

Invitation to the
**Annual
General Meeting**

on 11 May 2023

We hereby invite the shareholders
of our company to the

Annual General Meeting
on Thursday, 11 May 2023, at 10:00 a.m. (CEST).

The Annual General Meeting is being held based on Section 26n, Paragraph 1 of the Introductory Act to the German Stock Corporation Act as a virtual Annual General Meeting as per Section 118a, Paragraph 1, Sentence 1 of the German Stock Corporation Act without the physical presence of the shareholders or their proxies (except the company proxies) at the location of the Annual General Meeting. Shareholders and their proxies who are duly registered can follow the entire Annual General Meeting by live video and audio stream in the company's password-protected AGM shareholder portal.

Holders of ordinary shares can only exercise their voting rights by postal vote (including by means of electronic communications) or by appointing one of the company proxies.

We ask our shareholders to please note in particular the rules on registering for the Annual General Meeting in section III. 2, as well as the rules on exercising shareholder rights in section III. 3 to 9. Owing to the new legal framework, there are significant changes as compared with the 2022 Annual General Meeting.

The location of the Annual General Meeting as required by the German Stock Corporation Act is the company's place of business, Friedrich-Ebert-Damm 129, 22047 Hamburg. Shareholders and their proxies (apart from the proxies designated by the company) are not entitled to attend the Annual General Meeting in person. They have the rights detailed in section III. below.

I. Agenda

- 1. Presentation of the annual financial statements of Jungheinrich AG as of 31 December 2022 finalised by the Supervisory Board, the consolidated financial statements as of 31 December 2022 approved by the Supervisory Board and the combined management report for Jungheinrich AG and the Group with the report of the Supervisory Board for the 2022 financial year.**

- 2. Resolution on the use of distributable profit for the 2022 financial year**

The Board of Management and the Supervisory Board propose that the distributable profit disclosed for the 2022 financial year in the amount of €68,280,000.00 be distributed in full as follows to the shareholders:

Dividend payment of €0.66 per ordinary share €35,640,000.00

Dividend payment of €0.68 per preferred share €32,640,000.00.

- 3. Resolution on the discharge of the Members of the Board of Management for the 2022 financial year**

The Board of Management and the Supervisory Board propose to discharge the current Members of the Board of Management for the 2022 financial year.

- 4. Resolution on the discharge of the Members of the Supervisory Board for the 2022 financial year**

The Board of Management and the Supervisory Board propose to discharge the current Members of the Supervisory Board for the 2022 financial year.

- 5. Resolution on the appointment of the auditor for the 2023 financial year**

Based on the recommendation by the Finance and Audit Committee, the Supervisory Board proposes that

PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft, Hamburg, Germany,

be appointed as the auditor for the 2023 financial year.

The Finance and Audit Committee has declared that its recommendation is free from any undue influence from third parties and that none of the clauses restricting the selection of an auditor as per Article 16, Paragraph 6 of the EU Audit Regulation (EU Regulation No. 537/2014 of the European Parliament and of the Council of 16 April 2014) have been imposed on it.

- 6. Resolution on the approval of the remuneration report for the 2022 financial year**

In accordance with Section 120a, Paragraph 4 of the German Stock Corporation Act, the Annual General Meeting of a listed company decides on whether to approve the remuneration report prepared and audited for the previous financial year in accordance with Section 162 of the German Stock Corporation Act.

The Board of Management and the Supervisory Board prepared the remuneration report for the 2022 financial year in accordance with Section 162 of the German Stock Corporation Act and each passed a resolution on it on 6 March 2023. The company's auditor reviewed the remuneration report in accordance with Section 162, Paragraph 3, Sentences 1 and 2 of the German Stock Corporation Act and issued its opinion in accordance with Section 162, Paragraph 3, Sentence 3 of the German Stock Corporation Act on 6 March 2023. The audit opinion is attached to the remuneration report. The audited remuneration report for the 2022 financial year will be submitted to the Annual General Meeting for approval. The remuneration report with the auditor's opinion is shown below in section II. 1. and is available on the company's website at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

The Board of Management and the Supervisory Board propose the following resolution:

The audited remuneration report of Jungheinrich AG for the 2022 financial year shown in section II. 1. below is approved.

7. Resolution on elections to the Supervisory Board

Effective 30 November 2022, Dr Ulrich Schmidt resigned from his position on the Supervisory Board. In his place, Ms Kathrin Elisabeth Dahnke was appointed by a court to the Supervisory Board with effect from 1 December 2022, and elected as Chair of the Finance and Audit Committee by the members of the Supervisory Board's Finance and Audit Committee on 5 December 2022. The application by the Board of Management for a court order to appoint her was limited until the next Annual General Meeting as per Recommendation C.15 Sentence 2 of the German Corporate Governance Code in its version dated 28 April 2022 (GCGC). Ms Dahnke is now expected to be elected by the Annual General Meeting for a full term of office serving on the Supervisory Board.

On 26 September 2022, the Chairman of the Supervisory Board, Mr Hans-Georg Frey, also notified the company of his intention to resign as a member of the Supervisory Board, and thus also as Chairman of the Supervisory Board, with effect from the end of the Annual General Meeting on 11 May 2023. In its meeting on 6 March 2023 the Supervisory Board, in close consultation with the ordinary shareholders, nominated Mr Rolf Najork as the successor to Mr Frey. Mr Najork is expected to be elected to the Supervisory Board for a full term of office by the Annual General Meeting. The intention is also for Mr Najork to be elected Chairman of the Supervisory Board at the Supervisory Board meeting to be held directly following the Annual General Meeting.

In accordance with Article 11, Paragraph 1 of the company's articles of association and Section 96, Paragraphs 1 and 2, Section 101 of the German Stock Corporation Act, as well as Section 7, Paragraph 1, Sentence 1, Item 1 of the German Co-Determination Act, the Supervisory Board of Jungheinrich AG is made up of six shareholder representatives and six employee representatives, of whom at least 30 per cent (i.e. at least four) must be women and at least 30 per cent (i.e. at least four) must be men.

Based on unanimous decisions taken by the shareholder representatives' side and the employee representatives' side, the Supervisory Board decided that, in accordance with Section 96,

Paragraph 2, Sentence 3 of the German Stock Corporation Act, the minimum ratio should not be applied to the Supervisory Board as a whole. The Supervisory Board must therefore include at least two women and at least two men among both the shareholder representatives and the employee representatives in order to fulfil the minimum ratio requirements in accordance with Section 96, Paragraph 2, Sentence 1 of the German Stock Corporation Act. The company fulfils this minimum ratio requirement.

In accordance with Article 11, Paragraph 1, Sentence 3 of the company's articles of association, four of the shareholder representatives are elected at the Annual General Meeting and two are appointed by the holders of registered shares. The holders of registered shares have appointed the following members to the Supervisory Board:

- Mr Wolff Lange, Hamburg, Managing Director of LJH-Holding GmbH, Wohltorf, whose term of office will run until the end of the Annual General Meeting that will decide on the discharge of the Supervisory Board for the 2024 financial year,

and

- Mr Andreas Wolf, Wohltorf, Managing Director of WJH-Holding GmbH, Aumühle and of Sachsenwald Management GmbH, Aumühle, whose term of office will run until the end of the Annual General Meeting that will decide on the discharge of the Supervisory Board for the 2027 financial year.

It is intended to conduct the elections to the Supervisory Board by means of individual voting.

7.1 The Supervisory Board proposes to the Annual General Meeting

that Ms Kathrin Elisabeth Dahnke, business graduate, self-employed management consultant, Bielefeld, be elected to the Supervisory Board for a full term of office.

Ms Dahnke also holds the following mandates on supervisory boards and regulatory committees as per Section 125, Paragraph 1, Sentence 5 of the German Stock Corporation Act. In each case the position pertains to memberships of legally required supervisory boards:

- B. Braun SE, Melsungen,
- Knorr-Bremse AG, Munich (listed)
- Aurubis AG, Hamburg (listed).

It is intended that Ms Dahnke be elected as a member and the Chair of the Finance and Audit Committee during the Supervisory Board and Finance and Audit Committee meetings directly following the Annual General Meeting. With regard to Section 100, Paragraph 5 of the German Stock Corporation Act and Recommendation D.3 GCGC, we declare that, in the opinion of the Supervisory Board, Ms Dahnke has the relevant expertise in the field of accounting consisting of knowledge and experience in the application of accounting principles and internal control and risk management systems, as well as in sustainability reporting and sustainability report audits.

7.2 The Supervisory Board proposes to the Annual General Meeting

that Mr Rolf Najork, engineer (Dipl.-Ing), self-employed management consultant, Schönau am Königssee, be elected to the Supervisory Board for a full term of office.

Mr Najork also holds the following mandate on supervisory boards and monitoring bodies in accordance with Section 125, Paragraph 1, Sentence 5 of the German Stock Corporation Act, whereby it relates to a membership of similar monitoring bodies of commercial enterprises inside and outside of Germany:

– HOERBIGER Holding AG, Zug, Switzerland.

In the event that he is elected, the intention is to propose Mr Najork as a candidate for election as Chairman of the Supervisory Board.

With regard to Recommendation C.13 of the GCGC, it is declared that the Supervisory Board believes that neither Ms Dahnke nor Mr Najork has a personal or business relationship with Jungheinrich AG or with its Group companies, the corporate bodies of Jungheinrich AG or a shareholder with a significant interest in Jungheinrich AG that requires disclosure under these provisions. In addition, the Supervisory Board has assured itself in relation to Ms Dahnke and Mr Najork that each of them can fulfil the expected time commitment.

For more information and for Ms Dahnke and Mr Najork's CVs, please refer to section II. 2.

8. Resolution on amendments to permit virtual Annual General Meetings in the future (amendment of Section 19, Paragraph 9 of the articles of association; place and convening of the Annual General Meeting)

The Act on the Introduction of Virtual Annual General Meetings for Public Limited Companies and the Amendment of Provisions Pertaining to Laws Governing Cooperatives, Insolvency Law and Restructuring Proceedings came into force on 27 July 2022. This now permits Annual General Meetings to be held without the physical attendance of shareholders or their proxies at the place where the Annual General Meeting is convened (known as a virtual Annual General Meeting). In accordance with Section 118a, Paragraph 1, Sentence 1 of the German Stock Corporation Act, the articles of association may provide for virtual Annual General Meetings to be held, or they may provide for the Board of Management to authorise virtual Annual General Meetings.

The Jungheinrich AG articles of association already include a relevant provision authorising the Board of Management that must be adapted to the new legal requirements in order to permit Annual General Meetings to also be held virtually in the future. This provision limits the authorisation as per Section 118a, Paragraph 5, Item 2 of the German Stock Corporation Act for a maximum period of five years after the amendment of the articles of association has been registered. Furthermore, the option in accordance with Section 118a, Paragraph 2, Sentence 2 in conjunction with Section 118, Paragraph 3, Sentence 2 of the German Stock Corporation Act should be exercised and the members of the Supervisory Board authorised to take part in virtual Annual General Meetings via live video and audio stream.

Having said this, the Board of Management and the Supervisory Board propose the following:

Section 19, Paragraph 9 of the articles of association is to be amended to now read as follows:

“(9) The Board of Management is authorised to permit Annual General Meetings to be held as virtual Annual General Meetings as per Section 118a of the German Stock Corporation Act until 11 May 2028. In consultation with the chairperson of the meeting, members of the Supervisory Board – with the exception of the chairperson of the meeting – are permitted to take part in a virtual Annual General Meeting via live video and audio stream. The provisions of the articles of association relating to convening and conducting the Annual General Meeting apply accordingly in the event of a virtual Annual General Meeting. If the Board of Management makes use of this authorisation, further details are to be communicated in the notice convening the Annual General Meeting.”

