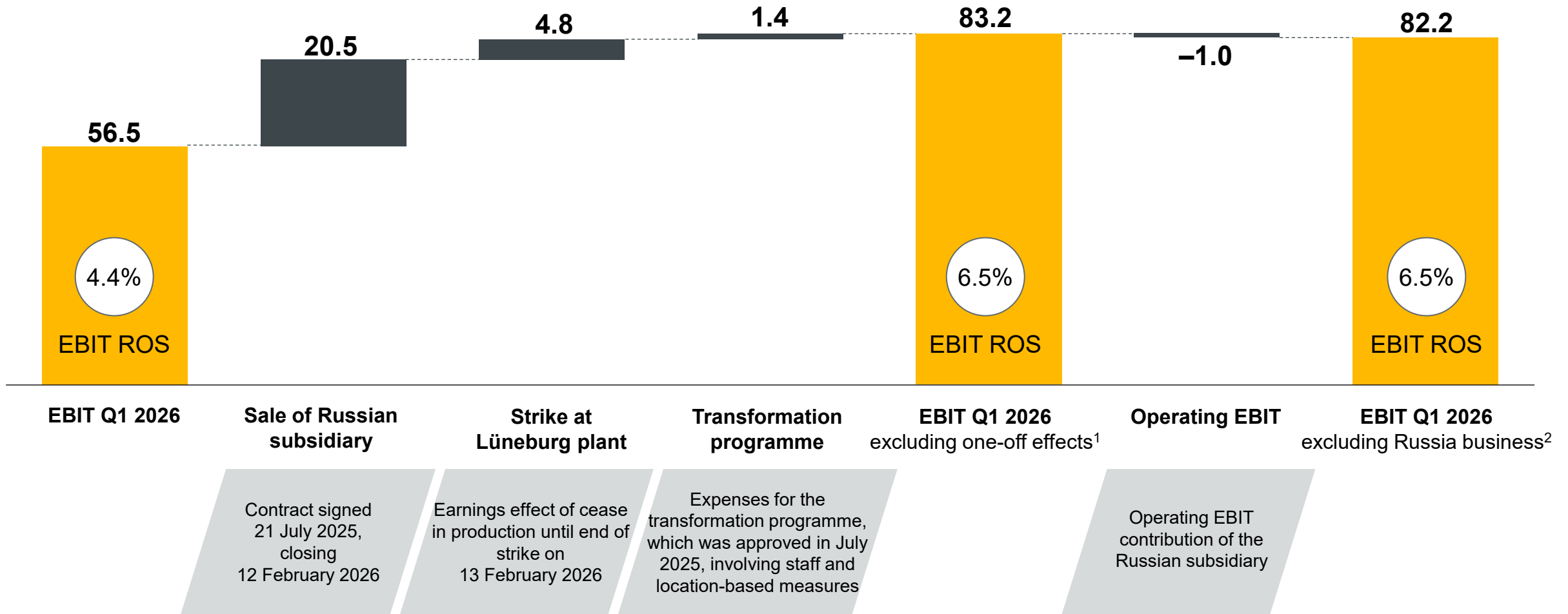
EBIT shaped by one-off effects of €220 million in second half of 2025



¹ Adjusted for earnings-related one-off effects; includes €24 million operating EBIT contribution of the Russian subsidiary.

² Adjusted for earnings-related one-off effects as well as operating EBIT contribution of Russia business that was discontinued from 2026.

One-off effects in Q1 2026



¹ Adjusted for earnings-related one-off effects; includes €1 million operating EBIT contribution of the Russian subsidiary

² Adjusted for earnings-related one-off effects as well as operating EBIT contribution of Russia business that was discontinued on 13 February 2026

2026 forecast

	Group		Industrial Trucks & Services		Automation & Warehouse Equipment	
	Actual 2025 ^{1,2,3}	2026 forecast ⁶	Actual 2025 ^{1,4}	2026 forecast ⁷	Actual 2025 ⁵	2026 forecast ⁸
Incoming orders in € billion	5.4	5.4 – 6.0	4.5	4.4 – 4.8	0.9	1.0 – 1.2
Revenue in € billion	5.5	5.2 – 5.8	4.6	4.3 – 4.7	0.9	0.9 – 1.1
EBIT in € million	228	380 – 450	222	360 – 420	-21	0 – 15
EBIT ROS in %	4.2	7.2 – 8.0	4.8	8.3 – 8.9	-2.3	0 – 1.5
EBT in € million	196	350 – 420		---		---
EBT ROS in %	3.6	6.7 – 7.5		---		---
ROCE in %	8.3	14 – 18		---		---
Free cash flow in € million	314	> 250		---		---

¹ Incoming orders and revenue each include around €150 million from the Russian subsidiary.

