

# Combined separate non-financial report

IN ACCORDANCE WITH THE CSR DIRECTIVE IMPLEMENTATION ACT

## SUSTAINABILITY STRATEGY

Sustainability is in Jungheinrich's DNA. As a family-owned listed company, our business activities revolve around our environmental, social and economic responsibilities. Jungheinrich is also committed to meeting the demands of its stakeholders. Jungheinrich keeps the impact of its business activities on people and the environment as low as possible. To do this, it follows the Precautionary Principle, which is enshrined in all its company guidelines and processes.

As a Sustainability Enabler, Jungheinrich's products and solutions are contributing to the sustainable transformation of the intralogistics sector. This is why sustainability is one of our six fields of action and an integral part of the corporate strategy 2025+; one with an important role to play in shaping the future development of the company.

## ABOUT THIS REPORT

In this chapter, entitled "Combined separate non-financial report in accordance with the CSR Directive Implementation Act" Jungheinrich is publishing the non-financial information required by law for the 2022 financial year (1 January to 31 December). Pursuant to Sections 289(3) and 315(3) of the German Commercial Code (HGB), this is the combined separate non-financial report for the Jungheinrich Group and Jungheinrich AG. Jungheinrich AG does not have any separate concepts in this regard,

and is managed by the Group. Jungheinrich uses the GRI management approaches as its framework for the combined separate non-financial report in line with Section 289d of the German Commercial Code (HGB). In publishing this report, Jungheinrich is also meeting the requirements of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable capital expenditure, and regarding the amendment of Regulation (EU) 2019/2088 (hereafter EU Taxonomy Regulation) [page 37 ff.]. All fully consolidated companies of the Jungheinrich Group

according to the consolidated financial statements (as of 31 December 2022) are included. Deviations are indicated in the document. The report is published annually and is based on the 2021 non-financial report, which was published as part of the annual report on 31 March 2022. This combined separate non-financial report was subject to a limited audit in accordance with ISAE 3000 (Revised) by independent auditors PricewaterhouseCoopers, Hamburg (PwC), and was issued with an unqualified audit opinion.

<sup>1</sup> CSR: Corporate Social Responsibility.

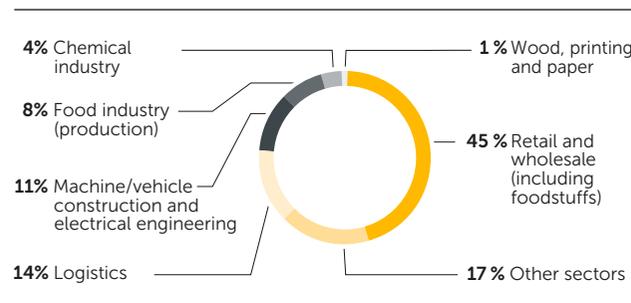
### Integrated business model and customer structure

With a comprehensive portfolio of material handling equipment, automated systems and services, Jungheinrich is able to offer customers solutions to the challenges posed by Industry 4.0.

The integrated business model encompasses the development, production and sale of material handling equipment and the planning and realisation of automated systems, the short-term rental of new and used material handling equipment, the refurbishment and sale of used forklifts, and after-sales services. Jungheinrich also supplies stacker cranes and load handling equipment. In addition, the customer receives their entire factory and office equipment from a single source. The material handling equipment consists almost exclusively of battery-powered trucks. In addition to electric engines and drive controls, Jungheinrich also manufactures matching lithium-ion batteries and battery chargers. Almost all of our trucks are available with a lithium-ion battery. Digital products, such as the Jungheinrich warehouse management system (WMS) and the fleet management system, which is itself based on the latest generation of the Jungheinrich Internet of Things platform in the cloud, complement the portfolio. We also offer our customers a comprehensive range of financial services.

Jungheinrich is currently represented in around 120 countries via a combination of its own direct sales and service network and its partner companies.

### Customers by sector 2022<sup>1</sup>



### Sustainable development highlights in 2022

As part of its corporate strategy 2025+, Jungheinrich announced measurable sustainability targets, including with regard to greenhouse gas emissions, waste management and occupational health and safety, in November 2022. This supports the company's long-term goal of becoming a Sustainability Enabler.

### Short and medium term sustainability targets

	<b>Contribute to climate neutrality<sup>3</sup></b> CO <sub>2</sub> e neutral business activities <sup>4</sup> in Scope 1 and 2 by 2030
	<b>Reduce resource &amp; energy consumption</b> 0 per cent landfill waste in German plants by 2025
	<b>Promote the health &amp; safety of our employees</b> Improvement of lost time injury rate (LTIR) to 12.5 by 2025
	<b>Transparent and sustainable procurement</b> 80 per cent of globally relevant procurement volume from sustainable suppliers by 2025
	<b>Top ratings as proof of our sustainability performance</b> EcoVadis / CDP / MSCI ESG Ratings / ISS ESG
	<b>Sustainable products &amp; solutions for intralogistics</b> Boost revenue with sustainable products in line with the EU Taxonomy Regulation

<sup>1</sup> Incoming orders in units

<sup>2</sup> There are a number of greenhouse gases that have various impacts on the climate. These include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>. In order for these gases to be compared, they are indexed as CO<sub>2</sub> equivalents (CO<sub>2</sub>e).

<sup>3</sup> The term "Climate neutrality" describes a state in which human activities have no net impact on the climate system. In addition to greenhouse gas emissions, such man-made impacts also include biogeophysical aspects, for example the contamination of soil and water, the consumption of raw materials or the loss of biodiversity. Achieving this state requires, among other things, that the remaining CO<sub>2</sub>e emissions be compensated. Jungheinrich pursues climate neutrality as its vision. The focus here is currently on achieving the target of net zero greenhouse gas emissions along the entire value chain.

<sup>4</sup> Jungheinrich understands this to mean balancing out emissions of the greenhouse gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HFCs, PFCs and NF<sub>3</sub>, which are listed in the Kyoto Protocol. Jungheinrich will achieve net zero greenhouse gas emissions by implementing all feasible measures to reduce CO<sub>2</sub>e emissions in the Group, the value chain and its own product portfolio. The remaining unavoidable CO<sub>2</sub>e emissions will be at least balanced out in terms of volume through capital expenditure on carefully selected climate protection projects.

The following measures were implemented in 2022 as part of the sustainability strategy:

- A comprehensive greenhouse gas balance has been prepared for the first time for the entire Jungheinrich Group. It takes into account all greenhouse gases listed in the Kyoto Protocol and covers the entire value chain (Scopes 1 to 3).
- Almost 100 per cent of trucks produced were electric.
- A series of lithium-ion trucks that is CO<sub>2</sub>e-neutral<sup>1</sup> upon arrival with the customer (POWERLiNE) was introduced to market.
- CO<sub>2</sub>e-neutral after sales were introduced to market in the pilot countries (Norway, the United Kingdom and the Netherlands).
- A new plant was opened in Romania to expand refurbishment capacity for used trucks.
- An internal Human Rights Council was established to support the introduction of a human rights management system.
- Sustainable procurement was expanded by establishing a Group-wide team for the further implementation of supply chain measures. The team is also responsible for expanding the management system to include the requirements of the Act on Corporate Due Diligence in Supply Chains (LkSG).
- An external quality control audit was performed by an external auditor in the Corporate Compliance, Audit & Data Protection division in 2022 and 2023.

## RATINGS AND RANKINGS IN 2022

### EcoVadis Platinum award

EcoVadis is the largest corporate sustainability ratings company in the world. Jungheinrich has once again received the Platinum award, as it is among the top 1 per cent of companies globally in the fields of environment, ethics, labour rights, human rights and sustainable procurement.

### CDP rating B

CDP is a global non-governmental organisation that rates companies with regard to their environmental management in the categories of climate, forests and water security. The ratings scale ranges from A to F. CDP awarded Jungheinrich a rating of B in the climate category for its transparent and dedicated commitment to climate protection.

### ISS ESG C+ rating

The ISS ESG Corporate Rating provides investors with relevant, material and future-oriented environmental, social and governance data, along with performance evaluations. The twelve-grade scale ranges from A+ to D-. Jungheinrich received a C+ rating and the "Prime" status in its sector.

## INITIATIVES AND MEMBERSHIPS IN 2022

Jungheinrich is involved in a number of initiatives and is a member of various sustainability networks. These include:

### The Science Based Targets Initiative (SBTi)

The SBTi is a partnership between CDP, the Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). SBTi supports companies in setting out scientifically based pathways to reduce their emissions in line with the 1.5 degree target.

### The Climate Pledge

The Climate Pledge is an initiative by Amazon and Global Optimism in which participating companies have committed to achieving the targets of the Paris Agreement, including the 1.5 degree target, by 2040.

### 50 Sustainability & Climate Leaders

The 50 Sustainability & Climate Leaders initiative is a group of leading global corporations who are collaborating to achieve the United Nations' 17 Sustainable Development Goals (SDGs).

### B.A.U.M. (Bundesdeutscher Arbeitskreis für Umweltbewusstes Management) and econsense

B.A.U.M. e.V. is a network for sustainable business. econsense – Forum Nachhaltige Entwicklung der Deutschen Wirtschaft e.V. is a forum of global companies and organisations in the German economy who have integrated the guiding principle of sustainable development into their corporate strategies.

<sup>1</sup> For reasons of clarity, Jungheinrich uses the adjective "CO<sub>2</sub>e-neutral" in certain contexts interchangeably with "net zero greenhouse gas emissions".

## STAKEHOLDER DIALOGUE

### Internal and external stakeholders of relevance for Jungheinrich

As part of the sustainability strategy development process at Jungheinrich, the material internal and external stakeholders were identified and prioritised by a team of internal experts from the Corporate Sustainability, Health & Safety, Marketing and Corporate Communications divisions. Stakeholders are weighted according to the relevance of their business operations to Jungheinrich. They include those who have direct contact with our products, those affected by processes at our locations or those who have any other connection to our company. The analysis highlighted the following stakeholders for Jungheinrich:

- Employees
- Management and executives
- Customers
- Job applicants
- Suppliers
- Investors and analysts.