The remainder of Section 19 of the articles of association is unchanged.

II. Further information and reports

1. Jungheinrich AG Group remuneration report for the 2022 financial year (for agenda item 6)

Preamble

The remuneration report explains in detail the remuneration granted and owed to former and active members of the Board of Management and Supervisory Board of Jungheinrich AG in the 2022 financial year. It complies with the requirements of Section 162 of the German Stock Corporation Act and also contains voluntary disclosures, in particular on promised remuneration.

I. Remuneration of the members of the Board of Management

A. General principles of the remuneration system

The Supervisory Board of Jungheinrich AG is responsible for the remuneration system and for determining the remuneration of the individual members of the Board of Management. It is supported in this by the Personnel Committee, which prepares the decisions of the Supervisory Board and the review of the appropriateness of the remuneration level.

On 21 December 2021, the Supervisory Board adopted an update to the new remuneration system for members of the Board of Management in effect as of 2021. This update became effective on 1 January 2022. The aim of the remuneration system is to support the achievement of Jungheinrich's strategic goals and to ensure appropriate remuneration for the members of the Board of Management. In line with Jungheinrich's corporate strategy, the remuneration system incentivises profitable growth and the creation of sustainable value. Long-term variable remuneration exceeds short-term variable remuneration in order to emphasise the particular importance of Jungheinrich AG's long-term development. The updated remuneration system for the members of the Board of Management adopted by the Supervisory Board was presented to the Annual General Meeting on 10 May 2022 and approved with 100 per cent of the votes.

Furthermore, the remuneration report for the 2021 financial year jointly issued by the Board of Management and Supervisory Board in accordance with the requirements of the German Stock Corporation Act was presented to the ordinary Annual General Meeting and approved with 100 per cent of the votes without reservations. Correspondingly, this resolution by the Annual General Meeting did not require the Board of Management or Supervisory Board to make any amendments or adjustments when issuing the 2022 remuneration report.

B. Remuneration system in 2022

The remuneration of the members of Jungheinrich AG's Board of Management in 2022 comprised non-performance-related and performance-related remuneration components. The specific components of the remuneration system in 2022 are summarised in the table below:

| Remuneration components | Promoting long-term development | Specification 2022 |
|---|---|--|
| Non-performance-related remuneration | | |
| Basic remuneration | Forms the basis for attracting and retaining highly qualified members of the Board of Management to develop and implement the strategy | <ul style="list-style-type: none"> • Fixed remuneration paid as monthly payments |
| Ancillary benefits | | <ul style="list-style-type: none"> • Company car and insurance for all members of the Board of Management as well as deferred compensation for Ms Neuß |
| Pension | | <ul style="list-style-type: none"> • Defined benefit commitment for existing members of the Board of Management and generally fixed annual pension payment for newly appointed members of the Board of Management effective 1 January 2022 |
| Performance-related remuneration | | |
| Short-term variable remuneration | Rewarding the operational implementation of the corporate strategy within a financial year | <ul style="list-style-type: none"> • Plan type: Target bonus • Performance criteria: <ul style="list-style-type: none"> – 45 % Group EBT return on sales – 35 % increase in Group revenue – 20 % lithium-ion equipment ratio • Discretionary factor of 0.8 to 1.2 • Payment limitation: 150 % of target amount • Term: One year |
| Long-term variable remuneration | Incentivising sustainable growth and long-term increases in the value of Jungheinrich AG as well as aligning interests between investors and members of the Board of Management | <ul style="list-style-type: none"> • Plan type: Virtual performance share plan • Performance criteria: <ul style="list-style-type: none"> – 60 % return on capital employed (ROCE) – 20 % relative total shareholder return (TSR) compared with an individual peer group – 20 % sustainability target • Discretionary factor of 0.8 to 1.2 • Payment limitation: 180 % of target amount • Term: Three years |
| Miscellaneous | | |
| Malus/clawback | Ensuring responsible corporate governance for Jungheinrich AG | <ul style="list-style-type: none"> • Option to reduce or reclaim variable remuneration on a pro rata basis in the event of significant, deliberate or grossly negligent breaches of duty |
| Maximum remuneration | Limit on remuneration to a level that has a motivating effect on the members of the Board of Management, but is not inappropriate | <ul style="list-style-type: none"> • Limit on total remuneration granted for one financial year in accordance with Section 87a, Paragraph 1, Sentence 2, Item 1 of the German Stock Corporation Act: <ul style="list-style-type: none"> – Chairman of the Board of Management: €3,500,000.00 – Ordinary members of the Board of Management: €2,300,000.00 |

1. Basic remuneration

The basic remuneration is a fixed amount that is granted irrespective of Jungheinrich AG's performance. As part of the non-performance-related remuneration, it forms the basis for attracting and retaining highly qualified members of the Board of Management who develop and implement the strategy.

2. Ancillary benefits

Each member of the Board of Management also receives ancillary benefits in the form of emoluments in kind and other emoluments. As part of the non-performance-related remuneration, they help attract and retain highly qualified members of the Board of Management who develop and implement the strategy. In 2022, ancillary benefits for members of the Board of Management include the provision of a company car as well as inclusion of Board of Management members in insurance benefits. The members of the Board of Management are granted accident insurance covering disability and death of the members of the Board of Management, the premiums for which are paid by Jungheinrich AG for the term of the employment contracts. Ms Neuß also received an additional payment to her private pension plan in 2022 as compensation (referred to as deferred compensation) for the fact that the company pension plan is only vested from the fourth year of the appointment. In addition, Board of Management members are covered by standard directors and officers liability insurance (referred to as D&O insurance), the deductible of which complies with the requirements of company law.

3. Pension

The current members of Jungheinrich AG's Board of Management are entitled to a retirement and disability pension as well as support for surviving family members. As part of the non-performance-related remuneration, the pension scheme supports the recruitment and retention of highly qualified members of the Board of Management who develop and implement the strategy.

The pension takes the form of a defined benefit commitment that entitles the member of the Board of Management to a pension payable for life from the end of their 63rd year.

| Aspect | Specification |
|---|---|
| Commitment type | Defined benefit commitment |
| Commencement of pension | End of 63 rd year |
| Basic amount | €30,000.00 per year |
| Increase per year on Board of Management | €4,200.00 per year |
| Payment options | Monthly payment (annual increase of 1%) |
| Disability/death | Disability: 100 % Death: 50 % |

According to the updated remuneration system in place from 1 January 2022, newly appointed members of the Board of Management are granted a fixed annual pension payment which is paid once a year in addition to the fixed remuneration. These members of the Board of Management can use this pension payment to manage their pension on an independent basis. Apart from this, these members of the Board of Management are granted no other company pension from Jungheinrich. In the case of new members of the Board of Management who were already salaried employees of the Jungheinrich Group before their appointment and therefore have a commitment to receive a company pension, the Supervisory Board can continue this commitment as an exception instead of granting a pension payment.

Provisions for pensions for the members of the Board of Management

Provisions for pensions are formed to finance the retirement benefits of the members of the Board of Management. The pension expenses for 2022 and the present values of the benefits promised to the members of the Board of Management are as follows:

| in € thousand | Pension expenses (current service cost) in accordance with IFRS in the 2022 financial year | Present value of pension obligations in accordance with IFRS as at 31/12/2022 |
|------------------|--|---|
| Dr Lars Brzoska | 131 | 541 |
| Christian Erlach | 250 | 715 |
| Dr Volker Hues | 141 | 1,235 |
| Sabine Neuß | 188 | 321 |

4. Performance-related remuneration

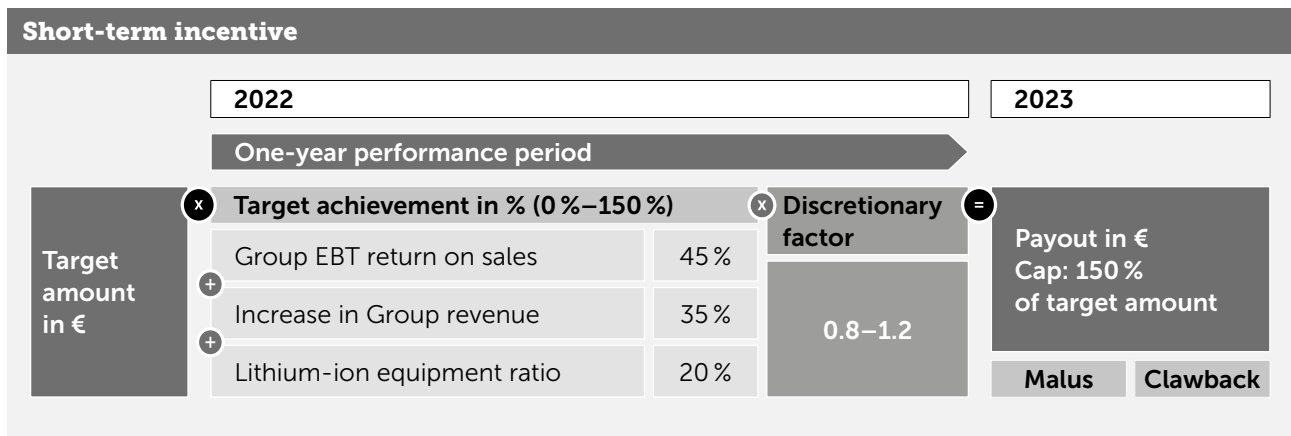
The following chapters describe the structure of the variable remuneration granted and owed in the 2022 financial year. The remuneration granted represents remuneration for which an activity (of one or more years) on which the remuneration is based has been fully performed. Remuneration is owed if Jungheinrich has a legally existing obligation towards the Supervisory Board member that is due but has not yet been fulfilled.

In addition, the system of the Long-Term Incentive (LTI) 2022–2024 promised in the 2022 financial year is voluntarily presented. The promised remuneration is the remuneration that is promised to the members of the Board of Management for the 2022 financial year, regardless of the time of payment (target remuneration).

4.1 Short-term variable remuneration (STI)

Short-term incentive (STI) 2022

The short-term variable remuneration is based on the currently valid remuneration system and helps secure the long-term development of the company by rewarding work that operationally implements the corporate strategy within a financial year: success is assessed on the basis of financial and sustainable performance criteria that reflect Jungheinrich AG's strategy and its social and environmental responsibility, as well as a discretionary factor.



The target amount forms the basis for the STI and amounts to 45 per cent of the basic remuneration for each member of the Board of Management. The payment of STI is dependent on the weighted degree of overall target achievement, which is determined using “Group EBT return on sales”, “increase in Group revenue” and “lithium-ion equipment ratio”, as well as the specification of a discretionary factor. The target values for the performance criteria are set by the Supervisory Board, and the degree to which they have been achieved is decided by the Supervisory Board after the end of the performance period.

Group EBT return on sales

Group earnings before taxes return on sales (Group EBT return on sales) is the ratio of Group earnings before taxes (EBT) and the Group revenue (in each case as per the consolidated financial statements) and is taken into account with a weighting of 45 per cent.

The degree to which the target for Group EBT return on sales was achieved in 2022 is 69.67 per cent.

Increase in Group revenue

The increase in Group revenue is the rate of increase in Group revenue for the financial year compared to Group revenue for the previous financial year (in each case as per the consolidated financial statements, adjusted for changes in currency exchange rates) expressed as a per cent. The increase in Group revenue is taken into account with a weighting of 35 per cent.