² EBIT includes €220 million in negative one-off effects (including operating EBIT of the Russian subsidiary of €24 million)

³ Group figures include Financial Services and consolidation in addition to ITS and AWE.

⁴ EBIT includes €197 million in negative one-off effects (including operating EBIT of the Russian subsidiary of €24 million), therein €6 million holding company.

⁵ EBIT includes €23 million in negative one-off effects.

⁶ EBIT includes €37 million in negative one-off effects.

⁷ EBIT includes €35 million in negative one-off effects, therein €1 million holding company.

⁸ EBIT includes €2 million in negative one-off effects.

Segment view – development by quarters in 2025

in € million

	Q1 2025			Q2 2025			Q3 2025			Q4 2025			FY 2025		
	Group	ITS	AWE	Group	ITS	AWE	Group	ITS	AWE	Group	ITS	AWE	Group	ITS	AWE
Orders on hand	1,521	888	633	1,510	879	631	1,483	836	647	1,329	749	580	1329	749	580
Order intake	1,386	1,165	235	1,357	1,140	245	1,334	1,107	253	1,310	1,118	216	5,387	4,530	948
Revenue	1,305	1,133	189	1,351	1,152	228	1,352	1,164	226	1,494	1,209	301	5,502	4,658	945
EBIT	104.5	106.0	-7.5	106.0	98.2	-0.1	-50.2	-34.8	-22.7	68.0	52.5	9.8	228.4	221.9	-20.6
EBIT ROS	8.0%	9.4%	-4.0%	7.8%	8.5%	-0.1%	-3.7%	-3.0%	-10.0%	4.6%	4.3%	3.2%	4.2%	4.8%	-2.2%
One-off effects	0	0	0	0	0	0	-162.9	-140.5	-22.4	-56.7	-56.1	-0.6	-219.6	-196.6	-23.0
EBIT without one-off effects	104.5	106.0	-7.5	106.0	98.2	-0.1	112.7	105.7	-0.3	124.7	108.5	10.4	447.9	418.4	2.4
EBIT ROS without one-off effects	8.0%	9.4%	-4.0%	7.8%	8.5%	-0.1%	8.3%	9.1%	-0.1%	8.3%	9.0%	3.4%	8.1%	9.0%	0.3%
Acquisition effects	-4	0	-4	-3	0	-3	-3	0	-3	-4	0	-4	-14	0	-14

Remark: Group figures include Financial Services and consolidation in addition to ITS and AWE. Table contains rounding differences.

Segment view – development by quarters in 2026

in € million

Q1 2026

	Group	ITS	AWE
Orders on hand	1,590	939	651
Order intake	1,535	1,275	277
Revenue	1,272	1,079	205
EBIT	56.5	51.6	-4.5
EBIT ROS	4.4%	4.8%	-2.2%
One-off effects	-26.7	-27.6	+0.9
EBIT without one-off effects	83.2	79.2	-5.4
EBIT ROS without one-off effects	6.5%	7.3%	-2.6%
Acquisition effects	-4	0	-4

Remark: Group figures include Financial Services and consolidation in addition to ITS and AWE. Table contains rounding differences.

One-off effects & acquisition effects – development by quarter in 2025

in € million		Q1 2025	Q2 2025	Q3 2025	Q4 2025	2025
One-off effects	Total one-off effects			-163	-57	-220
	ITS			-141	-56	-197
	therein holding company			-6		-6
	AWE			-22	-1	-23
	Sale of Russian subsidiary			-85	-24	-109
	ITS			-85	-24	-109
	therein holding company					
	AWE					
	Transformation programme			-60	-33	-93
	ITS			-56	-32	-88
	therein holding company			-6		-6
	AWE			-4	-1	-5
	Research & development			-18		-18
	ITS					
	therein holding company					
AWE			-18		-18	
Acquisition effects	-4	-3	-3	-4	-14	
Purchase price allocation	-3	-2	-2	-3	-10	
Variable management remuneration	-1	-1	-1	-1	-4	