The dialogue with stakeholders takes a variety of different forms, such as direct conversations, exchanges over online platforms, and surveys.

### The strategy development process — sustainability as part of the 2025+ corporate strategy

In the year under review, the sustainability strategy was developed further within the 2025+ corporate strategy, as part of a structured process. The following aspects were included in the resulting definition of sustainability initiatives under the sustainability strategy:

- Findings of the dialogues with key internal and external stakeholders
- Results of the materiality analysis
- Analysis of existing business processes and management systems:
  - Ratings and rankings requirements
  - Regulatory requirements
  - Insights from benchmark analyses



### Six sustainability strategy initiatives

The central aim of the 2025+ corporate strategy is to create sustainable value. The corporate strategy comprises six fields of action<sup>1</sup>, one of which is sustainability. The sustainability strategy is therefore a fundamental part of the corporate strategy, and plays a decisive role in achieving our corporate goals.

The sustainability field of action is also divided into six strategic initiatives that apply to all of the company's divisions:

1.	Climate neutrality
2.	Eco efficiency and circular economy
3.	Employees and societies
4.	Governance
5.	Sustainable business models, products and services
6.	Sustainability in the brand

The existing materiality analysis, which was checked and confirmed to be up to date in 2022, serves as the foundation for the sustainability strategy. Various sources of information<sup>2</sup> were used for the original materiality analysis to determine which topics are material for Jungheinrich in terms of sustainability. The topics identified as part of this process were evaluated by the key stakeholders and internal experts with regard to their business relevance and consequences, and approved by the Board of Management.

<sup>1</sup> The 2025+ corporate strategy consists of six fields of action (automation, digitalisation, energy systems, efficiency, global footprint and sustainability). Further information on the 2025+ corporate strategy can be found in the combined management report [ page 56 ff. ].

<sup>2</sup> The following external sources were used: customer enquiries, EcoVadis, the German commercial Code, ILO core labour standards, ISO 14001, ISO 50001, ISO 45001, benchmark analyses, MSCI and the UN Principles for Responsible Investments. The following internal sources were used: experts in the environment, health and safety at work, development, innovation and IT security.

17 of 33 topics were determined to be especially relevant to the company. These 17 topics were then grouped into five focus areas.

During preparation of the combined separate non-financial report in accordance with the CSR Directive Implementation

Act (CSR-RUG), issues evaluated by the materiality analysis as being material or very material were checked and prioritised with regard to both their relevance to the business and their degree of impact, in line with the principle of double materiality pursuant to Section 289c, Paragraph 3 of the German Commercial Code.

The following table describes the six sustainability strategy initiatives and shows how they are assigned to the material topics. It also shows the initiatives' targets.

Initiative	Description	Focal points	Requirements in accordance with Section 289c (3) HGB	Material topics	Targets
1. Climate neutrality	Sustainable transformation [ page 20 f. ] and, in addition, supporting customers in achieving their climate targets and contributing to regulatory requirements.	<ul style="list-style-type: none"> <li>Environment and energy</li> </ul>	<ul style="list-style-type: none"> <li>Environmental concerns</li> </ul>	<ul style="list-style-type: none"> <li>Energy (consumption and renewable energy)</li> </ul>	<ul style="list-style-type: none"> <li>Net zero greenhouse gas emissions in Scopes 1 and 2 by 2030</li> <li>Net zero greenhouse gas emissions in the value chain (Scopes 1 to 3) by 2040 pursuant to The Climate Pledge commitments</li> <li>Setting measurable targets that will allow us to reach net zero greenhouse gas emissions as a company (in Scopes 1 to 3) by 2050, in accordance with SBTi</li> </ul>
2. Eco efficiency and circular economy	Global resource scarcity is driving the decoupling of economic growth from linear consumption of resources.	<ul style="list-style-type: none"> <li>Environment and energy</li> <li>Environmentally friendly and safe products</li> </ul>	<ul style="list-style-type: none"> <li>Environmental concerns</li> </ul>	<ul style="list-style-type: none"> <li>Energy (consumption and renewable energy)</li> <li>Waste and recycling</li> <li>Materials (resource-saving products)</li> <li>Environmentally friendly products</li> <li>Material compliance</li> </ul>	<ul style="list-style-type: none"> <li>0 per cent landfill waste from the German production plants by 2025</li> <li>Worldwide 0 per cent landfill waste generated by internal work processes, at sites in countries with established recycling systems by 2030</li> </ul>
3. Employees and societies	Laying the foundation for effective, healthy and satisfied employees.	<ul style="list-style-type: none"> <li>Secure and good jobs</li> </ul>	<ul style="list-style-type: none"> <li>Employee concerns, social concerns &amp; respect for human rights</li> </ul>	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Training and education</li> <li>Good employer</li> </ul>	<ul style="list-style-type: none"> <li>Improving LTIR to 12.5 by 2025</li> </ul>
4. Governance	Making sustainability part of the corporate DNA using transparent processes, data and management systems, at the same time as acting responsibly at all stages of the value chain on the basis of ethical principles (e.g. safeguarding human rights).	<ul style="list-style-type: none"> <li>Economic responsibility</li> <li>Transparency and responsibility in supply chains</li> </ul>	<ul style="list-style-type: none"> <li>Environmental concerns</li> <li>Social concerns</li> <li>Respecting human rights</li> <li>Combating corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>Compliance and anti-corruption</li> <li>Responsible management</li> <li>Norms and standards</li> <li>Transparency in supply chains</li> </ul>	<ul style="list-style-type: none"> <li>80 per cent of global relevant purchasing volume to be sustainable spend by 2025</li> <li>Continual improvement in ratings as proof of the efficacy of sustainability initiatives (EcoVadis/CDP/MSCI ESG ratings/ISS ESG)</li> </ul>
5. Sustainable business models, products and services	Sustainability as the basis for new business opportunities and an opportunity to boost Jungheinrich's unique selling points.	<ul style="list-style-type: none"> <li>Environmentally friendly and safe products</li> </ul>	<ul style="list-style-type: none"> <li>Environmental</li> <li>Social concerns</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction</li> <li>Competitiveness</li> <li>Research and development</li> <li>Product quality and enhancement</li> </ul>	<ul style="list-style-type: none"> <li>Increasing revenue with sustainable products pursuant to the EU Taxonomy Regulation</li> </ul>
6. Sustainability in the Jungheinrich brand	Creating proven added value for customers and society.	–	–	–	<ul style="list-style-type: none"> <li>Internal and external perception of Jungheinrich as a Sustainability Enabler</li> </ul>

### Contribution to the Sustainable Development Goals (SDGs)

The SDGs are a framework for social development that applies globally. As such, they enable companies to show how they contribute to sustainable development within their core business. Jungheinrich is committed to contributing to the achievement of the 17 goals.

With the focal points of its sustainability strategy, and as a Sustainability Enabler in intralogistics, Jungheinrich sees an opportunity to have a particular impact on the following SDGs:

SDG		Definition	Areas where Jungheinrich can make an impact
	<b>Good health and well-being</b>	Ensure healthy lives and promote well-being for all at all ages.	Solutions and assistance systems to contain potential hazards and prevent accidents in warehouses (360-degree protection).
	<b>Industry, innovation and infrastructure</b>	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	Innovative approaches to decarbonise the industry, for instance by switching to electric in the agricultural and construction machinery sectors (referred to as Jungheinrich Powertrain Solutions) and through the development of solutions for sustainable agriculture (referred to as Vertical Farming).
	<b>Responsible consumption and production</b>	Ensure sustainable consumption and production patterns.	Ensuring sustainable production and procurement by developing products in accordance with eco design criteria, refurbishing used trucks, and waste management.
	<b>Climate action</b>	Take urgent action to combat climate change and its impacts.	Sustainable business models, products and services to increase efficiency and decarbonisation within intralogistics, for instance through energy-efficient lithium-ion trucks which are CO <sub>2</sub> e-neutral upon delivery (POWERLINE).

### Expanding sustainability organisation

In order to implement the developed targets, focus areas and programmes of Jungheinrich’s sustainability strategy, management with standardised processes and clearly defined centralised and decentralised responsibilities is required.

Jungheinrich expanded its sustainability organisation further in the 2022 financial year. In addition to the Corporate Sustainability, Health & Safety division, the organisation also comprises the Sustainability committee and the local networks in the regions.

### Sustainability Team

The Sustainability Team, consisting of the Corporate Sustainability, Health & Safety division, coordinates the integration of the sustainability strategy in the company and reports directly to the Chairman of the Board of Management. The Environment, Health & Safety and Sustainability Management & Performance departments are in direct contact with the Sustainability Managers and the regional Sustainability Coordinators. Our Sustainability Managers act as disseminators for central company functions and divisions. Our regional Sustainability Coordinators act as disseminators for our regional businesses.