The degree to which the target for the increase in Group revenue was achieved in 2022 is 130.20 per cent.

Lithium-ion equipment ratio

The lithium-ion equipment ratio sustainability target refers to the proportion of selected Jungheinrich Group products equipped with lithium-ion batteries. To determine the target value, the strategic planning for lithium-ion batteries was broken down to the 2022 financial year. Target achievement was measured by comparing the actual value achieved in the 2022 financial year with the target value. A more detailed definition of the performance criterion and the specific values for the lower threshold, the target value and the cap are not provided as this would reveal detailed information about Jungheinrich’s strategic planning to its competition and might put the company at a considerable disadvantage. The lithium-ion equipment ratio is taken into account with a weighting of 20 per cent.

The degree to which the target for the lithium-ion equipment ratio was achieved in 2022 is 58.50 per cent.

Application of the performance criteria in the STI

The performance criteria and target values for the performance criteria may not be subsequently changed in principle. The Supervisory Board may take extraordinary developments into account as appropriate in accordance with the recommendation in G.11 of the German Corporate Governance Code (GCGC) in justified exceptional cases that are not related to the Board of Management's performance based on its prudent judgement when calculating the degrees of target achievement or by subsequently adjusting the LTI target values and performance criteria during the current performance period. Extraordinary developments refer solely to significant business changes not taken into consideration in operational planning, in particular significant purchases or sales of companies, restructurings, changes to the corporate strategy or business model, changes to tax or accounting regulations with substantial effects, or far-reaching and unforeseeable changes to the economic situation (for example, as a result of severe economic crises), the effects of which are not sufficiently reflected in the target achievement. Generally unfavourable market developments are expressly not considered to be exceptional developments. If exceptional developments that require an adjustment as outlined above occur, corresponding details will be provided in the next annual remuneration report. From the Supervisory Board's point of view, there was no reason to exercise the adjustment options outlined above in the STI during the 2022 financial year.

The degrees of target achievement for the three performance criteria are 50 per cent at the lower threshold, 100 per cent at the target and 150 per cent at the cap. Below the lower threshold, target achievement is 0 per cent and above the cap 150 per cent. In performance lies between the lower threshold and the target value, target achievement is interpolated on a linear basis between 50 per cent and 100 per cent, and for performance between the target value and the cap, target achievement is interpolated on a linear basis between 100 per cent and 150 per cent.

The specification of the performance criteria at lower threshold, target value and cap is shown in the following table:

| Specification of the performance criteria | Lower threshold | Target value | Cap |
|---|-----------------|----------------|----------------|
| Group EBT return on sales | 6.7% | 8.2% | 9.7% |
| Increase in Group revenue | 5.0% | 10.0% | 15.0% |
| Lithium-ion equipment ratio | No information | No information | No information |

The target achievement of the performance criteria and the overall target achievement in the STI are as follows in the 2022 financial year:

| Performance criteria (weighting) | Target value | Actual value in the 2022 financial year | Target achievement 2022 |
|--|----------------|---|-------------------------|
| Group EBT return on sales (45%) | 8.2% | 7.29% | 69.67% |
| Increase in Group revenue (35%) | 10.0% | 13.02% | 130.20% |
| Lithium-ion equipment rate (20%) | No information | No information | 58.50% |
| Overall target achievement, weighted (100%) | | | 88.62% |

Determining the STI

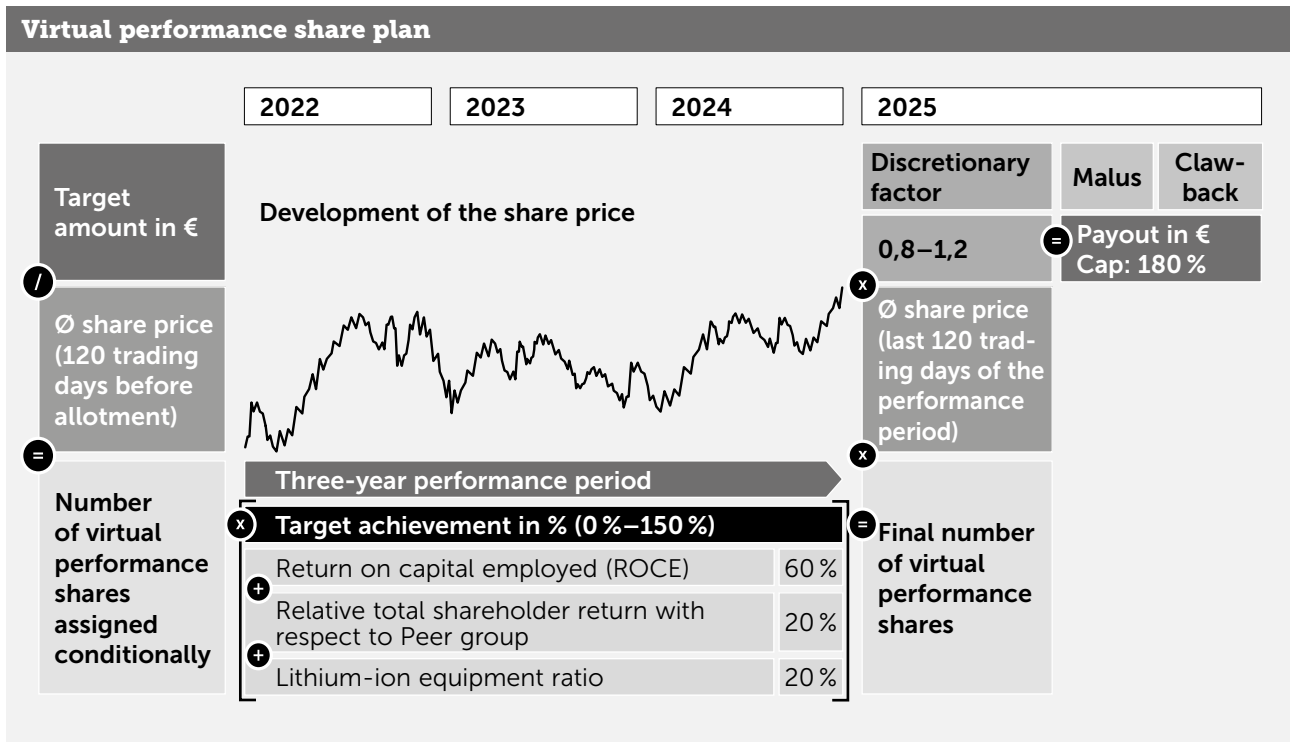
The degrees of target achievement are multiplied by the respective weighting of the performance criterion and then added together to determine the weighted overall target achievement. On an exceptional basis, the Supervisory Board can multiply the degree of weighted overall target achievement by a factor of between 0.8 and 1.2 in the form of a discretionary decision due to extraordinary events or due to the individual performance of one or more members of the Board of Management and amend it as a result. In order to ensure appropriate, performance-based remuneration for the 2022 financial year, the Supervisory Board exercised this option – in particular in light of the impact of the war in Ukraine, which was unforeseeable at the start of the financial year but managed exceptionally well by the members of the Board of Management. As a result, the Supervisory Board applied a discretionary factor of 1.0833, which resulted in an adjusted weighted overall target achievement of 96 per cent for the payment amount. The adjusted weighted overall target achievement is multiplied by the target amount to determine the payment amount. This is limited to 150 per cent of the target amount.

| | STI target amount | STI target achievement | Discretionary factor | STI payment amount |
|-------------------------|--------------------------|-------------------------------|-----------------------------|---------------------------|
| Dr Lars Brzoska | €567 thousand | 88.62 % | 1.0833 | €545 thousand |
| Christian Erlach | €327 thousand | 88.62 % | 1.0833 | €314 thousand |
| Dr Volker Hues | €327 thousand | 88.62 % | 1.0833 | €314 thousand |
| Sabine Neuß | €327 thousand | 88.62 % | 1.0833 | €314 thousand |

4.2 Long-term variable remuneration (LTI)

Long-term incentive (LTI) 2022–2024

The LTI 2022–2024 is based on the currently valid remuneration system and helps secure the long-term development of the company by rewarding work that implements the corporate strategy and the long-term increase in Jungheinrich AG's value: success is assessed on the basis of financial, share-based and sustainable performance criteria that reflect Jungheinrich AG's strategy and its social and environmental responsibility, as well as a discretionary factor.



The LTI is allocated every year as a tranche in the form of virtual performance shares. The target amount forms the basis for the allocation and amounts to 55 per cent of the basic remuneration for each member of the Board of Management. At the start of the term, the target amount is divided by Jungheinrich AG's average share price (arithmetic mean of the closing prices in the last 120 trading days before the start of the performance period) to calculate the number of virtual shares assigned conditionally (virtual performance shares – VPSs). The average share price of Jungheinrich AG in the 120 trading days prior to allocation is €43.94 for the 2022 financial year. The number of VPSs allocated to the members of the Board of Management for the 2022 financial year is shown in the table below.

| Member of the Board of Management | Number of conditionally allocated VPSs |
|-----------------------------------|--|
| Dr Lars Brzoska | 15,784.02 |
| Christian Erlach | 9,087.39 |
| Dr Volker Hues | 9,087.39 |
| Sabine Neuß | 9,087.39 |

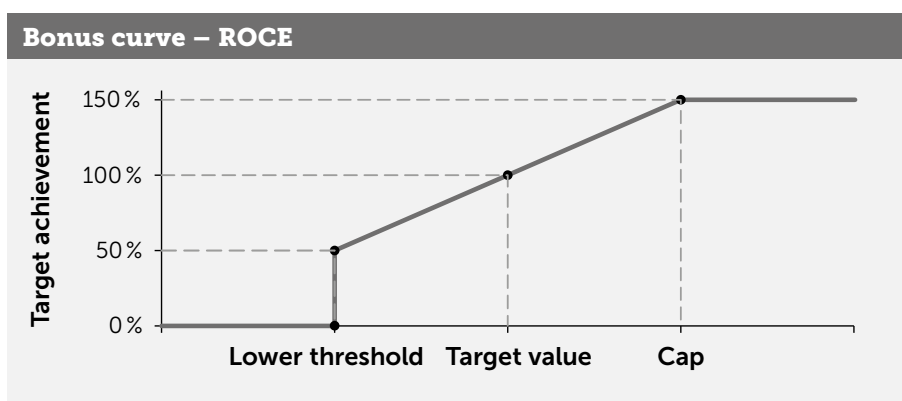
The final number of VPSs depends on the degree of weighted overall target achievement, which is determined on the basis of the return on capital employed (ROCE), relative total shareholder return (relative TSR) and the lithium-ion equipment ratio performance criteria, as well as the specification of a discretionary factor.

The target values for the performance criteria are set by the Supervisory Board, and the degree to which they have been achieved is decided by the Supervisory Board after the end of the performance period. The number of final VPSs is always limited to 150 per cent of the originally allocated VPSs. The degrees of target achievement of the performance criteria are determined as shown below.

Return on capital employed

ROCE is the ratio of earnings before interest and taxes (EBIT) of the Intralogistics segment as per the consolidated financial statements and the capital employed in the segment in the respective financial year and is weighted at 60 per cent. The ROCE of the last financial year of the performance period, i.e. the ROCE of the 2021 financial year, is the relevant figure when determining whether the target for the 2022 tranche has been met.

In case of performance between the lower threshold and the target value, target achievement is interpolated on a linear basis between 50 per cent and 100 per cent, and for performance between the target value and the cap, target achievement is interpolated on a linear basis between 100 per cent and 150 per cent. The specific values for the lower threshold, the target value and the cap will be published ex-post in the remuneration report of the financial year in which the LTI 2022–2024 is granted or owed to the Board of Management members.