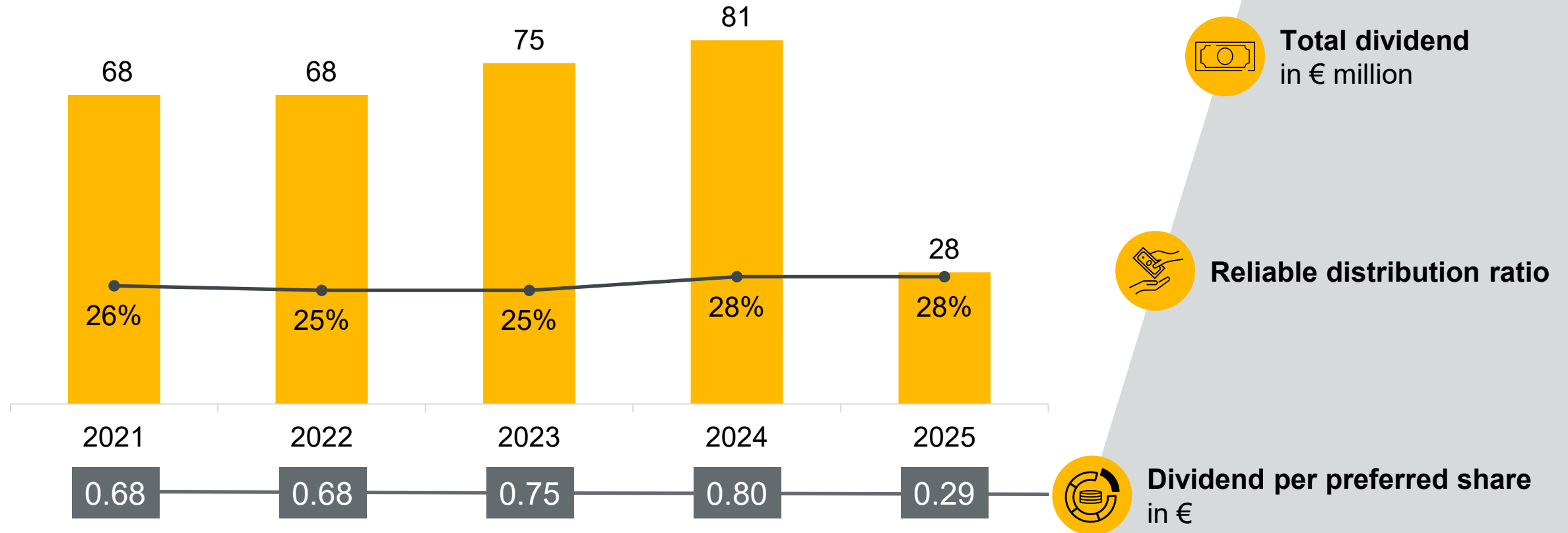
Table contains rounding differences.

One-off effects & acquisition effects – development by quarter in 2026

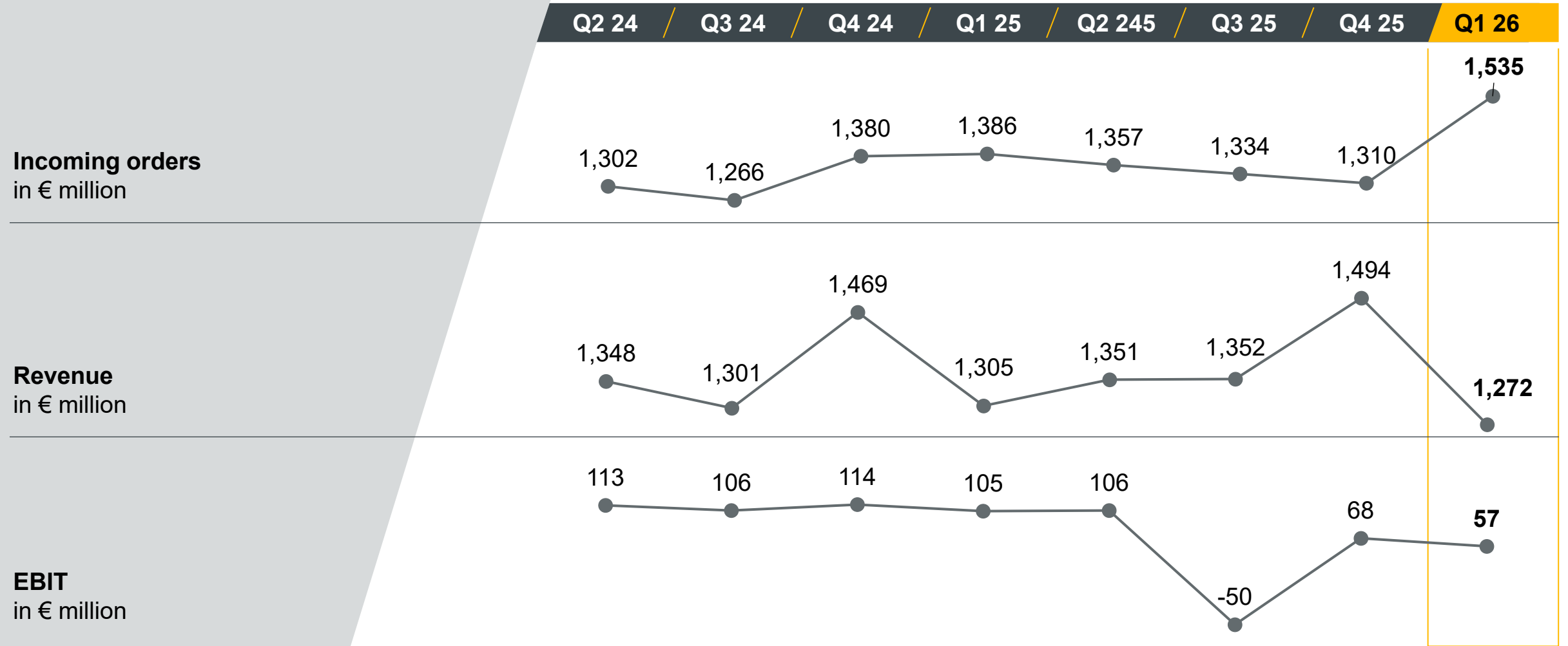
in € million		Q1 2026	2026e
One-off effects	Total one-off effects	-27	-37
	ITS	-28	-35
	therein holding company		-1
	AWE	+1	-2
	Sale of Russian subsidiary	-21	-20
	ITS	-21	-20
	therein holding company		
	AWE		
	Transformation programme	-1	-17
	ITS	-2	-15
	therein holding company		-1
	AWE	+1	-2
	Strike at Lüneburg plant	-5	
	ITS	-5	
	therein holding company		
	AWE		
	Acquisition effects	-4	-12
	Purchase price allocation	-3	-11
	Variable management remuneration	-0.5	-1