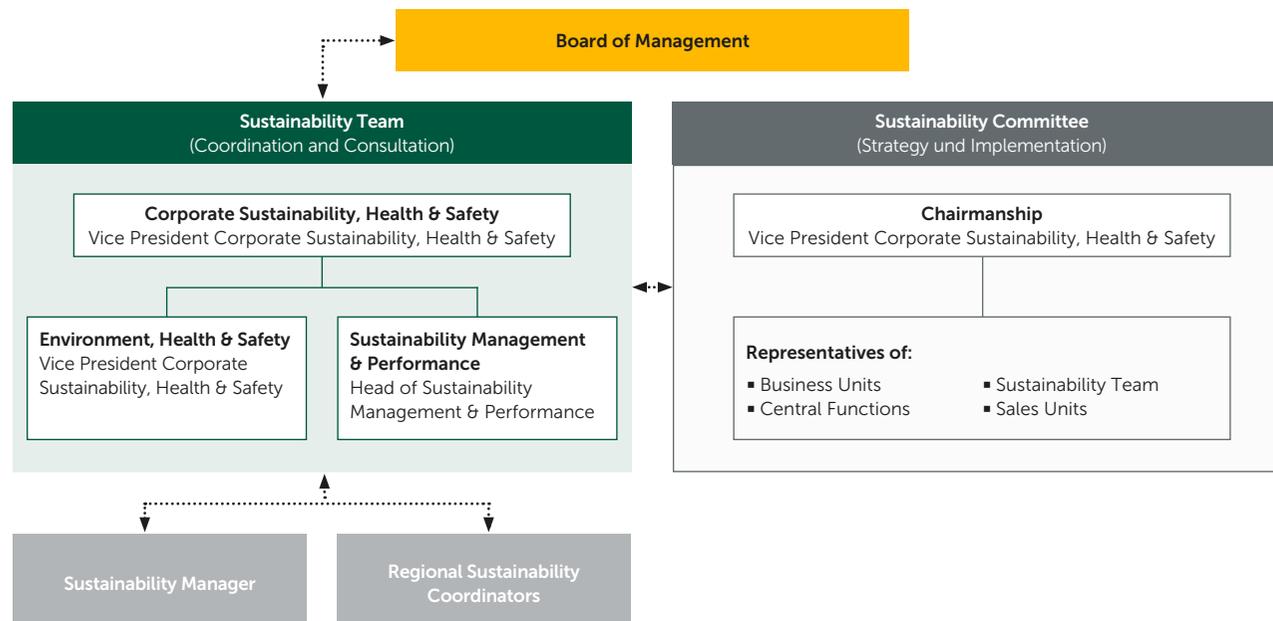
### Sustainability Committee

The Sustainability Committee was established in 2022, and it meets every quarter. It consists of representatives from central Group functions and areas, from the regional sales units and from the Sustainability Team. Material decisions, such as the final approval of the sustainability strategy targets, are the responsibility of the Board of Management and are ultimately approved by the Supervisory.

The committee’s central responsibilities include forwarding sustainability-related decisions and directives to the organisations, such as requests to implement programmes, initiatives and projects within the various Group divisions.

In light of the adoption of ethical targets, the newly established Human Rights Council is particularly important. Accordingly, it has been integrated into the Sustainability Committee.

### Sustainability organisation



### Material impacts, risks and opportunities arising from sustainability

#### Non-financial risks pursuant to Section 289c(3) Items 3 and 4 of the German Commercial Code (HGB)

Non-financial risks for Jungheinrich’s business operations are reviewed and evaluated as part of the regular risk management. The detailed risk and opportunity report [ page 75 ff. ] can be found in our combined management report. Pursuant to Section 289c(3) Items 3 and 4 of the German Commercial Code, no material risks with highly likely serious negative impacts in the aspects outlined in the CSR Directive Implementation Act were identified for business operations, business relationships, products or services. No reportable correlations with the figures in the consolidated financial statements were discovered.

## CLIMATE NEUTRALITY INITIATIVE

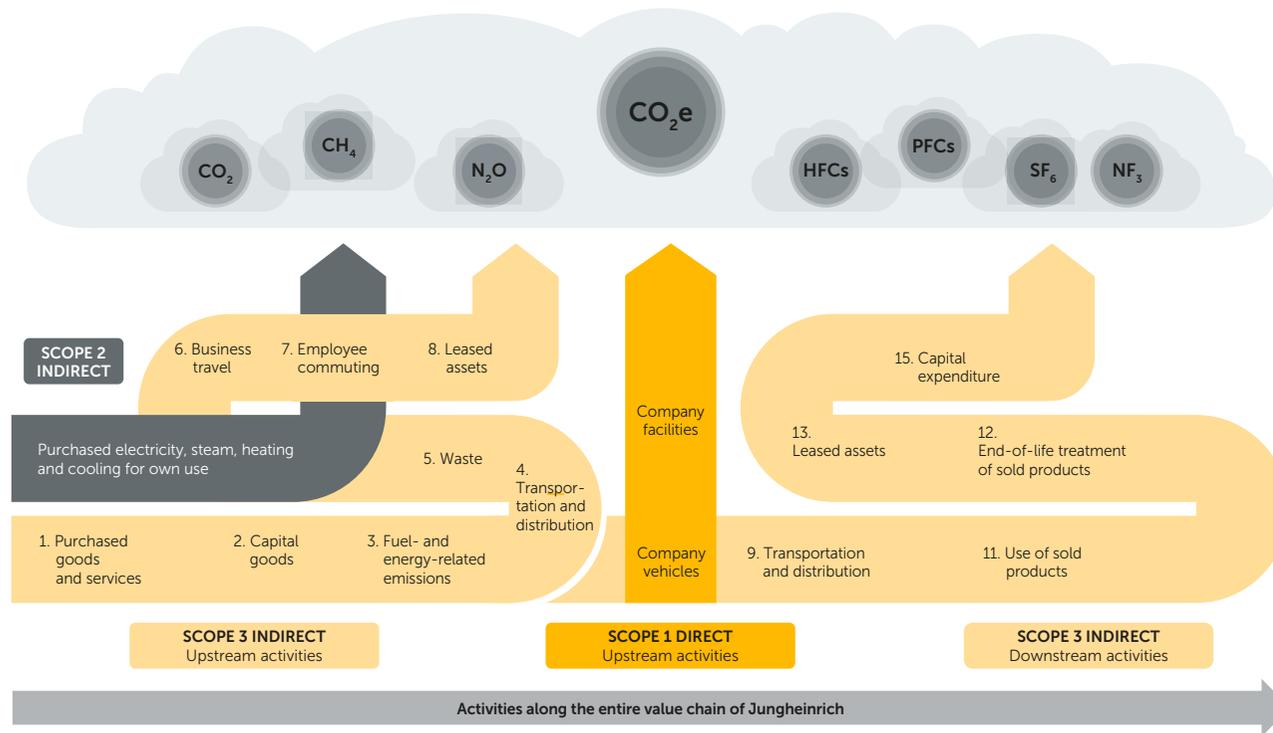
In the 2015 Paris Climate Agreement, 195 nations committed to restrict the man-made<sup>1</sup> global increase in temperatures to 1.5 degrees Celsius in comparison with pre-industrial levels.

In line with the SBTi requirements, Jungheinrich has committed itself to contributing to the attainment of the 1.5 degree target and to setting targets that will allow the company to

achieve net zero greenhouse gas emissions by 2050 at the latest. By 2040, we plan to introduce reduction and compensation measures within the value chain to achieve net zero greenhouse gas emissions in accordance with the requirements of The Climate Pledge. This commitment differs from SBTi in that there are no scientifically derived specifications regarding measures to reduce and compensate for emissions.

Jungheinrich is pursuing a multidimensional approach in order to achieve this target. On the one hand, the company will address the reduction and prevention of the greenhouse gases it is directly responsible for, as well as those originating in supply chains. On the other, Jungheinrich will offer climate-friendly products and services to customers in several industries, and thus also support its partners in reducing their greenhouse gas emissions, or to prevent them completely wherever possible.

### Greenhouse gas emissions in the Jungheinrich Group in accordance with GHGP



### Group-wide greenhouse gas balance forms the foundation for climate neutrality

The main foundation for meeting the net zero target and active climate management is knowledge regarding our own greenhouse gas balance. The Greenhouse Gas Protocol (GHGP) serves as the basis for determining Group-wide greenhouse gas emissions at Jungheinrich.

Jungheinrich uses the control approach to record greenhouse gas emissions. All companies in which Jungheinrich holds a voting and capital share of more than 50 per cent are accounted for separately. All other companies are accounted for as investments.

Greenhouse gas emissions are fully recorded in accordance with Scopes 1 to 3. Scope 1 includes all greenhouse gas emissions caused directly by Jungheinrich. Examples of central emissions that fall into this category are the consumption of natural gas, heating oil and diesel. Scope 2 covers all greenhouse gas emissions that Jungheinrich causes indirectly through the purchase of energy. Scope 3 covers all the greenhouse gas emissions, in 15 subcategories, that are created indirectly along the value chain (upstream and downstream). The graphic summarises the different emissions "scopes" used at Jungheinrich.

<sup>1</sup> Cf. IPCC (2021): Sixth IPCC Assessment Report. Working Group I Contribution: The Physical Science Basis.

### Jungheinrich's climate neutrality targets<sup>1</sup>

Jungheinrich has set itself the following interim targets for reaching the net zero target<sup>2</sup>:

- Net zero greenhouse gas emissions in Scopes 1 and 2 by 2030
- Net zero greenhouse gas emissions in the value chain (Scopes 1 to 3) by 2040 pursuant to The Climate Pledge commitments
- Set validated targets that will allow us to reach net zero greenhouse gas emissions as a company (in Scopes 1 to 3) by 2050, in accordance with SBTi

As an interim target to achieving CO<sub>2</sub>e-neutral business activities in Scope 1 and 2, Jungheinrich is aiming to reduce its direct and indirect greenhouse gas emissions in Scope 1 and 2 by around a quarter by 2025 (baseline: 2019).