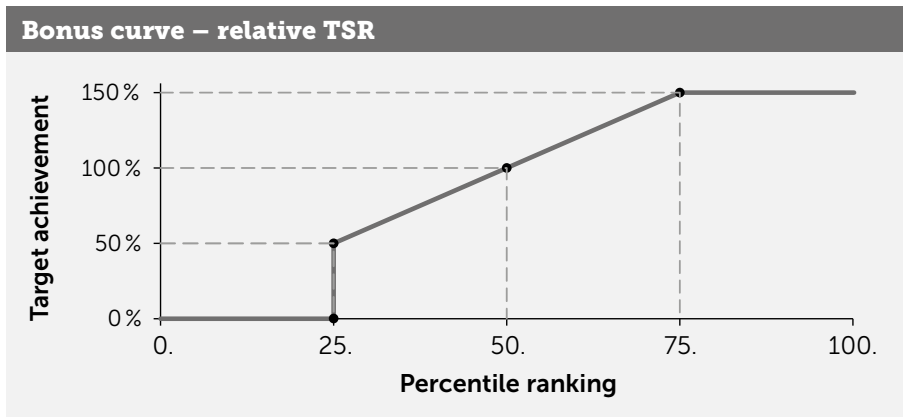


Relative total shareholder return

The relative TSR compares the TSR performance of Jungheinrich with the TSR performance of an individual peer group and is weighted at 20 per cent. The TSR performance is the development of the share price plus dividends paid during the performance period. The peer group primarily includes German companies from the SDAX and MDAX that are comparable to Jungheinrich in terms of industry and size. Other comparable, stock-market-listed companies from Germany and continental European countries are also part of the peer group.

The TSR performance is determined for each company in the peer group and Jungheinrich after the performance period ends. The resulting individual values are subsequently ranked and given a percentile ranking, with the 0th percentile ranking corresponding to the lowest TSR performance and the 100th percentile ranking to the highest TSR performance. Perzentilsrang der höchsten TSR-Performance.

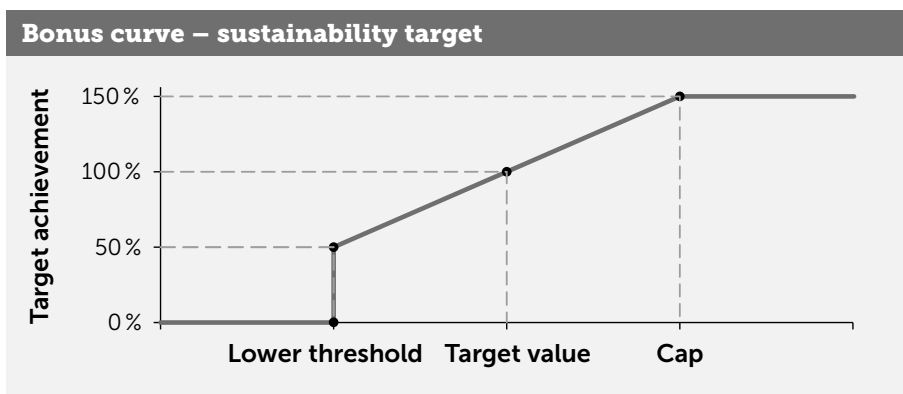
The target achievement for the relative TSR is determined after the performance period ends based on Jungheinrich's percentile ranking: up to the 25th percentile ranking corresponds to 0 per cent target achievement; at the 25th percentile ranking, 50 per cent; at the 50th percentile ranking, 100 per cent; and from the 75th percentile ranking upwards, 150 per cent. Between the percentile rankings mentioned, the target achievement is interpolated on a linear basis.



Sustainability target

The non-financial sustainability target for the 2022 tranche is the lithium-ion equipment ratio. As in the STI, the lithium-ion equipment ratio refers to the proportion of selected Jungheinrich Group products equipped with lithium-ion batteries. The target value is based on the strategic planning in the lithium-ion battery division. Target achievement is measured by comparing the realised actual value in the performance period with the target value. The lithium-ion equipment ratio is taken into account in the 2022 tranche with a weighting of 20 per cent.

In case of performance between the lower threshold and the target value, target achievement is interpolated on a linear basis between 50 per cent and 100 per cent, and for performance between the target value and the cap, target achievement is interpolated on a linear basis between 100 per cent and 150 per cent. The specific values for the lower threshold, the target value and the cap will be published ex-post after the end of the performance period in one of the subsequent remuneration reports.



The performance criteria and target values for the performance criteria may not be subsequently changed in principle. The Supervisory Board may take extraordinary developments into account as appropriate in accordance with the recommendation in G.11 of the German Corporate Governance Code in justified exceptional cases that are not related to the Board of Management’s performance based on its prudent judgement when calculating the degrees of target achievement or by subsequently adjusting the LTI target values and performance criteria during the current performance period. Extraordinary developments refer solely to significant business changes not taken into

consideration in operational planning, in particular significant purchases or sales of companies, restructurings, changes to the corporate strategy or business model, changes to tax or accounting regulations with substantial effects, or far-reaching and unforeseeable changes to the economic situation (for example, as a result of severe economic crises), the effects of which are not sufficiently reflected in the target achievement. Generally unfavourable market developments are expressly not considered to be exceptional developments. If exceptional developments that require an adjustment as outlined above occur, corresponding details will be provided in the next annual remuneration report. From the Supervisory Board's point of view, there was no reason to exercise the adjustment options outlined above in the LTI in the 2022 financial year.

Determining the LTI

After the end of the performance period, the final number of VPSs is determined by multiplying the conditionally allocated number of VPSs by the weighted degree of overall target achievement. To determine the cash payout amount after the end of the performance period, the final number of VPSs is then multiplied by the average share price of Jungheinrich AG (arithmetic mean of the closing prices of the last 120 trading days before the end of the performance period). On an exceptional basis, the Supervisory Board can multiply the payment amount by a factor of between 0.8 and 1.2 in the form of a discretionary decision due to extraordinary events or due to the individual performance of one or more members of the Board of Management and amend it as a result. In all cases, the payment amount is limited to 180 per cent of the target amount.

As the first tranche of the new LTI was allocated for the first time under the new remuneration system adopted in the 2021 financial year and the performance period is three years, remuneration under the new LTI is neither granted nor owed in the 2022 financial year. The new LTI will be settled or granted in the 2023 financial year for the tranche that was allocated in the 2021 financial year. Only one last deferral that was still allocated under the previous remuneration system will be granted or owed in the 2022 financial year. Details on the system of the deferral and the achievement of targets in the 2022 financial year are presented below.

Deferral 2021–2022 (annual bonus 2020)

The 2021–2022 deferral is based on the remuneration system valid until 31 December 2020. The deferral helps the long-term development of the company by incentivising the long-term implementation of Jungheinrich's corporate strategy: this is how combining the deferral's performance criteria does justice to Jungheinrich's targeted sustainable growth. The multi-year structure emphasises the relevance of Jungheinrich's long-term development. The total entitlement of the variable remuneration of a financial year is derived from the target amount and the weighted degree of overall target achievement of two performance criteria within the remuneration system valid until 31 December 2020. An amount of 40 per cent of the total entitlement of the variable remuneration of a financial year is paid out in the following financial year; 60 per cent of the payment entitlement is delayed and also linked to performance criteria, with 30 per cent of the payment entitlement being delayed by one year ("deferral 1") and the other 30 per cent by two years ("deferral 2").

The performance criteria relevant for the deferrals are the Group EBT return on sales, weighted at 60 per cent, and the Group sales growth, adjusted for changes in currency exchange rates, weighted at 40 per cent. In exceptional cases, the degree of target achievement of one or both

performance criteria may be adjusted by the Supervisory Board by a factor of between 0.8 and 1.2 due to extraordinary events or due to individual performance. In order to ensure appropriate, performance-based remuneration for the 2022 financial year, the Supervisory Board exercised this option – in particular in light of the impact of the war in Ukraine, which was unforeseeable at the start of the financial year but managed exceptionally well by the members of the Board of Management. As a result, the Supervisory Board applied a discretionary factor of 1.0833, which resulted in an adjusted weighted overall target achievement of 101.7 per cent for the payment amount. The weighted degree of overall target achievement of the variable remuneration is limited to 130 per cent.

The target achievement levels of the two performance criteria are 0 per cent at the lower threshold and 100 per cent at the target value. No cap is defined for the individual performance criteria, but the performance criteria as a whole are capped at 130 per cent in terms of the weighted degree of overall target achievement. The specification of performance criteria at the lower threshold and target value are shown in the following table:

| Specification of the performance criteria | Lower threshold | Target value |
|---|-----------------|--------------|
| Group EBT return on sales | 0 % | 8.2 % |
| Increase in Group revenue | 0 % | 10.0 % |

The performance criteria for the deferral were applied in the 2022 financial year as follows:

| Performance criteria (weighting) | Target value | Actual value in the 2022 financial year | Target achievement 2022 |
|--|--------------|---|-------------------------|
| Group EBT return on sales (60%) | 8.2 % | 7.29 % | 69.67 % |
| Increase in Group revenue (40%) | 10.0 % | 13.02 % | 130.20 % |
| Overall target achievement, weighted (100%) | | | 93.88 % |

The absolute amount of variable remuneration entitlement carried forward from the 2020 financial year, which will consequently be finalised in the 2022 financial year, is shown in the following table for the individual members of the Board of Management.

| Deferral 2 (2021–2022) | Amount of remuneration deferred | Target achievement 2022 | Discretionary factor | Deferral 2 amount |
|------------------------|---------------------------------|-------------------------|----------------------|-------------------|
| Dr Lars Brzoska | €405 thousand | 93.88 % | 1.0833 | €411 thousand |
| Christian Erlach | €254 thousand | 93.88 % | 1.0833 | €258 thousand |
| Dr Volker Hues | €254 thousand | 93.88 % | 1.0833 | €258 thousand |
| Sabine Neuß | €254 thousand | 93.88 % | 1.0833 | €258 thousand |

5. Miscellaneous

Malus and clawback

The short-term variable remuneration and virtual performance shares are subject to malus and clawback conditions. For significant, deliberate or grossly negligent breaches of duty by the members of the Board of Management, the Supervisory Board is entitled to retain some of any as yet unpaid variable remuneration granted (malus) and to reclaim some of the variable remuneration already paid (clawback). The Supervisory Board's decision in this regard is based on its prudent judgement. In the 2022 financial year, the Supervisory Board did not retain or reclaim any variable remuneration components.

Compliance with the maximum remuneration

In addition to limiting the variable remuneration components, the Supervisory Board has set a maximum remuneration in accordance with Section 87a, Paragraph 1, Sentence 2, Item 1 of the German Stock Corporation Act limiting the payable remuneration that is granted for a financial year. This maximum remuneration comprises the basic remuneration, ancillary benefits, pension and payments under the STI and LTI. The maximum remuneration for the members of the Board of Management is as follows:

| in € thousand | Maximum remuneration pursuant to Section 87a Paragraph 1 Sentence 2 Item 1 of the German Stock Corporation Act |
|-------------------------|---|
| Dr Lars Brzoska | 3,500 |
| Christian Erlach | 2,300 |
| Dr Volker Hues | 2,300 |
| Sabine Neuß | 2,300 |

Regarding the basic remuneration, ancillary benefits, retirement benefits and the payout from the STI for the 2022 financial year, the rule on maximum remuneration was adhered to without having to reduce any component. As the payment for the multi-year variable remuneration is not available until the second year after the end of the reporting year given the three-year performance period, compliance with the maximum remuneration for the 2022 financial year can only be conclusively reported on in the remuneration report for the 2024 financial year.