Table contains rounding differences.

Dividend policy: Distribution ratio between 25% and 30%



Quarterly figures at a glance



Jungheinrich key figures 2021–2025 (I)

in € million

	2021	2022	2023	2024	2025
Incoming orders	4,868	4,791	5,238	5,311	5,387
Group revenue	4,240	4,763	5,546	5,392	5,502
thereof Germany	1,014	1,106	1,205	1,168	1,119
thereof abroad	3,226	3,657	4,341	4,224	4,383
EBIT	360	386	430	434	228
EBIT ROS	8.5%	8.1%	7.8%	8.1%	4.2%
ROCE¹	20.2%	16.3%	15.9%	17.3%	8.3%
Free cash flow	89	-239	15	431	314
R&D expenditure	102	128	152	171	205
Capital expenditure²	71	73	90	88	87

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 2021–2025 (II)

in € million

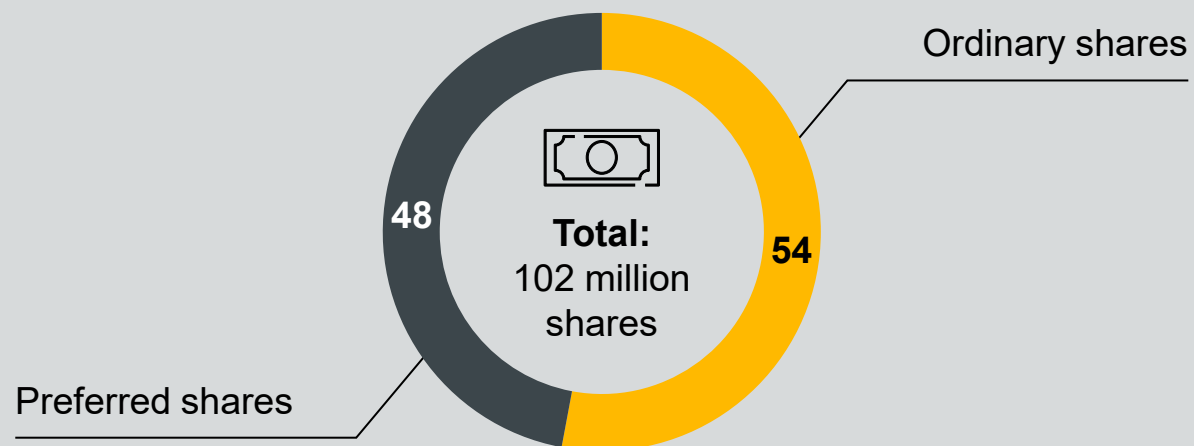
	2021	2022	2023	2024	2025
Equity ratio (Intralogistics)	48%	50%	47%	52%	51%
Equity ratio (Group)	31%	33%	32%	34%	33%
Net credit (–) / net debt (+) ¹	–222	75	262	–22	–160
Tax ratio	23%	22%	25%	28%	47%
Profit or loss	267	270	299	289	104
Employees (FTE ²)	19,103	19,807	21,117	20,922	21,438
thereof Germany	7,995	8,251	8,688	8,510	8,419
thereof abroad	11,108	11,556	12,429	12,412	13,019
Dividend per preferred share	€0.68	€0.68	€0.75	€0.80	€0.29