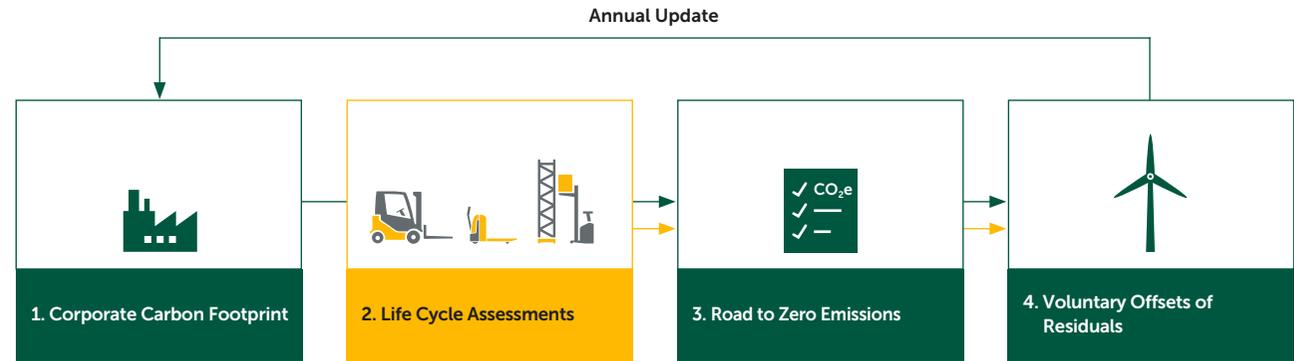
#### Climate management:

##### Achieving climate neutrality in four steps

Jungheinrich's climate management activities are aimed at achieving its net zero greenhouse gas emissions and are divided into four main steps:

**1 and 2:** Jungheinrich records greenhouse gas emissions that are damaging to the environment during the annual calculation of the corporate carbon footprint and the analysis of product life cycle assessments [page 24]. The correctness and completeness of the corporate carbon footprints for 2020 and 2021 were verified by the independent certification body TÜV Nord pursuant to DIN EN ISO 14064-3.

### Structure of climate management at Jungheinrich



**3:** The Group-wide road to zero emissions strategy is refined and constantly updated using this data. In addition to the main milestones and targets, it includes all the measures designed to systematically lower Jungheinrich's greenhouse gas emissions.

**4:** The remainder of unavoidable greenhouse gas emissions is compensated for in terms of volume through voluntary capital expenditure on climate protection projects.

Climate management activity is coordinated centrally at Jungheinrich, and implemented in close cooperation with all relevant departments and Group companies. A large proportion of the Group-wide greenhouse gas emissions are created in the value chain. In order to influence these greenhouse gas emissions, which are only indirectly caused by the company, Jungheinrich remains in close contact with customers, suppliers and other partners.

<sup>1</sup> The term "Climate neutrality" describes a state in which human activities have no net impact on the climate system. In addition to greenhouse gas emissions, such man-made impacts also include biogeophysical aspects, for example the contamination of soil and water, the consumption of raw materials or the loss of biodiversity. Achieving this state requires, among other things, that the remaining CO<sub>2</sub>e emissions be compensated. Jungheinrich pursues climate neutrality as its vision. The focus here is currently on achieving the target of net zero greenhouse gas emissions along the entire value chain.

<sup>2</sup> Jungheinrich understands this to mean balancing out emissions of the greenhouse gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HFCs, PFCs and NF<sub>3</sub>, which are listed in the Kyoto Protocol. Jungheinrich will achieve net zero greenhouse gas emissions by implementing all feasible measures to reduce CO<sub>2</sub>e emissions in the Group, the value chain and its own product portfolio. The remaining unavoidable CO<sub>2</sub>e emissions will be at least balanced out in terms of volume through capital expenditure on carefully selected climate protection projects.

### Corporate carbon footprint

Jungheinrich's corporate carbon footprint amounted to approximately 2,945.8 thousand tonnes of CO<sub>2</sub>e in 2022. Of this figure, 1.7 per cent were Scope 1 emissions, 0.3 per cent Scope 2 (market-based)<sup>1</sup> and 98.0 per cent Scope 3. The intensity of Jungheinrich's total greenhouse gas emissions<sup>2</sup> comes to 0.62 thousand tonnes of CO<sub>2</sub>e per million euros (2021: 0.62).

Greenhouse gas emissions in thousand tonnes of CO <sub>2</sub> e <sup>3</sup>	2022	2021	2020
Scope 1	51.2	55.7	52.5
Scope 2 market-based	7.8	9.3	22.9
Scope 2 location-based	26.7	24.6	25.1
Scope 3	2,886.8	2,555.9	2,066.8
Greenhouse gas emissions (Scopes 1 to 3)	2,945.8	2,620.9	2,142.2

The 37.5 per cent increase in greenhouse gas emissions in 2022 in comparison with 2020 is partially due to the positive development of the business and the end of coronavirus pandemic restrictions. In addition to travel and mobility restrictions, trade barriers were also reduced, for instance.

Scope 1 CO<sub>2</sub>e emissions declined by 8.1 per cent compared to 2021. This is partially due to sparing use of fossil fuels like heating oil and natural gas in the current energy crisis. The consistent reduction in Scope 2 (market-based) greenhouse gas emissions in comparison with 2020 was also achieved through the gradual transition to electricity from renewable energy sources in locations around the world.

The 12.9 per cent increase in Scope 3 CO<sub>2</sub>e emissions, both upstream and downstream, against 2021 is primarily due to Group growth.

### Road to zero emissions

The measures to reduce greenhouse gas emissions that Jungheinrich identifies, plans and implements based on the findings of the corporate carbon footprint and product life cycle assessments [ page 24 ] are largely guided by the GHGP emissions scopes [ image page 20 ].

In relation to Scope 1, these measures include switching the company's own vehicle fleet to electric drive systems or optimising production processes to reduce natural gas consumption, for example.

In relation to Scope 2, switching to electricity from renewable energy sources at its own company locations represents a major milestone for Jungheinrich. For German locations with their own electricity registrations, this was completed in 2021. The transition for all other locations worldwide — where electricity from renewable energy sources is available — should be completed as quickly as possible, and by 2030 at the latest. The Norderstedt production plant has also been using CO<sub>2</sub>e-neutral district heating since 2021. We have also been able to switch our German production plants largely to energy-saving LED lighting. Suitable locations worldwide also began having photovoltaic equipment installed in 2022.

Jungheinrich is also addressing the reduction of Scope 3 emissions. For instance, we are aiming to continuously reduce the energy consumption of material handling equipment (Scope 3.11) and to ensure that these products are designed with ease of disassembly in mind from the outset. By refining its requirements for eco design, Jungheinrich is also aiming to test the viability of circular economy or climate friendly alternative materials [ page 23 f. ]. Further measures along the entire value chain are continually being evaluated and systematically implemented.

### Voluntary compensation for unavoidable residual emissions

In order to reach its net zero target from 2030, Jungheinrich has decided to invest voluntarily in climate protection projects to compensate for unavoidable CO<sub>2</sub>e emissions.

In preparation for this, a comprehensive criteria catalogue was developed in 2022. In future, it will help to identify climate protection projects that satisfy commonly acknowledged quality standards and Jungheinrich's high standards for voluntary compensation. The main focus will be on the quality and efficacy of the climate protection projects and their connection to Jungheinrich. In addition, internal requirements were identified that enable a central system for implementing and managing compensation capital expenditure within the Group.

<sup>1</sup> Scope 2 emissions can be calculated using two methods: location-based and market-based. In the location-based method, energy consumption is calculated using average national emissions factors. In the market-based method, the CO<sub>2</sub>e emissions are calculated using the individual emissions factors of the company's own energy provider. This method is therefore more specific, and thus more relevant to Jungheinrich.

<sup>2</sup> The intensity of greenhouse gas emissions is calculated by dividing absolute greenhouse gas emissions by Group revenue. The scope of consolidation for Group revenue differs slightly from that of the corporate carbon footprint.

<sup>3</sup> The emissions factors used correspond to the standard sources (e.g. IEA, DEFRA, EPA). The key figures listed apply to all companies in which a share of more than 50 per cent is held by Jungheinrich. In some cases, the key figures are based on standard extrapolation logic. For example, some key figures were calculated pro rata using comparable companies or types of companies. Depending on the situation, information regarding full-time equivalents (FTE), revenue and/or surface area was used.

## ECO EFFICIENCY AND CIRCULAR ECONOMY INITIATIVE

Jungheinrich is aware of the impact on the environment and the limits of available resources as a result of increasing global demand for resources. The systematic improvement of the products' ecological efficiency and promoting circular economies are therefore of vital importance to Jungheinrich. The use and preservation of resources in a circular economy and the development of resource- and energy-efficient products also contribute on the way to climate neutrality [ page 20 ff. ].

The general scarcity of resources is increasing the necessity for a circular economy in which every single end product of a consumption or production process is the basis for other processes. Ideally, this results in no waste or emissions.

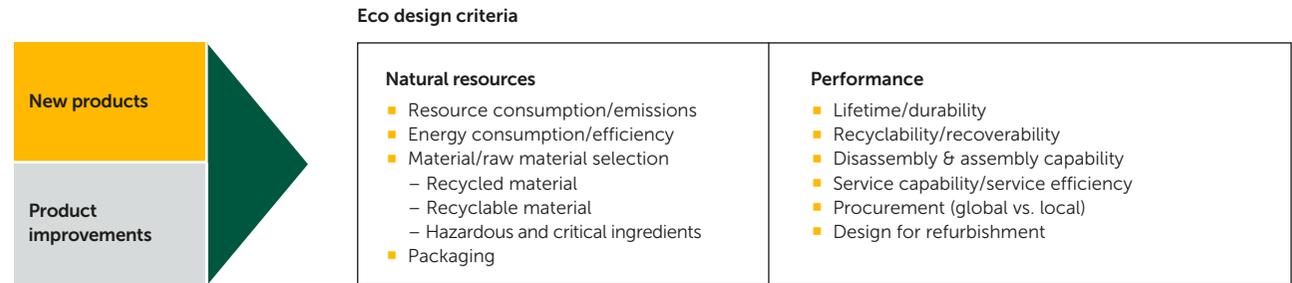
### Eco design and product life cycle assessment

#### 1. Eco design

Product design has an economic and ecological role to play as early as the development phase, as the largest share of the environmental impact of the product's life cycle is determined in this phase. Jungheinrich therefore takes into account the principles of circular economies and the environmental efficiency of new trucks using predetermined criteria for eco design.