Benefits in the event of premature termination of membership of the Board of Management

In the event of a premature termination of the appointment of Dr Lars Brzoska, Christian Erlach, Dr Volker Hues or Sabine Neuß as members of the Board of Management or the employment contract, any payments to the member of the Board of Management that may be required (in the absence of cause as defined in Section 626 of the German Civil Code), including ancillary benefits, should not exceed the value of annual basic remuneration, STI remuneration and LTI remuneration or the value of the remuneration for the remaining term of the employment contract (severance cap).

In the 2022 financial year, neither an appointment as a member of the Board of Management nor an employment contract of an active member of the Board of Management was terminated prematurely. The severance cap was therefore not applied.

C. Amount of Board of Management remuneration in the 2022 financial year

1. Remuneration of the members of the Board of Management active in the financial year

Remuneration granted and owed as well as promised remuneration in the 2022 financial year

The following tables show the remuneration granted and owed to the members of the Board of Management in the 2022 financial year. The remuneration promised to members of the Board of Management in the 2022 financial year is also voluntarily presented. For the definitions of granted and owed remuneration as well as promised remuneration, please refer to section I. B. 4. "Performance-related remuneration".

The remuneration granted and owed pursuant to Section 162, Paragraph 1, Sentence 1 of the German Stock Corporation Act is made up of the following components for the 2022 financial year:

- **Basic remuneration:** Payment in the 2022 financial year
- **Ancillary benefits:** Payment in the 2022 financial year
- **STI:** Amount granted for the 2022 financial year (2022 performance period) in accordance with target achievement; payment in the 2023 financial year
- **LTI:** Amounts of the LTI tranches granted whose performance periods ended in the 2022 financial year (second deferral 2021–2022); payment in the 2023 financial year

The promised remuneration (target remuneration) for the 2022 financial year is made up of the following components:

- **Basic remuneration:** Promised for the 2022 financial year
- **Ancillary benefits:** Promised for the 2022 financial year
- **Pension expense:** Amount set aside in the 2022 financial year
- **STI:** Promised amount for the 2022 financial year (2022 performance period) based on 100 per cent target achievement
- **LTI:** Promised amount for the 2022 financial year (performance period 2022–2024) assuming 100 per cent target achievement and constant share price

The remuneration granted and owed to the members of the Board of Management in the 2022 financial year pursuant to Section 162, Paragraph 1, Sentence 1 of the German Stock Corporation Act is as follows:

| Granted and owed remuneration | Dr Lars Brzoska (2022) | | Christian Erlach (2022) | |
|-----------------------------------|------------------------|-------------------------|-------------------------|-------------------------|
| | in € thousand | % | in € thousand | % |
| Basic remuneration | 1,261 | 56.7 | 726 | 55.5 |
| Ancillary benefits | 9 | 0.4 | 9 | 0.7 |
| Total | 1,270 | 57.0¹ | 735 | 56.3¹ |
| Single-year variable remuneration | 545 | 24.5 | 314 | 24.0 |
| Multi-year variable remuneration | 411 | 18.5 | 258 | 19.7 |
| Total | 956 | 43.0 | 572 | 43.7 |
| Total remuneration | 2,226 | 100.0 | 1,307 | 100.0 |

¹ The amount shown differs from the total of the individual remuneration components due to rounding differences.

| Granted and owed remuneration | Dr Volker Hues (2022) | | Sabine Neuß (2022) | |
|-----------------------------------|-----------------------|-------------------------|--------------------------|--------------|
| | in € thousand | % | in € thousand | % |
| Basic remuneration | 726 | 55.1 | 726 | 54.1 |
| Ancillary benefits | 19 | 1.4 | 45 | 3.3 |
| Total | 745 | 56.6¹ | 771 | 57.4 |
| Single-year variable remuneration | 314 | 23.8 | 314 | 23.4 |
| Multi-year variable remuneration | 258 | 19.6 | 258 | 19.2 |
| Total | 572 | 43.4 | 572 | 42.6 |
| Total remuneration | 1,317 | 100.0 | 1,342¹ | 100.0 |

¹ The amount shown differs from the total of the individual remuneration components due to rounding differences.

The remuneration promised to the members of the Board of Management in the 2022 financial year (target remuneration) is as follows:

| Target remuneration | Dr Lars Brzoska (2022) | | Christian Erlach (2022) | |
|-----------------------------------|--------------------------|--------------|--------------------------|--------------|
| | in € thousand | % | in € thousand | % |
| Basic remuneration | 1,261 | 47.4 | 726 | 42.4 |
| Ancillary benefits | 9 | 0.3 | 9 | 0.6 |
| Total | 1,270 | 47.7 | 735 | 43.0 |
| Single-year variable remuneration | 567 | 21.3 | 327 | 19.1 |
| Multi-year variable remuneration | 694 | 26.1 | 399 | 23.3 |
| Total | 1,261 | 47.4 | 726 | 42.4 |
| Pension expense | 131 | 4.9 | 250 | 14.6 |
| Total remuneration | 2,661¹ | 100.0 | 1,712¹ | 100.0 |

| Target remuneration | Dr Volker Hues (2022) | | Sabine Neuß (2022) | |
|-----------------------------------|-----------------------|-------------------------|--------------------------|-------------------------|
| | in € thousand | % | in € thousand | % |
| Basic remuneration | 726 | 45.1 | 726 | 43.1 |
| Ancillary benefits | 19 | 1.2 | 45 | 2.6 |
| Total | 745 | 46.2¹ | 771 | 45.8¹ |
| Single-year variable remuneration | 327 | 20.3 | 327 | 19.4 |
| Multi-year variable remuneration | 399 | 24.8 | 399 | 23.7 |
| Total | 726 | 45.1 | 726 | 43.1 |
| Pension expense | 141 | 8.7 | 188 | 11.1 |
| Total remuneration | 1,612 | 100.0 | 1,684¹ | 100.0 |

¹ The amount shown differs from the total of the individual remuneration components due to rounding differences.

Review of the customary nature of Board of Management remuneration

To ensure market-standard, competitive remuneration, the Supervisory Board reviews the remuneration amounts of the Board of Management every two years. As part of the review, the degree to which the remuneration is horizontally standard (comparison with Board of Management remuneration at other companies) and vertically standard (remuneration and employment conditions within Jungheinrich) is examined and assessed. For horizontal comparison, companies that are comparable with Jungheinrich, particularly with regard to country, sector and size, are used. Within Jungheinrich, top level management and the company's overall workforce are used for the vertical comparison both for current ratios and for ratios as they have developed over time.

The customary nature of Board of Management remuneration was reviewed in the 2022 financial year and found to be customary. In order to assess the horizontal customary nature, a comparison group was formed primarily of German companies from the SDAX and MDAX that are comparable in terms of industry and the size criteria of revenue, employees and market capitalisation. Other comparable stock-market-listed companies from Germany, Austria, Switzerland and Finland as well as non-stock-market-listed companies from Germany were also part of the comparison group.

2. Remuneration of former members of the Board of Management

The remuneration of former members of the Board of Management amounted to a total of €933 thousand in the 2022 financial year. The remuneration granted and owed to Dr Klaus-Dieter Rosenbach, who left in the 2020 financial year, amounted to €71 thousand for the 2022 financial year and consists entirely of retirement benefits. The remuneration granted and owed to Mr Hans-Georg Frey, who left the Board of Management in the 2019 financial year, amounted to €82 thousand for the 2022 financial year and consists entirely of retirement benefits. Dr Helmut Limberg, who left the Board of Management in the 2013 financial year, was granted €70 thousand for retirement benefits in the 2022 financial year. The remaining payments were attributable to former members of the Board of Management and their surviving dependants who left the Board of Management of Jungheinrich AG more than ten years ago. Provisions for pensions for former members of the Board of Management and their surviving dependants amounted to €11,868 thousand according to IFRS.

3. Information on the relative development of Board of Management remuneration, other employee remuneration, and the company's earnings trend

The following table shows the development of the remuneration granted and owed to members of the Board of Management in the financial year, the earnings trend of Jungheinrich AG and the Jungheinrich Group as well as the development of workforce remuneration compared to the preceding financial year. The remuneration granted and owed to the members of the Board of Management corresponds to the remuneration presented above (see section "Remuneration granted and owed in the 2022 financial year"). Jungheinrich's earnings trend is presented using the financial indicators for Jungheinrich AG's net profit for the year and the Jungheinrich Group's EBT. The workforce remuneration is based on the average remuneration of the Jungheinrich Group's salaried employees and workers in Germany (excluding trainees and interns). To ensure comparability, the remuneration of part-time employees was extrapolated to full-time equivalents.

| Annual change in % | 2022 vs. 2021 | 2021 vs. 2020 | 2020 vs. 2019 | 2019 vs. 2018 |
|--|---------------|---------------|---------------|---------------|
| Total remuneration granted and owed | | | | |
| Dr Lars Brzoska | -22.9 | 28.1 | 35.7 | 7.7 |
| Christian Erlach | -27.8 | 26.7 | 30.0 | 219.5 |
| Dr Volker Hues | -26.2 | 12.2 | 7.9 | -4.7 |
| Sabine Neuß | -13.3 | 41.8 | - | - |
| Hans-Georg Frey (until 31 August 2019) | 0.0 | 2.5 | -97.3 | 20.7 |
| Dr Helmut Limberg (until 15 November 2013) | -73.0 | 280.9 | 0.0 | 100.0 |
| Dr Klaus-Dieter Rosenbach (until 31 March 2020) | 0.0 | -96.0 | 21.4 | -4.7 |
| Earnings trend | | | | |
| Net profit for the year of Jungheinrich AG | 8.9 | 11.0 | -4.2 | 2.2 |
| EBT of the Jungheinrich Group | -0.6 | 74.5 | -17.4 | -2.8 |
| Average workforce remuneration | | | | |
| Workforce | 1.4 | 1.6 | 0.1 | 3.6 |

II. Remuneration of members of the Supervisory Board

A. Remuneration system in 2022

According to the remuneration system approved by the Annual General Meeting of 11 May 2021, the members of the Supervisory Board only receive fixed remuneration. This consists of an annual fixed basic remuneration and additional fixed remuneration for participation in committees, due after the end of the respective year in question. The basic remuneration and the committee remuneration are intended to attract highly qualified members to the Supervisory Board and to retain their services for the company. In this way, the Supervisory Board can monitor the work of the Board of Management and act in an advisory capacity when strategy is developed.

Each member of the Supervisory Board receives an annual fixed basic remuneration of €55,000.00. The Chairman of the Supervisory Board receives €165,000.00, the Deputy Chairman €82,500.00. Membership of the Finance and Audit Committee is also remunerated annually at €30,000.00 and its chairmanship at €75,000.00. Each member of the Personnel Committee also receives an annual fixed remuneration of €25,000.00 and the Chairman receives €50,000.00. The remuneration for any ad hoc committees is structured in the same ways as the remuneration for the Personnel Committee.

Supervisory Board members receive a pro rata basic and committee remuneration if they join or leave the Supervisory Board during the year. The pro rata calculation refers to the quarters begun

in which a Supervisory Board member has been a member of the Supervisory Board or in which a Supervisory Board member has been a member of a committee that comes with remuneration. Jungheinrich AG also reimburses expenses incurred, the value added tax payable on the Supervisory Board's remuneration, and premiums for directors and officers liability insurance (D&O insurance) in an appropriate amount.