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

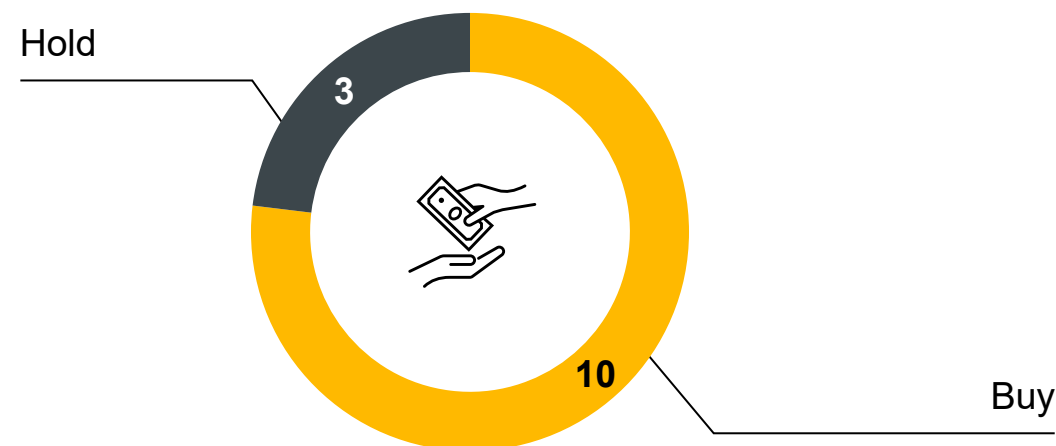
² Full-time equivalents, always on 31/12

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 30/04/2026

Long-term performance of the Jungheinrich share






	2021	2022	2023	2024	2025
Dividend yield preferred share in %	1.5	2.6	2.3	3.1	0.8
Market capitalisation in € million	4,578	2,711	3,388	2,617	3,613
Share price performance in %	23	-41	25	-23	38

Investment period	10 years	5 years	3 years
Investment date	01/01/16	01/01/21	01/01/23
Portfolio value at end of 2023	€17,191	€10,194	€13,939
Average return p.a.	5.6%	0.5%	11.8%
Comparable return of German share indices p.a.			
DAX	9.1%	12.3%	20.3%
MDAX	4.2%	-0.2%	6.3%
SDAX	6.7%	3.0%	12.4%

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
 <p>ecovadis Sustainability Rating DEC 2024</p>	<p>Platinum (Top 1% of assessed companies)</p>	<p>Platinum (Top 1% of assessed companies)</p>
 <p>CDP DISCLOSURE INSIGHT ACTION</p>	<p>Climate change: A (nine-step scale from A to F)</p>	<p>Climate change: B (nine-step scale from A to F)</p>
 <p>ISS ESG</p>	<p>B- (Prime) (twelve-step scale from A+ to D-)</p>	<p>B- (Prime) (twelve-step scale from A+ to D-)</p>
 <p>SUSTAINALYTICS a Morningstar company</p>	<p>Medium-risk (five-step scale of negligible to severe ESG risk)</p>	<p>Medium-risk (five-step scale of negligible to severe ESG risk)</p>
 <p>MSCI</p>	<p>A (seven-step industry-specific scale from AAA to CCC)</p>	<p>A (seven-step industry-specific scale from AAA to CCC)</p>

Board of Management team



Dr Lars Brzoska
Chairman of the Board of Management,
Corporate & Finance



Nadine Despineux
Member of the Board of Management, Sales



Dr Tobias Harzer
Member of the Board of Management,
Automation & Warehouse Equipment



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) compared with an individual peer group sustainability target
20%

Discretionary factor:
0.8 to 1.2

Payment limit:
180% of target amount

Term: 3 years

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.

2026 financial calendar and IR contact

Financial calendar

Date	Event
27/03/2026	Balance sheet press conference (virtual)
27/03/2026	Analyst conference (virtual)
07/05/2026	Interim statement as of 31/03/2026
19/05/2026	Annual General Meeting
22/05/2026	Dividend payment
11/08/2026	Interim report as of 30/06/2026
10/11/2026	Interim statement as of 30/09/2026



IR contact

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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