Using environmental compatibility assessments, Jungheinrich can explore the potential to achieve energy and resource efficiency from the beginning of the product development process. Defined milestones in the product development process ensure that the various eco design criteria are recorded, evaluated and implemented. During the eco design process, both resource efficiency and performance are

### Eco design criteria in product development



considered. In future, the existing eco design guidelines will be expanded to include the aspects shown in the illustration, with input from the relevant departments.

The developmental design of new products is increasingly defined by requirements relating to critical substances. Jungheinrich ensures material compliance by taking the following criteria into consideration:

- Jungheinrich fulfils the relevant legal requirements, such as the REACH regulations<sup>1</sup> (Registration, Evaluation, Authorisation and Restriction of Chemicals) and the RoHS Directive<sup>2</sup> (Restriction of Hazardous Substances) and adheres to bans, restrictions and declaration obligations regarding regulated hazardous substances.
- The company wants to ensure that its products contain no substances that are criticised from a social or environmental point of view, even if they are not subject to any regulations.

- Jungheinrich requires suppliers to procure conflict-free materials.

As part of a comprehensive multi-stage material compliance project, which was launched in 2020, Jungheinrich is working on a central approach to cover legal and internal product development process requirements and to safeguard the procurement, availability and assessment of information. In this project, transparency regarding regulated substances is created by including the relevant suppliers of materials directly used in production. With this in mind, Jungheinrich is currently developing a centralised IT system to document the material compliance status of all its suppliers.

<sup>1</sup> REACH Regulation (EC) No. 1907/2006 is an EU chemicals regulation that came into force on 1 June 2007. REACH stands for Registration, Evaluation, Authorisation and Restriction of Chemicals.

<sup>2</sup> The RoHS Directive 2011/65/EU relates to restrictions on the use of certain hazardous substances in electrical and electronic equipment. It regulates the use and circulation of hazardous substances in electrical equipment and electronic devices.

Relevant regulations are listed in the supplier manual so that Jungheinrich communicates these requirements to suppliers at an early stage of the development process. This means the use of prohibited materials in supply chains can be ruled out and the procurement of restricted or hazardous substances avoided. For new suppliers, recognition of the requirements relating to material compliance has been systematically integrated into the supplier qualification process.

## 2. Product life cycle assessment

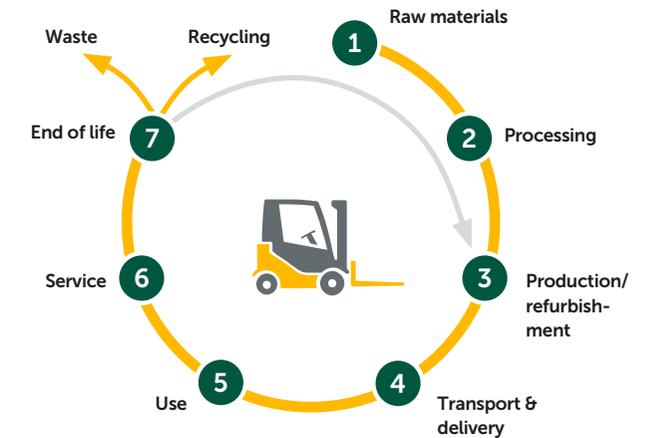
Jungheinrich has been working on improving its products' ecological efficiency for a number of years, and especially that of material handling equipment. The company uses product life cycle assessments to evaluate and measure how the performance of its products is progressing with regard to sustainability. These products are developed and constructed in accordance with criteria for eco design. Product life cycle assessments help Jungheinrich to implement future regulatory requirements. Jungheinrich also takes into consideration customers' interests in reviewing the sustainability performance of its products in this manner.

The company has been preparing product life cycle assessments<sup>1</sup> for a cross-section of its products since 2010. These products have been certified in accordance with DIN EN ISO 14040/14044. So far, the product life cycle assessments have focused specifically on CO<sub>2</sub>e efficiency in the manufacturing, deployment and refurbishment stages. By using these product life cycle assessments, Jungheinrich is able to depict a significant amount of the CO<sub>2</sub>e emissions associated with products and processes in a structured way. In 2022, Jungheinrich prepared product life cycle assessments with the greatest possible scope for the following products: a forklift truck (ETV 216i), two comparable batteries for material handling

equipment (lithium-ion and lead-acid) and a stacker crane. These product life cycle assessments were also performed and certified in accordance with the principles of DIN EN ISO 14040/14044. In addition to the inclusion of CO<sub>2</sub>e emissions, further relevant environmental factors shown in the infographic were included in the product life cycle assessment. The analysis was further intensified within the various life cycle phases of the products concerned (see following image "Life-cycle phases of the trucks"). Through the detailed analysis and evaluation of all product components and life phases from cradle to grave, Jungheinrich has been able to create transparency in its value chain and gain useful knowledge for future product developments.

The product life cycle assessments performed by Jungheinrich have shown that the majority of CO<sub>2</sub>e emissions for material handling equipment occur in the use phase, and that they are highly dependent on the battery used, which is the relevant drive technology. In this context, a comparable battery system was designed featuring a lithium-ion battery and a lead-acid battery, and compared in a product life cycle assessment.<sup>2</sup> This showed that lithium-ion batteries cause 20 per cent less CO<sub>2</sub>e emissions in the life phase reviewed in the comparison than the system with the lead-acid battery, while CO<sub>2</sub>e emissions in the use phase alone are reduced by around 15 per cent. This result confirms the relevance of Jungheinrich's target of achieving a target of ensuring that 70 per cent of material handling equipment is equipped with lithium-ion batteries by 2025. Jungheinrich's POWERLiNE series will make a decisive contribution to achieving this target. These series-produced trucks are fitted with an integrated lithium-ion battery and CO<sub>2</sub>e-neutral upon delivery by Jungheinrich to the customer.

Life cycle phases of the trucks



<sup>1</sup> Product life cycle assessments are today commonly referred to among specialists simply as life cycle assessments.

<sup>2</sup> The functional unit for this assessment was based on the average lifespan of the lithium-ion battery used in the ETV 216i truck (15,000 operating hours). Based on this functional unit, the comparable battery systems are defined as follows: a functional battery system with a lithium-ion battery and a functional battery systems with 2.3 lead-acid batteries.

### Establishing a circular economy

Switching to a circular economy within the company will require changes to both operations and products. Jungheinrich has developed a number of programmes to encourage a circular economy and to keep optimising it in the future, including:

- Truck rental models: Offering models for rental enables customers to use material handling equipment flexibly and in accordance with their needs, and helps preserve resources, while Jungheinrich retains ownership rights to the raw materials and materials.
- Used trucks: Jungheinrich has been refurbishing its own trucks at the refurbishment plant in Dresden since 2006. These trucks are then brought back to market under the brand name Jungstars. The demand for refurbished trucks as a climate- and resource-friendly alternative to new trucks has led to the opening of a second refurbishment plant in Ploiești, Romania, in 2022. In the same year, 5,588 Jungstar forklift trucks were refurbished (2021: 5,921). The high quality and design of the products enables an average recycling rate for material handling equipment of around 93 per cent. The share of replaced components that is recyclable is 6 per cent on average, meaning that around 99 per cent of a used truck can be returned to the circular economy. Through refurbishment, which saves raw materials and energy, Jungheinrich can extend the life cycle of material handling equipment and minimise the use of new parts.

- Optimised battery life cycles: The extension of battery life phases by refurbishing the battery or re-purposing it as stationary energy store is included among the optimisation fields. Lithium-ion batteries that have previously been used in a new truck are refurbished for use in a used truck by a partner company. Jungheinrich also provides batteries whose capacity is no longer sufficient for use in material handling equipment for installation in stationary energy stores, before they are recycled at the end of their useful life.

### Definition of environmental standards in the environmental and energy programme

In 2022, 12 Jungheinrich companies implemented and certified an environmental management system in line with ISO 14001, and another six companies implemented and certified an energy management system that complied with ISO 50001.

The principles of energy efficiency and waste prevention were implemented based on Jungheinrich's own environmental standards, which exceed local legal requirements in some cases. The options for local energy generation through renewable energy sources were examined for locations that consume significant amounts of energy.

The environmental and energy programme also covers the following topics:

- Water and effluent management
- Preserving biodiversity
- Hazardous substance management
- Waste and recycling management
- Energy management

### 1. Water and effluent management

The Group's environmental management system covers water-related environmental factors, environmental conditions and the associated risks and opportunities. Jungheinrich is committed to handling water efficiently in order to continually reduce water consumption and the volume of effluent produced. The company believes that solutions based on the circular economy are essential in this regard. The company operates facilities at all major locations to recycle the water used in production, and thus to promote circular economy solutions.

The Group's water withdrawal amounts to 315.2 megalitres<sup>1</sup>. Of this amount, 193.8 megalitres are drawn from ground water sources and 121.2 megalitres are drawn from third-party water sources, such as municipal water suppliers. The remaining 0.2 megalitres are drawn from surface water, seawater and produced water. The volume of water drawn from groundwater sources is primarily used in cooling systems at the Moosburg and Degernpoint plants. This water is used within, and returned to, a circular economy.

<sup>1</sup> As they are being reported for the first time in 2022, no key figures are provided for the previous year. These apply to the fully consolidated companies and are based on commonly-used extrapolation logic. For example, some values have been extrapolated for the whole of the year under review based on actual figures available for part of the year. Additionally, some key figures have been calculated pro rata using comparable companies or types of companies (share of around 1.5 per cent).