B. Remuneration granted and owed in the 2022 financial year

This chapter provides an overview of the remuneration granted and owed in the 2022 financial year. Remuneration granted refers to remuneration for which the (one-year) activity on which the remuneration is based has been fully performed. Remuneration is owed if Jungheinrich has an existing legal obligation towards the Supervisory Board member that is due but has not yet been fulfilled.

The remuneration granted and owed for the 2022 financial year amounted to a total of €1,140 thousand for all members of the Supervisory Board. The breakdown of total remuneration by the individual members of the Supervisory Board is shown in the table below.

| Granted and owed remuneration | Fixed basic remuneration | | Remuneration for committee work | | Total remuneration in € thousand |
|--|--------------------------|-------|---------------------------------|------|----------------------------------|
| | in € thousand | % | in € thousand | % | |
| Hans-Georg Frey (Chairman) | 165 | 76.7 | 50 | 23.3 | 215 |
| Markus Haase ¹ (Deputy Chairman) | 83 | 76.7 | 25 | 23.3 | 108 |
| Antoinette P. Aris | 55 | 50.0 | 55 | 50.0 | 110 |
| Dagmar Bieber ¹ | 55 | 100.0 | – | – | 55 |
| Rainer Breitschädel ¹ | 55 | 100.0 | – | – | 55 |
| Kathrin Elisabeth Dahnke (since 1 December 2022) | 14 | 42.3 | 19 | 57.7 | 33 |
| Beate Klose | 55 | 100.0 | – | – | 55 |
| Wolff Lange | 55 | 68.7 | 25 | 31.3 | 80 |
| Mike Retz ¹ | 55 | 100.0 | – | – | 55 |
| Dr Ulrich Schmidt (until 30 November 2022) | 55 | 42.3 | 75 | 57.7 | 130 |
| Steffen Schwarz ¹ | 55 | 50.0 | 55 | 50.0 | 110 |
| Kristina Thurau-Vetter ¹ | 55 | 100.0 | – | – | 55 |
| Andreas Wolf | 55 | 68.7 | 25 | 31.3 | 80 |
| Total remuneration | 811² | | 329 | | 1,140 |

¹ Employee representative.

² The amount shown differs from the total of the individual remuneration components due to rounding differences.

c. Information on the relative development of Supervisory Board remuneration, other employee remuneration, and the company's earnings trend

The following table shows the development of the remuneration granted and owed to members of the Supervisory Board in the financial year, the earnings trend of Jungheinrich AG and the Jungheinrich Group as well as the development of workforce remuneration compared to the preceding financial year. The earnings trend and workforce remuneration are structured in the same way as the comparison of the remuneration of the Board of Management.

The amount of remuneration paid to the members of the Supervisory Board in the 2021 financial year has changed as a result of the new remuneration system that took effect this year.

| Annual change in % | 2022 vs. 2021 | 2021 vs. 2020 | 2020 vs. 2019 | 2019 vs. 2018 |
|--|---------------|---------------|---------------|---------------|
| Granted and owed total remuneration | | | | |
| Hans-Georg Frey (Chairman) | 0.0 | 47.3 | 50.5 | – |
| Markus Haase ¹ (Deputy Chairman) | 0.0 | 47.3 | –24.7 | –5.8 |
| Antoinette P. Aris | 0.0 | 77.4 | –20.5 | –4.9 |
| Dagmar Bieber ¹ | 0.0 | 129.2 | – | – |
| Rainer Breitschädel ¹ | 0.0 | 71.9 | –33.3 | –7.7 |
| Kathrin Elisabeth Dahnke ² (since 1 December 2022) | – | – | – | – |
| Beate Klose | 0.0 | 71.9 | –33.3 | –7.7 |
| Wolff Lange | 0.0 | 40.4 | –21.9 | –5.2 |
| Mike Retz ¹ | 0.0 | 129.2 | – | – |
| Dr Ulrich Schmidt (until 30 November 2022) | 0.0 | 21.5 | –13.0 | –3.1 |
| Steffen Schwarz ¹ | 0.0 | 36.2 | 3.5 | –4.9 |
| Kristina Thureau-Vetter ¹ | 33.3 | – | – | – |
| Andreas Wolf | 0.0 | 40.4 | –21.9 | 26.4 |
| Earnings trend | | | | |
| Net profit for the year of Jungheinrich AG | 8.9 | 11.0 | –4.2 | 2.2 |
| EBT of the Jungheinrich Group | –0.6 | 74.5 | –17.4 | –2.8 |
| Average workforce remuneration | | | | |
| Workforce | 1.4 | 1.6 | 0.1 | 3.6 |

¹ Employee representative.

² No information: newly elected to the Supervisory Board in financial year 2022.

D. Review of Supervisory Board remuneration

Supervisory Board remuneration is regularly reviewed – most recently prior to the revision of Supervisory Board remuneration in 2021.

III. Auditor's report

To Jungheinrich Aktiengesellschaft, Hamburg

We formally audited the remuneration report of Jungheinrich Aktiengesellschaft, Hamburg, for the financial year from 1 January 2022 to 31 December 2022 and issued in fulfilment of Section 162 of the German Stock Corporation Act to examine whether the disclosures required under Section 162, Paragraphs 1 and 2 of the German Stock Corporation Act were made. In accordance with Section 162, Paragraph 3 of the German Stock Corporation Act, we did not audit the content of the remuneration report.

In our opinion, the disclosures required under Section 162, Paragraphs 1 and 2 of the German Stock Corporation Act were made in the enclosed remuneration report in all material aspects. Our opinion does not cover the content of the remuneration report.

Basis for the opinion

We conducted our audit of the remuneration report in accordance with Section 162, Paragraph 3 of the German Stock Corporation Act while taking account of IDW Audit Standard: Auditing the Remuneration Report in accordance with Section 162, Paragraph 3 of the German Stock Corporation Act (IDW PS 870 (08/2021)). Our responsibilities under this requirement and this standard are further described in the "Public Auditor's Responsibilities" section of our report. As an audit firm, we applied the requirements of IDW Quality Control Standard: Requirements regarding Quality Control in Audit Firms (IDW QS 1). We complied with the professional obligations pursuant to the German Law Regulating the Profession of Wirtschaftsprüfer (public auditors) and the code of professional conduct for public auditors/sworn accountants including the requirements regarding independence.

Responsibility of the Board of Management and Supervisory Board

The Board of Management and the Supervisory Board are responsible for preparing the remuneration report, including the associated disclosures, that meets the requirements of Section 162 of the German Stock Corporation Act. In addition, they are responsible for such internal control as they deem necessary to enable the preparation of a remuneration report, including the associated disclosures, that is free from material misstatement, whether due to fraud or error.

Public auditor's responsibilities

Our objective is to obtain reasonable certainty as to whether the disclosures required under Section 162, Paragraphs 1 and 2 of the German Stock Corporation Act were made in the remuneration report in all material aspects and to issue a corresponding audit opinion in a report.

We planned and conducted our audit in such a way that we were able to establish the formal completeness of the remuneration report by comparing the disclosures made in the remuneration report with the disclosures required under Section 162, Paragraphs 1 and 2 of the German Stock Corporation Act. In accordance with Section 162, Paragraph 3 of the German Stock Corporation Act, we did not audit the accuracy of the disclosures or the completeness of the individual disclosures in terms of their content, or the appropriate presentation of the remuneration report.

Hamburg, 6 March 2023

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Alexander Fernis

Wirtschaftsprüfer [German Public Auditor]

pp. Stefanie Bubbers

Wirtschaftsprüferin [German Public Auditor]

2. Further information on the elections to the Supervisory Board (agenda item 7)

Kathrin Elisabeth Dahnke

Self-employed Management Consultant, member of Supervisory Boards of several companies

Personal data:

Year of birth: 1960

Nationality: German

Education:

1979–1980 Trained as a business interpreter

1980–1984 Studied Business Administration at the University of Göttingen; qualified as a business administrator

Professional career:

1985–1989 Beiersdorf AG, Hamburg, Head of Finance

1989–1997 Westdeutsche Landesbank, Düsseldorf, Associate Director Mergers & Acquisitions

1998–2004 Otto Bock Group, Duderstadt, from 2000 Managing Director of Otto Bock Holding GmbH & Co. KG

2005–2014 DMG Mori Seiki AG, formerly GILDEMEISTER AG, Bielefeld, Director of Finance, from 2010 Member of the Board of Management (CFO)

2014–2019 Wilh. Werhahn KG, Neuss, Member of the Board of Management (CFO)

Since 2016 Supervisory Board member, B. Braun SE, Melsungen, Chairwoman of the Finance and Audit Committee

Since 2018 Supervisory Board member, Knorr-Bremse AG, Munich, Chairwoman of the Finance and Audit Committee

2020–2021 OSRAM Licht AG, Munich, Member of the Board of Management (CFO)

2021–07/2022 Ottobock SE & Co KGaA, Duderstadt, Chief Financial Officer (CFO)

Since 08/2022 Self-employed Management Consultant

Since 12/2022 Member of the Supervisory Board of Jungheinrich AG, Hamburg, Chairwoman of the Finance and Audit Committee

Since 02/2023 Member of the Supervisory Board of Aurubis AG, Hamburg, Chairwoman of the Nomination Committee and member of the Finance and Audit Committee

Rolf Najork

Self-employed Management Consultant

Personal data:

Year of birth: 1961

Nationality: German

Education:

1972–1981 Gymnasium Bergisch Gladbach

1981–1983 Regular soldier, Nato headquarters, Belgium

1983–1991 RWTH Aachen, mechanical engineering

Professional career:

1991 Various roles at Ford Werke AG, Cologne, managerial positions since 1997

2003 Director of Development, Getrag Ford Transmissions GmbH, Cologne

2008 Group Vice President Product Development, Managing Director of Getrag Corporate Group, Untergruppenbach

2011 Executive Vice President Business Unit E-Mobility, Mechatronics and R&D Transmissions, Schaeffler Group, Herzogenaurach

2013 Managing Director of Heraeus Holding and Chief Operating Officer responsible for Production, Purchasing and Development, Hanau

2016 Chairman of the Executive Board, Bosch Rexroth AG, Lohr

2019–12/2022 Managing Director of Robert Bosch GmbH, Managing Director (in addition to his other duties) of Bosch Rexroth AG, Lohr

Since 2022 Member of the Board of Directors, HOERBIGER Holding AG, Zug, Switzerland

III. Further information on convening and conducting the Annual General Meeting, on conditions for attending the virtual Annual General Meeting, for the exercise of voting rights by ordinary shareholders and other shareholder rights

1. Notifications pursuant to Section 49, Paragraph 1, Sentence 1, Item 1 of the German Securities Trading Act

The company's share capital at the time the notice convening the Annual General Meeting was published in the Federal Gazette was €102,000,000.00, which is divided into 102,000,000 shares consisting of 54,000,000 no-par-value ordinary shares and 48,000,000 no-par-value preferred shares without voting rights. Each ordinary share has one vote at the Annual General Meeting, so that the total number of voting rights at the time the notice convening the Annual General Meeting was published in the Federal Gazette was 54,000,000. No voting rights may be exercised from treasury shares held by the company. The company currently holds no treasury shares.