## 2. Preserving biodiversity

To support the biological diversity of ecosystems and agricultural systems Jungheinrich has launched a variety of initiatives at a local level in numerous countries, and encourages employees to take action in their own local areas. This action includes providing nesting aids and the conversion of grassy areas near buildings for wild bees and other insects at German locations, for instance. Supporting reforestation efforts in the rainforests of Brazil and implementing biodiversity measures in the implementation and planning for our new production plant buildings, such as a 1.5 hectare green space with native trees and bushes at our production plant in Czechia, are also part of our efforts to conserve biodiversity.

## 3. Hazardous substance management

The use of hazardous substances is currently unavoidable in order to develop, produce and operate material handling equipment. Due to their damaging impact on the environment and human health, handling hazardous substances requires adherence to strict regulatory requirements.

Jungheinrich has laid out which hazardous substances can be used in the Group. These hazardous substances are approved using a double-check principle as part of a predefined process involving experts from the Health and Safety and Environment divisions. Affected employees receive regular training on the correct handling of hazardous substances.

## 4. Waste and recycling management

Jungheinrich aims to continually increase its ability to recycle resources. The waste hierarchy principle applies in this regard, meaning prevention before recycling, recycling before disposal.

This has resulted in the following targets:

- No landfill waste from German plants by 2025.
- Landfill waste from global locations to be reduced by a third by 2025.
- No landfill waste to be created by internal work processes at locations in countries with established recycling systems by 2030.

In order to achieve the waste reduction and prevention targets, a national project team made up of members from various locations is working on introducing a central waste management system. One of their tasks is to perform a potential analysis with a view to increasing the transparency of value and waste flows, and to derive appropriate measures from this analysis.

The waste statistics show that the majority of waste is recycled and/or recovered. The statistics show that thermal recovery ranks second among the different methods of dealing with waste. The share of waste that is disposed of, which also includes landfill waste, has declined in comparison with the previous year, despite the expansion of the report's scope. This is due to disposal processes being changed at certain locations.

### Total amount of waste<sup>1,2</sup>

in tonnes	2022	2021	2020
Total hazardous waste	7,696	5,239	4,311
Recycling of materials	6,087	3,791	3,300
Thermal recovery	812	353	312
Disposal (including landfill)	797	1,095	699
Total non-hazardous waste	13,473	11,036	10,277
Recycling of materials	11,527	8,801	8,050
Thermal recovery	1,119	1,057	1,105
Disposal (including landfill)	827	1,178	1,122

<sup>1</sup> The key figures for 2020 and 2021 do not include all fully consolidated companies in line with the 2021 combined separate non-financial report, and therefore are only comparable with the figures for 2022 to a limited extent. For 2020 and 2021, the production plants in Norderstedt, Lüneburg, Moosburg, Degernpoint, Landsberg, Dresden and Qingpu (China), the spare parts centre in Kaltenkirchen, the Group headquarters in Hamburg, the IT office in Hamburg and the sales companies in Australia, Austria, Belgium, Brazil, Czechia, France, Germany, Italy, the Netherlands, Poland, Russia, Spain, Switzerland and the UK are included. Only locations with more than 50 employees are included.

<sup>2</sup> The 2022 figures apply to the fully consolidated companies and are based on commonly-used extrapolation logic. For example, some values have been extrapolated for the whole of the year under review based on actual figures available. Additionally, some key figures have been calculated pro rata using comparable companies or types of companies (share of around 4.2 per cent).

## 5. Energy management

Jungheinrich's efforts in the field of sustainable energy solutions, and specifically in terms of energy selection and procurement, have become more important as a result of the Russia-Ukraine war. Important factors in making efficient energy management decisions include increasing security of supply, optimising the economic utility of technical equipment, and increasing independence from price fluctuations and supply bottlenecks through the use of a decentralised energy supply. Jungheinrich has implemented energy management systems at relevant locations and stipulated that the use of electricity, either in the form of energy from renewables or green energy providers, or through capital expenditure in decentralised energy generation plants, will be consistently promoted. Another aim is to reduce energy consumption, including by implementing targeted savings measures or the use of efficient equipment and technical devices. Internal and external audits will be performed to ensure the continual improvement of energy management.

In the year under review, Jungheinrich's energy consumption amounted to 292,221 MWh<sup>1</sup> and was composed of the items listed in the table below. Measured against Group revenue, Jungheinrich's energy consumption corresponds to an energy intensity of 61.3 MWh/€ million.

### Energy consumption<sup>2,3</sup>

	2022	2021	2020
Natural gas in kWh <sup>4</sup>	52,099,655	50,393,583	44,536,444
Heating oil in kWh	1,346,004	1,514,197	1,724,908
Diesel in l	13,366,426	10,094,990	9,765,251
Petrol in l	2,815,367	450,141	226,717
Ethanol in l	75,457	48,365	52,571
LPG in kg	43,934	–	–
Public electricity in kWh	68,503,026	56,333,950	54,151,080
District heating in kWh	12,784,725	11,563,197	9,596,340

### EMPLOYEE INITIATIVE

As a Group with a presence around the world and around 20,000 employees in Germany and abroad, and despite the growth recorded in recent years, Jungheinrich has preserved its traditional values of being a family business. Our unique attitude towards leadership, based on the deep trust in our employees, has always characterised Jungheinrich.

Company founder Dr Friedrich Jungheinrich encouraged his employees to try out their suggestions and ideas, and to be active members of the company.

### Low staff turnover and long periods of employment

The labour market has faced challenges in the current decade due to demographic changes and the associated shortage of qualified staff. Jungheinrich's aim as an employer is to maintain the existing loyalty and identification with the Group felt by employees, and to recruit potential employees to the company.

The average period of employment of 9.8 years, and low staff turnover is evidence of the high level of stability the Group offers employees<sup>5,6,7,8</sup> (2021: 10.0 years). Global staff turnover stands at 6.6 per cent<sup>5,6,7,10,11</sup> (2021: 5.3 per cent). In absolute terms, this equates to 1,273 departures (2021: 970).

<sup>1</sup> The key figure provided is based on commonly-used conversion factors and does not include any self-generated renewable energy consumption.

<sup>2</sup> The key figures for 2020 and 2021 do not include all fully consolidated companies in line with the 2021 combined separate non-financial report, and therefore comparability with the figures for 2022 is restricted. They apply to the production plants in Norderstedt, Lüneburg, Moosburg, Degernpoint, Landsberg, Dresden and Qingpu (China), the spare parts centre in Kaltenkirchen, the Group headquarters in Hamburg, the IT office in Hamburg and the sales companies in Australia, Austria, Belgium, Brazil, Czechia, France, Germany, Italy, the Netherlands, Poland, Russia, Spain, Switzerland and the UK. Only locations with more than 50 employees are included.

<sup>3</sup> The key figures provided for 2022 cover all fully consolidated companies. The key figures are partially based on commonly-used extrapolation logic. For example, some values have been extrapolated for the full year based on actual figures available over the course of the year. In addition, some key figures have been calculated pro rata using comparable companies or types of companies (share of around 0.2 per cent).

<sup>4</sup> Including natural gas consumption for the production of electricity through the cogeneration unit in Degernpoint.

<sup>5</sup> Outside Germany, excluding MIAS USA, MIAS Holding Asia, JFS United Kingdom, JFS Spain and JFS Italy as these companies have fewer than 10 employees.

<sup>6</sup> Excluding New Zealand and the Chomutov plant, as these only became part of the Group in 2022.

<sup>7</sup> Number of employees, excluding temporary agency workers and trainees.

<sup>8</sup> As of 1 December 2022.

<sup>9</sup> Staff turnover refers to voluntary departures.

<sup>10</sup> Average number of employees excluding temporary agency workers, apprentices and trainees.

<sup>11</sup> As of 31 December 2022.

The increase in employee departures is due to the changes in the labour market previously described. Overall, the number of employees has increased by 704<sup>1,2</sup> in comparison with the previous year (2021: 1,000).

A number of measures help to keep employment stable, such as enrolling employees in personal development programmes and supporting work-life balance to the fullest extent possible. Flexible working-time models, company pensions and training all serve to increase employee loyalty and make Jungheinrich attractive to new recruits. The positive working atmosphere in the Group is a particular attraction. This includes a constructive feedback culture that is firmly established as part of the annual employee appraisal and promotes trust between managers and employees. The high proportion of employees of 97.9 per cent<sup>1,2</sup> (2021: 98.2 per cent) who have permanent employment contracts is evidence of the long-term nature of the Group's planning.

The Jungheinrich International Graduate (JIG) Programme pursues the aim of recruiting young talented individuals around the globe. Six German trainees joined the programme in spring 2022. In November, four more German trainees joined, along with two international trainees – one from Romania and one from Sweden – coming to a total number of twelve new trainees in 2022 (2021: 20).

#### Employees by region and gender

	FTE 2022 <sup>1,2</sup>	FTE 2021 <sup>1,2</sup>	Headcount female 2022 <sup>2,3,4,5</sup>	Headcount female 2021 <sup>2,3,4,5</sup>
Germany	8,251	7,995	1,587	1,522
France	1,242	1,204	273	265
Italy	1,113	1,099	287	283
United Kingdom	781	781	131	123
Poland	618	597	145	140
Spain	533	520	127	128
Rest of Europe	4,482	4,327	916	859
China	919	877	219	213
Other countries	1,868	1,703	367	343
<b>Total</b>	<b>19,807</b>	<b>19,103</b>	<b>4,052</b>	<b>3,876</b>

#### Fair working conditions and promoting occupational health and safety

Jungheinrich has adopted a number of measures to achieve its overarching target of preserving and furthering employees' health and satisfaction. The employee health ratio reached 96.5 per cent across the Group in 2022<sup>3,4,5,6</sup> (2021: 95.9 per cent).

Following the outbreak of the coronavirus pandemic, working conditions became much more flexible, with the switch to working from home and hybrid working models. Jungheinrich implemented the following measures in this regard in 2022:

- Amending employment contracts to allow employees in suitable positions to work remotely on a long-term basis for up to 50 per cent of their contracted hours.
- Providing operational equipment for remote working, such as height-adjustable desks and office chairs.