2. Virtual Annual General Meeting without the physical presence of shareholders or their proxies, conditions for attending the virtual Annual General Meeting

Based on Section 26n, Paragraph 1 of the Introductory Act to the German Stock Corporation Act, the Annual General Meeting will be held as a virtual Annual General Meeting as per Section 118a of the German Stock Corporation Act in accordance with the decision made by the Board of Management and with the approval of the Supervisory Board. Shareholders and their proxies (except proxies appointed by the company) may not be physically present at the place of the Annual General Meeting. Ordinary shareholders and their proxies can exercise their voting rights at the virtual Annual General Meeting exclusively by means of postal voting (including by means of electronic communications) or by issuing instructions by proxy to the company proxy in accordance with the following provisions. Duly registered shareholders can also submit statements prior to the Annual General Meeting via electronic communications. During the Annual General Meeting, shareholders joining via live stream are assigned speaking rights in the meeting via video communication. They are also authorised to use their speaking rights via video communication in the meeting to propose motions and make election proposals and to request information from the Board of Management, as well as lodge objections via electronic communications to decisions by the Annual General Meeting for the minutes.

With regard to the characteristics of the virtual Annual General Meeting, we would ask shareholders to please observe the following information on how to register and exercise their shareholder rights. Owing to the new legal framework, there are significant changes as compared with the 2022 Annual General Meeting.

All of the time details in this notice to convene the Annual General Meeting are in Central European Summer Time (CEST) as relevant for Germany.

Duly registered shareholders will be able to follow the entire Annual General Meeting by online audio and video stream in the company's password-protected AGM shareholder portal, which can be found on the company website at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>

and which shareholders can use to join the meeting electronically via live stream. For all interested parties, a freely accessible streaming link will be made available in the section on the company website mentioned above, which can be used to follow the speeches of the Chairmen of the Supervisory Board and the Board of Management.

Holders of ordinary and preferred shares who wish to attend the virtual Annual General Meeting, and holders of ordinary shares who wish to exercise their voting rights, must register. Registration must be received by the company at the following address:

Jungheinrich AG
c/o Deutsche Bank AG
Securities Production
General Meetings
Postfach 20 01 07
60605 Frankfurt, Germany

Fax: +49 (0)69 120 128 6045

Email: wp.hv@db-is.com

no later than

4 May 2023 (24:00 CEST)

in text form (Section 126b of the German Civil Code) in German or English.

The following provisions apply to bearer shares: holders of ordinary and preferred shares who wish to attend the Annual General Meeting, and holders of ordinary shares who wish to exercise their voting rights, must provide a share certificate. Holders of bearer shares demonstrate their right to attend the Annual General Meeting and exercise their voting rights by means of a share certificate issued in accordance with Section 67c, Paragraph 3 of the German Stock Corporation Act by the final intermediary, which may also be sent directly to the company by the final intermediary. Holders of bearer shares who do not keep their shares in a securities account managed by an intermediary demonstrate their right to attend the Annual General Meeting and exercise their voting rights by means of a share certificate issued by the company, a notary registered within the European Union, a securities depository or an intermediary. The share certificate for bearer shares must refer to the beginning of the twenty-first day prior to the Annual General Meeting (certificate date), i.e.

20 April 2023 (0:00 CEST),

and must be received by the company no later than

4 May 2023 (24:00 CEST)

at the address provided above for the registration.

In relation to the company, only those holders of bearer shares who provide evidence of their shareholding as described above prior to the deadline will be permitted to attend the Annual General Meeting and to exercise their voting rights. In particular, with relation to the company, disposals or other share transfers that take place after the certificate date have no effect on the scope and the exercise of the previous shareholder's statutory rights to attend and vote. The same applies to the purchase of shares after the certificate date. Persons who do not hold shares as of the certificate date and only become holders of bearer shares at a later date are not entitled to attend or to exercise voting rights. The certificate date has no bearing on dividend rights.

3. Exercising of voting rights and authorisation

Duly registered shareholders can also exercise their voting rights via a proxy, e.g. an intermediary, a shareholder association or another person of their choice. In this case, the rules as described above for bearer shares regarding registering in the required form before the deadline, and providing a share certificate in the required form before the deadline, also apply. The proxy must generally be appointed in text form (Section 126b of the German Civil Code) in accordance with Section 134, Paragraph 3, Sentence 3 of the German Stock Corporation Act.

Holders of ordinary and preferred shares may appoint a proxy by completing the proxy form on the access card and giving the access card with the access data for the password-protected AGM shareholder portal to the proxy. Alternatively, proxies can also be appointed electronically online by means of the procedure defined by the company, using the data on the access card. By using the password-protected AGM shareholder portal and entering the name and surname and place of residence of the proxy, the proxy confirms that they have been duly appointed. In this case, additional evidence of the appointment must be sent to the company as described below by the end of the Annual General Meeting.

If an intermediary, a shareholder association or another institution or person deemed to be equivalent in accordance with Section 135 of the German Stock Corporation Act is to be appointed as a proxy, there is no requirement for text form. In this case, the formal requirements are defined in Section 135 of the German Stock Corporation Act. However, we point out that in this case the institution or person to be appointed may require a special proxy form, because in accordance with Section 135 of the German Stock Corporation Act, they are obliged to maintain documented proof of their authorisation. We would ask those shareholders intending to appoint as a proxy an intermediary, a shareholder association or another institution or person deemed equivalent in accordance with Section 135 of the German Stock Corporation Act to please ask these institutions or persons about any formal requirements. Section 67a, Paragraph 4 of the German Stock Corporation Act defines an intermediary as a person providing custodial or administrative services for securities, or managing securities accounts for shareholders or others, if the services are related to shares in companies registered in a member state of the European Union or another signatory state to the agreement on the European Economic Area. The term intermediary therefore particularly includes banks within the meaning of Article 4, Paragraph 1, Item 1 of the Capital Requirements Regulation (Regulation (EU) No. 575/2013). Section 67a, Paragraph 5, Sentence 2 of the German Stock Corporation Act defines a final intermediary as whoever holds company shares in custody for a shareholder.

The proof of authorisation must either be uploaded to the password-protected AGM shareholder portal by the proxy on the day of the Annual General Meeting or sent to the company as a declaration at the following address:

Jungheinrich AG
AGM Department
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Fax: +49 (0)40 6948 1288
Email: hv@jungheinrich.de

Shareholders will receive a registration form for the Annual General Meeting. Shareholders who wish to follow the Annual General Meeting or attend by proxy must use this form to request an access card in their name or that of the proxy.

We give shareholders with voting rights the option of appointing the proxy designated by the company to represent them in the virtual Annual General Meeting. Holders of ordinary shares wishing to appoint the proxy designated by the company must also request an access card for the Annual General Meeting. For organisational reasons, the proxy form and voting instructions for the company proxy must be received by the company **no later than 9 May 2023 (date of receipt)** at the following address:

Jungheinrich AG
AGM Department
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Fax: +49 (0)40 6948 1288
Email: hv@jungheinrich.de

Alternatively the company proxy can be appointed in advance via the password-protected AGM shareholder portal by shareholders with voting rights. Proxies and voting instructions given to the company proxy via the AGM shareholder portal must be given in full by the time voting starts. Up to this point it is also possible to revoke proxies or change instructions given via the online portal. The login data (access number and PIN) printed on the access card is required to use the password-protected AGM shareholder portal. Shareholders can log in via the company website

<https://www.jungheinrich.com/investor-relations/hauptversammlung>

Further details will be sent in writing to shareholders with voting rights.

If a shareholder appoints more than one proxy, the company may reject one or more of them.

4. Procedure for exercising voting rights by postal vote

Ordinary shareholders can only cast their votes electronically or in writing (postal vote). Registration for the Annual General Meeting in the required form before the deadline is a prerequisite for the exercise of voting rights.

For electronic postal voting, the company's password-protected AGM shareholder portal is available at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>

from 20 April 2023 until the start of voting at the Annual General Meeting. Ordinary shareholders with voting rights will receive their access data after registration.

Alternatively, shareholders with voting rights can use the form sent with the access card for postal voting once they have registered. Postal votes must be received by the company **no later than 9 May 2023 (date of receipt)** at the following address:

Jungheinrich AG
AGM Department
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Fax: +49 (0)40 6948 1288
Email: hv@jungheinrich.de

5. Motions and election proposals by shareholders

Shareholders whose shares account in aggregate for one-twentieth of the share capital or the proportional amount of €500,000.00 (the latter corresponding to 500,000 shares) may request that items be added to the agenda and made public in accordance with Section 122, Paragraph 2 of the German Stock Corporation Act.

The shareholders must demonstrate that they have held the shares for at least 90 days prior to receipt of the request and that they hold the shares until the decision on their motion has been made by the Board of Management. An explanatory statement or draft resolution must be enclosed with each new agenda item.

The request must be received by the company at the following address:

Jungheinrich AG
Board of Management
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany

or in electronic form pursuant to Section 126a of the German Civil Code at the email address

hv@jungheinrich.de

at least 30 days prior to the Annual General Meeting, i.e. no later than the close of

10 April 2023 (24:00 CEST).

Countermotions with explanatory statements by shareholders opposing a proposal by the Board of Management and Supervisory Board on a particular agenda item pursuant to Section 126 of the German Stock Corporation Act, or proposals from shareholders on the election of Supervisory Board members or auditors pursuant to Section 127 of the German Stock Corporation Act, may only be sent to the following address as original documents, by fax or email.

Jungheinrich AG
AGM Department
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Fax: +49 (0)40 6948 1288
Email: hv@jungheinrich.de

Countermotions and election proposals from shareholders received at least 14 days prior to the date of the Annual General Meeting, i.e. no later than the close of

26 April 2023 (24:00 CEST),

at the above address, together with any comment by the management, will be made immediately available to all shareholders online at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>

provided that the other conditions for mandatory publication as defined in Section 126 or 127 of the German Stock Corporation Act are satisfied. This is particularly the case when a share certificate is presented for bearer shares. Countermotions from shareholders sent to a different address will not be considered.

Countermotions and election proposals by shareholders that the company is obliged to make accessible in accordance with Section 126, Paragraph 4 of the German Stock Corporation Act are deemed submitted from the time that they are made accessible. Ordinary shareholders who are duly registered and their proxies may exercise their voting rights regarding these motions. If the shareholder bringing forward a motion or election proposal is not duly authorised and registered for the Annual General Meeting, the countermotion or election proposal does not have to be addressed in the Annual General Meeting.

Countermotions and election proposals, as well as other motions, may also be brought forward in accordance with Section 118a, Paragraph 1, Sentence 2, Item 3 of the German Stock Corporation Act during the Annual General Meeting via video communication as covered by speaking rights (see Item 7).

6. Right to submit statements

Shareholders who have registered for the Annual General Meeting in the required form before the deadline as per the above provisions, as well as their proxies, in accordance with Section 118a,

Paragraph 1, Sentence 2, Item 6 and Section 130a, Paragraphs 1 to 4 of the German Stock Corporation Act, have the right to submit statements in text form regarding agenda items no later than the close of

5 May 2023 (24:00 CEST)

via the password-protected AGM shareholder portal at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

The company's password-protected AGM shareholder portal and the opportunity to submit statements are available to shareholders and their proxies **from 20 April 2023**. A statement should not exceed 10,000 characters (including spaces) in length.

The company will make the statements accessible in the password-protected AGM shareholder portal at the latest four days prior to the Annual General Meeting, i.e. **by 6 May 2023, 24:00 CEST**, along with the name of the shareholder or shareholder proxy who submitted it. By submitting a statement, the shareholder or the shareholder proxy declares their consent to this statement being made accessible.