- Equipping meeting rooms with hardware to facilitate hybrid meetings, allowing virtual collaboration.

The Group's current measures designed to encourage employees to take responsibility for a healthy lifestyle include:

- Ergonomically equipped workspaces, including for staff working at home
- Subsidised occupational health check-ups
- Vaccination advice, and checking circulation and mobility
- Company sports programmes, dependent on location
- Regular health awareness days, each on a specific topic, and expert advice on fitness and health issues, all delivered decentrally
- Access to the "Balloon" app, which features a growing library of audio meditations on topics such as stress, sleep, calm and happiness
- Promoting mental health by adding mindfulness to the range of training available
- Continuing our series of "Yes I Care" workshops for managers to raise awareness of employee health issues

Jungheinrich is currently working on expanding the range of health services it offers to employees.

<sup>1</sup> Employees in FTE, including temporary employees and apprentices, excluding temporary agency workers and trainees.

<sup>2</sup> Reporting date 1 December 2022.

<sup>3</sup> Outside Germany, excluding MIAS USA, MIAS Holding Asia, JFS United Kingdom, JFS Spain and JFS Italy as these companies have fewer than 10 employees.

<sup>4</sup> Excluding New Zealand and the Chomutov plant as these only became part of the Jungheinrich Group in the course of 2022.

<sup>5</sup> Number of employees excluding temporary agency workers and trainees.

<sup>6</sup> As of 31 December 2022.

## Occupational safety

Protecting employees' health is Jungheinrich's top priority. Employees are — not least from a sustainability point of view — the prerequisite for securing the company's ability to deliver, and form the foundation of the company's success.

Jungheinrich has drawn up central programmes and processes in the field of safety and health management. For example, safety inspections, hazard assessments, training, and occupational health and safety guidelines have been integrated into workflows, and health and safety tools and reporting structures have been harmonised. Occupational health and safety training, which is also available in electronic formats, is performed annually at Jungheinrich by all senior executives. In addition, e-learning offerings support employees in implementing occupational safety targets.

With the aim of continually and holistically optimising working conditions, more in-depth training, particularly with regards to conditions in the workplace, is coordinated at relevant individual locations. This training includes training safety officers, first aiders, and fire safety and evacuation assistants.

A project was launched in 2022 to develop a health and safety training concept that is not location dependent and that is to be implemented globally in the medium-term. This also contributes to anchoring sustainability in the company culture even more firmly.

Jungheinrich is striving to prevent serious accidents in the long term and minimise the average time lost, including by conducting systematic analyses of accidents and their causes. Safety-relevant incidents are also taken into consideration as part of this analysis. Health and safety monitoring pursues a preventive approach, based on (near-miss) accidents and the active reporting of relevant incidents.

The company's zero-accident target, known as Vision Zero, requires the input of all Group employees, including trainees and apprentices, dual-studies students and temporary employees, to continually reinforce the principles of health and safety at work.

The measures listed above contributed to increased occupational safety in 2022.

- The LTIR in 2022 was 13.8<sup>1,2,3,4,5</sup> (2021: 14.8). The aim is to lower LTIR to 12.5 by 2025.
- There were a total of 471 accidents in the workplace throughout the Group in the year under review<sup>1,2,3,4</sup> (2021: 464).
- Each accident in the workplace resulted in an average of 15.2 lost days<sup>1,2,3,4</sup> (2021: 17.3).

Its duties relating to the environment, health & safety (EHS) are among the Jungheinrich Group's top priorities. The planned establishment of standardised responsibilities and tasks, the formation of an EHS steering committee, the digitalisation of EHS processes and the plan to combine the topics of occupational safety, environmental protection and energy in EHS teams by 2025 emphasise this commitment. Another target the company is striving to achieve is to combine the documents and processes that have already been drawn up into occupational safety management systems in accordance with DIN ISO 45001.

## Employee personal development through a comprehensive range of training

Jungheinrich supports employee personal development with a comprehensive and, in some cases, cross-functional range of training, for instance:

- The Jungheinrich Academy enables employees to gain needs-based qualifications through both online e-training courses and on-site training courses. Jungheinrich's specific sales and additional training needs are fulfilled worldwide in its own training centres. The comprehensive catalogue of specialist training courses also includes finance, IT and production training courses as well as personal development measures.
- A total of 6,688 employees took part in on-site training courses and attended training courses in virtual classrooms in 2022 (2021: 9,465 participants).
- The range of training on offer is complemented by Jungheinrich CAMPUS, an internal learning management portal that features learning content in modular and digital training formats.
- During annual appraisals, one of the agreements employees reach with their managers is regarding development measures to ensure their employability and promote their personal development.

<sup>1</sup> Employees, including temporary employees, apprentices, temporary agency workers, trainees and working students. Employees excluding employees on parental leave, partial retirement (passive phase) and employees that have been signed off as unfit for work.

<sup>2</sup> Outside Germany, excluding MIAS USA, JFS United Kingdom, JFS Spain and JFS Italy as these companies have fewer than 10 employees.

<sup>3</sup> Excluding New Zealand and the Chomutov plant, as these only became part of the Jungheinrich Group in the course of 2022.

<sup>4</sup> Accidents in the workplace with at least one lost day.

<sup>5</sup> The LTIR is measured in terms of the frequency of accidents at work resulting in at least one lost day per million hours worked. The calculation methodology was refined in 2022 so that, if they are available, the actual hours worked are used as the basis for calculating the LTIR. If they are not available, target working hours per average FTE headcount are used instead.

<sup>6</sup> Number of Jungheinrich Academy training participants, including Corporate HR Development.

Training managers and personnel developers provide employees with advice on their professional development needs so that they can secure long-term learning success with the support of their managers.

### Equal opportunity and diversity form the foundation of the company's success

For Jungheinrich, diversity in the workforce is fundamental to the company's success. Diversity allows for different points of view, ideas and solutions to be heard in teams and as part of collaboration between individuals in an open and tolerant atmosphere. It is important to Jungheinrich that all employees receive comparable salaries that are appropriate to their position and in line with the market. Compliance with minimum pay regulations is mandatory.

Within Germany, the Jungheinrich Group employs people from 76 (2021: 71) countries, all with different cultural and religious backgrounds. The Jungheinrich workforce naturally also includes people with disabilities. The average employee age in the Group is 41.5 years<sup>1,2,3,4</sup> (2021: 41.5 years).

The company's international outlook reinforces the importance of anchoring the common values of all Jungheinrich locations internationally. Therefore, we regularly send senior executives from Group headquarters to our companies abroad. Our long-term goal is to fill senior management level posts in our companies outside Germany with local managers, as they are more familiar with the local conditions and the national culture.

In light of the increased drive towards internationalisation, Jungheinrich has set itself the target of expanding the share of non-German managers in the Group workforce as part of Strategy 2025+. In 2022, 86.6 per cent of managers outside Germany were natives of the country they were working in (2021: 86.1 per cent).

The share of female employees at the Jungheinrich Group came to 20.5 per cent worldwide in 2022<sup>1,2,3,4</sup> (2021: 20.5 per cent) and decreased to 19.4 per cent in Germany (2021: 19.5 per cent). Nevertheless, this figure still exceeds the most recent comparison figure for the German mechanical engineering sector of 17.0 per cent<sup>5</sup>. The share of women on the Board of Management remains constant compared to the previous year, at 25 per cent, while the Supervisory Board has a 41.7 per cent share of female members (2021: 33.3 per cent). The share of women in management positions was 15.3 per cent in the year under review (2021: 16.1 per cent). According to the target we have set ourselves in the 2025+ corporate strategy, this should come to 20 per cent.

### SOCIAL INITIATIVE

In the 2025+ corporate strategy, Jungheinrich has set itself the target of creating sustainable value. This includes assuming social responsibility as a company. The focus is on promoting initiatives that are in harmony with the company's values and that, in addition to financial support or donations in kind, need intralogistics expertise. Jungheinrich will be concentrating primarily on long-term cooperation and projects concerned with humanitarian emergency relief and education.

- The Group has maintained a partnership with the German medical aid organisation **action medeor e.V.** for ten years now. The organisation is committed to sustainably improving the health of people living in the world's poorest regions. In addition to donating money and supplies, Jungheinrich also provides its expertise in intralogistics. With Jungheinrich's support, the organisation has been able to establish multiple drug storage facilities in Tanzania and Malawi, and has expanded its storage facilities at the action medeor headquarters in Tönisvorst, Germany. One

project to which Jungheinrich's financial aid contributed in 2022 was a project for the procurement of laboratory equipment for reagents, also in Tanzania. Another existing project that the company supported was a project to promote mother and child health in the Democratic Republic of the Congo.

- In addition, Jungheinrich employees regularly collect donations for action medeor as part of the company's internal "Donate your Pennies" campaign. Since the launch of this campaign, participating employees have donated the change behind the decimal point from their monthly pay and thereby supported projects, chosen every year, to the tune of more than €260 thousand. In the year under review, the money raised through this campaign primarily provided humanitarian aid for those affected by the Russia-Ukraine war. Other sums from the money raised went to reconstruction projects following an earthquake in Haiti and the training of healthcare professionals in the Democratic Republic of the Congo.
- Jungheinrich has also been working with ARCHE – Christliches Kinder- und Jugendwerk (a Christian charity for children and youths based in Hamburg) for a full decade. The charity's objective is to improve the learning opportunities and quality of life of children and youths in the local area. Jungheinrich regularly provides financial donations and donations in kind, and its employees also contribute through voluntary work, such as at the summer festival in June 2022.

<sup>1</sup> Number of employees, excluding temporary agency workers, apprentices and trainees.