The company reserves the right not to provide access to statements containing offensive, discriminatory, criminally relevant, clearly false or misleading content, or statements that bear no relation to the agenda. The same applies if the statement exceeds a length of 10,000 characters (including spaces) or if the shareholder reveals that they will not attend the Annual General Meeting or provide a proxy (Section 130a, Paragraph 3, Sentence 4 in conjunction with Section 126, Paragraph 2, Sentence 1, Item 1, Item 3 or Item 6 of the German Stock Corporation Act).

In accordance with Section 131, Paragraph 1a of the German Stock Corporation Act, the right to submit statements does not justify the option of submitting questions ahead of time. Any motions, proposals for election, objections to resolutions by the Annual General Meeting or questions from shareholders included in the submitted statements will not be considered. The tabling of motions and submission of election proposals (see Item 5.), exercising the right to information (see Item 8.) and submitting objections to resolutions by the Annual General Meeting (see Item 9.) are only possible using the methods described in this invitation.

7. Speaking rights

In accordance with Section 118a, Paragraph 1, Sentence 2, Item 7 and Section 130a, Paragraphs 5 and 6 of the German Stock Corporation Act, shareholders and their proxies joining the Annual General Meeting electronically have speaking rights that can be exercised via video communication. From the start of the Annual General Meeting, duly registered shareholders or their proxies can register any speeches in the password-protected AGM shareholder portal

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

Motions and election proposals in accordance with Section 118a, Paragraph 1, Sentence 2, Item 3 of the German Stock Corporation Act and questions in accordance with Section 131, Paragraph 1e of the German Stock Corporation Act may be covered in the speech.

In accordance with Section 21, Paragraph 2, Sentence 3 of the company's articles of association, the chairperson of the meeting may restrict the time allocated for shareholders to exercise their right to ask questions and to speak and, particularly at the start of or during the Annual General Meeting, the chairperson may determine an appropriate amount of time for the entire Annual General Meeting, for addressing individual agenda items, and for individual questions or speeches.

In order to exercise their right to speak, shareholders or their proxies require an Internet-enabled end device (computer, laptop, tablet or smartphone) that is equipped with a camera, a speaker and a microphone. The chairperson of the meeting will explain the process for requesting and granting the right to speak in more detail during the Annual General Meeting. Shareholders can find more information on registering a speech and on technical requirements **from 20 April 2023** on the password-protected AGM shareholder portal.

The company reserves the right to test the functionality of the video link between the shareholder or proxy and the company in the meeting prior to the speech and to refuse the speech if the link is not fully functional.

8. Right to information

In accordance with Section 118a, Paragraph 1, Sentence 2, Item 4 and Section 131, Paragraph 1 of the German Stock Corporation Act, any shareholder in the Annual General Meeting may request information from the Board of Management about matters concerning the company, insofar as the information is necessary for the proper consideration of an agenda item and there is no right to refuse the provision of such information. The duty of the Board of Management to provide information also includes the legal and business relationships of the company with its affiliated companies. Furthermore, it also covers the position of the Group and the companies included in the consolidated financial statements.

It is intended that the chairperson of the meeting, in accordance with Section 131, Paragraph 1f of the German Stock Corporation Act, will establish that the aforementioned right to information may only be exercised in the Annual General Meeting via video communication, i.e. in the context of exercising the right to speak (see Item 7.).

Section 131, Paragraph 4, Sentence 1 of the Annual General Meeting states that if a shareholder has received information outside of the Annual General Meeting as a result of their status as a shareholder, this information must be provided to all shareholders or their proxies upon request in the Annual General Meeting, even if the information is not necessary for the proper consideration of an agenda item. At the virtual Annual General Meeting, it is ensured that duly registered shareholders or their proxies joining the Annual General Meeting electronically are able to transmit their requests in accordance with Section 131, Paragraph 4, Sentence 1 of the German Stock

Corporation Act via electronic communication through the password-protected AGM shareholder portal

<https://www.jungheinrich.com/investor-relations/hauptversammlung>

during the Annual General Meeting.

If there is a refusal to provide information to a shareholder, Section 131, Paragraph 5, Sentence 1 of the German Stock Corporation Act allows for the shareholder to request that their question and the reason why the request for information was refused be recorded in the meeting minutes. At the virtual Annual General Meeting, it is ensured that duly registered shareholders or their proxies joining the Annual General Meeting electronically are able to transmit their requests in accordance with Section 131, Paragraph 5, Sentence 1 of the German Stock Corporation Act via electronic communication through the password-protected AGM shareholder portal during the Annual General Meeting.

For all responses provided by the Board of Management, shareholders in the meeting also have the right to ask any follow-up questions in accordance with Section 131, Paragraph 1d of the German Stock Corporation Act.

9. Lodging objections

Shareholders and their proxies who are duly registered and have joined the Annual General Meeting electronically have the right under Section 118a, Paragraph 1, Sentence 2, Item 8 in conjunction with Section 245, Sentence 1, Item 1 and Sentence 2 of the German Stock Corporation Act to lodge an objection via electronic communication with the certified notary to one or more resolutions by the Annual General Meeting. For the objection to be valid the shareholder or proxy must submit the objection, stating the resolution to which it refers, by the end of the Annual General Meeting via the password-protected AGM shareholder portal at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

10. Further explanations and publications on the company website

This invitation, further information and detailed comments on shareholder rights can be found online at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

Information pursuant to Section 124a of the German Stock Corporation Act is made available to investors on the company website at

<https://www.jungheinrich.com/investor-relations/hauptversammlung>.

There is no obligation for the Board of Management to provide a report with explanatory notes pursuant to Sections 315a and 289a of the German Commercial Code since the requirements for this are not met.

As explained above, shareholders and their proxies who are properly registered can follow the entire Annual General Meeting by video and audio in the company's password-protected AGM shareholder portal. The statements by the meeting chairperson at the opening of the Annual General Meeting and the speeches of the Chairs of the Supervisory Board and the Board of Management can be accessed by everyone via the freely accessible streaming link provided above, thereby enabling any interested parties to follow these proceedings live.

11. Data protection information

In this section we inform our shareholders about their personal data that we process or that of a statutory or appointed proxy in connection with the preparation, holding and follow-up of our virtual Annual General Meeting and about their rights concerning the processing of their data under Regulation (EU) 2016/679 (General Data Protection Regulation) and the German Federal Data Protection Act.

Categories of personal data processed

The company processes the following categories of personal data about its shareholders for the organisation of the Annual General Meeting: contact details (e.g. name and email address), information about their shares (e.g. number of shares) and administrative data (e.g. access number and account data for the password-protected AGM shareholder portal).

When shareholders use our online AGM shareholder portal we collect the data needed to use and provide the shareholder portal. This includes access data (access number and PIN) and the following access and device information, which is logged in the web server's log files: data retrieved or requested; date and time of retrieval; report whether the retrieval was successful; type of web browser used; referrer URL (previously visited page); IP address; shareholder number and session ID; login. Their browser sends us this data automatically when they visit our shareholder portal.

We also process information about questions, other enquiries and statements concerning the Annual General Meeting from shareholders and their proxies submitted via the shareholder portal.

Legal basis and purpose of data processing

Data is processed to prepare, hold and follow up the Annual General Meeting. The processing of personal data in the context of the Annual General Meeting takes place on the basis of Article 6, Paragraph 1(c) of the General Data Protection Regulation. This provides that the processing of personal data is lawful if it is required to meet a legal obligation. The company is legally obliged to hold an Annual General Meeting of shareholders. To satisfy this obligation, it is necessary to process the aforementioned categories of personal data. Shareholders cannot register for the Annual General Meeting without providing their personal details.

The processing of the aforementioned access data and device information is necessary for the technical provision of the shareholder portal, identifying any misuse, troubleshooting and ensuring the smooth functioning of the virtual Annual General Meeting. The legal basis for the processing is the legitimate interest of Jungheinrich AG in the purposes of data processing mentioned in this section (Article 6, Paragraph 1(f) of the General Data Protection Regulation).

Controller

The company is the controller for data processing. Contact information for the controller is:

Jungheinrich AG
Group Data Protection Officer
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Email: datenschutz@jungheinrich.de

Disclosure of personal data / use of service providers

Personal data concerning shareholders is not generally transferred to third parties. Third parties do exceptionally gain access to the data insofar as they have been engaged by the company to provide services in the context of organising the virtual Annual General Meeting. This relates to typical service providers for shareholder meetings, such as specialised agencies, law firms or public auditors. These service providers only receive personal data to the extent necessary for them to perform the service. The shareholder portal is operated by our service provider UBJ GmbH, Hamburg, exclusively on our behalf and on our instructions.

While exercising their statutory right to inspect the list of people attending the Annual General Meeting, other participants and shareholders may see data about shareholders that is recorded in the list of participants. Shareholders' personal data is also made public in connection with requests to add items to the agenda, countermotions and proposals for election that must be published, if these are made by shareholders.

If shareholders or their proxies make use of the opportunity to submit statements before the virtual Annual General Meeting via our shareholder portal, their name is mentioned – with their consent upon clicking the appropriate box. Names can then be seen by other people attending the virtual Annual General Meeting. In submitting a statement, shareholders and their proxies also give their consent to it being published under their name in the password-protected AGM shareholder portal.

Retention period

We erase the personal data mentioned above as soon as it is no longer necessary for the purposes mentioned above, as long as we are not required by law to retain the data for longer. Depending on the specific case, the data collected in connection with the Annual General Meeting is retained for up to three years (but not less than two years) after the end of the Annual General Meeting and then erased, unless the further processing of the data is still necessary in the specific case to process proposals, decisions or legal procedures relating to the Annual General Meeting.

The access data and device information mentioned above are generally erased 30 days after the virtual Annual General Meeting, unless they have to be retained for the periods applicable to the documents relating to the Annual General Meeting.

Shareholder data protection rights

Upon request, shareholders have the right to receive information about stored data that concerns them at no charge (Article 15 of the General Data Protection Regulation). In addition, they have the right to the rectification of inaccurate data (Article 16 of the General Data Protection Regulation), the right to demand the restriction of excessive data processing (Article 18 of the General Data Protection Regulation), and the right to demand the erasure of wrongfully processed data or of personal data that has been stored too long (Article 17 of the General Data Protection Regulation – provided this does not conflict with any legal retention obligation or any other reasons stipulated by Article 17(3) of the General Data Protection Regulation). Furthermore, shareholders have the right to receive all data concerning them which they have provided to us in a common file format (Article 20 of the General Data Protection Regulation – right to “data portability”).

When we process shareholder data for the legitimate interests of Jungheinrich AG, shareholders have the right to object at any time, on grounds relating to their personal situation, to processing of personal data concerning them (Article 21 of the General Data Protection Regulation – right to object). Data processing will then be stopped unless we can demonstrate compelling legitimate grounds for the processing which override their interests, rights and freedoms or the processing is for the establishment, exercise or defence of legal claims.

To exercise these rights, shareholders should simply send an email to:

datenschutz@jungheinrich.de

In addition, shareholders have the right to file a complaint with a data protection supervisory authority.

The data protection officer of Jungheinrich AG can be reached at the following address:

Jungheinrich AG
Group Data Protection Officer
Friedrich-Ebert-Damm 129
22047 Hamburg, Germany
Email: datenschutz@jungheinrich.de

Hamburg, March 2023

Jungheinrich AG
The Board of Management

The only relevant document for the purposes of the German Stock Corporation Act is the notice to convene the meeting and invitation published in the Federal Gazette on 31 March 2023.

Jungheinrich Aktiengesellschaft

Friedrich-Ebert-Damm 129

22047 Hamburg, Germany

Phone: +49 40 6948-0

Fax: +49 40 6948-1777

Internet: www.jungheinrich.com

E-Mail: info@jungheinrich.com