<sup>2</sup> Outside Germany, excluding MIAS USA, MIAS Holding Asia, JFS United Kingdom, JFS Spain and JFS Italy as these companies have fewer than 10 employees.

<sup>3</sup> Excluding New Zealand and the Chomutov plant, as these only became part of the Jungheinrich Group in the course of 2022.

<sup>4</sup> As of 1 December 2022.

<sup>5</sup> Source: Federal Employment Agency, German Engineering Association (VDMA); as of 31 December 2021.

In addition to its long-term partnerships, Jungheinrich also provides support in extraordinary, unforeseeable emergency situations. In 2022 the company provided help to people affected by the Russia-Ukraine war in particular.

This included:

- A financial donation to Germany's Relief Coalition ("Aktion Deutschland Hilft") of €100 thousand of immediate aid, as well as donating to local aid organisations in countries bordering Ukraine to support refugees.
- Organising a central donation and solidarity campaign known as "One Yellow Team", consisting of:
  - Providing direct help from employees for colleagues who had fled Ukraine, in the form of help finding accommodation and providing transport, food and basic everyday necessities.
  - An ongoing donation campaign in which Jungheinrich employees donate money to charities of their choice, through which over €150 thousand has been collected so far. Jungheinrich then supports more organisations by doubling the amount donated.
- Participating in local charity events, such as the "Pact for Solidarity and the Future" between Hamburg and Kyiv, or making donations in kind, such as a forklift truck for the German Red Cross in Hamburg.

Besides the donation activities initiated centrally in the Group, local Group units around the world are also involved in a variety of initiatives. Here are few examples:

- Jungheinrich Brazil — tree planting campaign  
In light of the heavy use of IC engine-powered forklift trucks in Brazilian companies, Jungheinrich Brazil plants 20 trees for every electric forklift that replaces an IC engine-powered truck. Jungheinrich customers also have the chance to get involved with this project. 7,740 trees have been planted since the project was launched in 2021.
- Jungheinrich France — employees' voluntary work  
Jungheinrich France has been working with the charity "Les Restos du Cœur" ("Restaurants of the heart") for several years, an initiative for which employees can volunteer their time and for which they are granted one day off a year. Other examples include participation in the national food collection scheme (Collecte Nationale Alimentaire) for disadvantaged people, or campaigns such as "A Christmas present" which funds Christmas presents for children from disadvantaged families.
- Jungheinrich Singapore — truck donation  
The sales company in Singapore donated towards the cost of an EFG 320 electric forklift truck for "Willing Hearts". "Willing Hearts" is a local non-profit organisation that is primarily run by volunteers and focusses on providing meals for underprivileged population groups. The truck will make this organisation's work easier.

## GOVERNANCE INITIATIVE

Jungheinrich believes in value-orientated governance. The aim is to make decisions and conduct operations efficiently, responsibly, sustainably and with a view to long-term corporate success. The company's understanding of corporate governance is orientated towards the regulatory frameworks relevant to the company and to best practices, including the German Corporate Governance Code. This represents an important guideline for both inwardly and outwardly orientated corporate governance.

In addition to the company's quest to create value as a family-owned business, the foundations of Jungheinrich's entrepreneurial activity also include the clear and balanced distribution of tasks, rights and responsibilities, open internal and external corporate communications and responsible risk management. Accordingly, suitable and effective internal control and risk management systems, including a compliance management system (CMS), occupy a key role in corporate governance.

Responsible business practices apply to Jungheinrich's entire value chain and especially include the company's procurement processes. This serves to ensure that Jungheinrich's customers, suppliers, employees, shareholders and all other stakeholders perceive and respect us as a reliable partner.

Further details regarding corporate governance at Jungheinrich, such as the remuneration of the Board of Management and Supervisory Board and more information about the nomination and selection of the Supervisory Board and its committees, are published on the company's website [www.jungheinrich.com/en/investor-relations/corporate-governance](http://www.jungheinrich.com/en/investor-relations/corporate-governance).

### Compliance with clearly defined responsibilities

Compliance ensures adherence to statutory regulations and internal guidelines and rules within a systematic structure. Jungheinrich's CMS, which sets out clear responsibilities for all locations covers all organisational structures and processes, which are themselves continually adapted to take account of new developments.

It requires correct behaviour and integrity from the workforce in everyday business, based on the principle "Prevent. Discover. React". This principle corresponds to the aspects of preventing violations and risks in the company, keeping communication channels open in case of suspected or actual violations, and fair and confidential processing of incidents both before and after the event.

Jungheinrich has acted in accordance with these compliance principles for many years, meaning no significant official investigations resulting in fines have been launched against the company and its executive bodies. Over the 2022 and 2023 financial years, the Corporate Compliance, Audit & Data Protection division will undergo an external quality control audit performed by an external auditor. The aim is to ensure

that the processes and structures at Jungheinrich continue to fulfil the growing regulatory requirements. In addition, the Jungheinrich AG Supervisory Board is regularly informed of compliance-relevant issues.

Various tools and measures for handling Group rules and regulations are at the core of the CMS, including:

- A consistent Code of Conduct that is binding for all employees, the Board of Management and the Supervisory Board.
- Clear reporting channels, for instance via Jungheinrich's compliance portal OpenLine.
- Group-wide compliance trainings for all employees, including members of the Board of Management.
- Ongoing audits performed by the Corporate Compliance Audit & Data Protection division.
- Compliance along the value chain, which also extends to external suppliers and sales partners.

#### 1. Consistent Code of Conduct

Jungheinrich makes all obligatory rules, guidelines and standards available centrally to all employees. This includes the Group guidelines, which lay out all compliance-relevant issues, detailing responsibilities, processes, structures and the co-applicable documents and rules. The guidelines also outline the procedure for suspected or actual breaches of legal requirements and internal rules. The guidelines were substantially revised in the year under review, working together with the affected divisions, before being adopted by the Board of Management and communicated to all Group units.

These guidelines include a Code of Conduct, which is applicable throughout the company and requires all employees to observe legal regulations and standards. The Code covers ten different compliance topics:

- Avoiding conflicts of interest
- Dealing with external business partners
- Avoiding bribery and corruption
- Antitrust regulations
- The environment
- Data protection and information security
- Confidentiality and non-disclosure
- Human resources compliance
- Financial compliance
- Capital market compliance

How to handle donations and sponsorship is also relevant when it comes to compliance. Jungheinrich is committed to transparency when it comes allocating funds, as well as to ensuring all funds are correctly authorised and accounted for. In this context it has also been determined that the company will not support any political parties or projects, or any organisations or persons with a political background.

In order to comply with local and international laws, Jungheinrich does not tolerate any arranged or inappropriate structures for tax avoidance within its sphere of responsibility. Finally, the company applies the arm's-length principle, which requires that Group companies act as they would if they were they doing business with third-parties. This means they must comply with local transfer-price regulations. In line with this principle, taxes are paid in the country in which Jungheinrich has generated the earnings.

Complying with privacy rights and protecting company secrets are of fundamental importance to Jungheinrich. We have guidelines in place to ensure that protection standards are maintained and legal regulations, in particular the EU General Data Protection Regulation (GDPR), are observed when handling personal data. In addition, responsibilities have been regulated and a Group Data Protection Officer appointed to ensure our standards are met.

Active participation in standardisation processes and associations is important to Jungheinrich, as standards provide legal security, facilitate exports and ensure fair competition. Sustainable practical standards, developed together with other stakeholders, for example from the fields of occupational safety and sustainability, promote innovation through sustainable product optimisation. Standardisation processes create an important basis for increasing Jungheinrich products' safety and reliability even further.

Taking these aspects into consideration, Jungheinrich actively participates in these processes by sending experts to the standardisation and association process committees. These committees include:

- DIN standardisation committees (German Institute for Standardisation), European standardisation bodies (CEN/CENELEC), and bodies of the globally active International Organization of Standardization (ISO).
- Verein Deutscher Ingenieure (VDI – Association of German Engineers), which creates guidelines for the use of material handling equipment and intralogistics systems.
- Verband Deutscher Maschinen- und Anlagenbau (VDMA – Mechanical Engineering Industry Association) and European Materials Handling Federation (FEM) committees, which is involved with the creation of practice-oriented European guidelines and regulations.

Jungheinrich also observes competition law regulations when participating in standardisation processes and associations.

## 2. Clear reporting channels for violations

Reports relating to compliance issues or suspected violations are made using a firmly defined, clearly communicated and globally applicable procedure. The Jungheinrich OpenLine portal, created in the CMS in 2017, has been added to the existing established reporting channels of reporting to a direct supervisor, the local compliance officer and the central compliance team. Unresolved questions and violations can be discussed or reported personally or anonymously via the portal. The portal has also been available on the Jungheinrich website for external notifications since 2019 [www.whistle-blow.org/JungheinrichAG/](http://www.whistle-blow.org/JungheinrichAG/). Other languages are being added to the existing reporting channels within the company in order to meet upcoming legal requirements.

In light of public awareness and rising legal requirements for whistleblowing, as well as our corporate due diligence obligations within our supply chains, Jungheinrich began evaluating existing notification options for tip-offs and complaints and examining development possibilities in 2021. One result of this examination is the expansion of the available languages on Jungheinrich OpenLine in the current financial year. This is in order to reflect the variety of languages spoken within the Group, but also for the benefit of the international group of employees, customers and suppliers. This will improve and develop access to reporting compliance violations for employees and third parties, and eliminate language barriers.

## 3. Group-wide compliance training

To encourage proper and appropriate conduct amongst our employees, Corporate Compliance, Audit & Data Protection holds training courses for employees on site. In the 2022 financial year, there were 24 compliance briefings (2021: 25). In addition to on-site events, Jungheinrich has also made various compliance e-learning modules available through the Jungheinrich learning platform "CAMPUS". The course content includes competition law, data protection, anti-corruption, information security and the Jungheinrich Code of Conduct. The aim is to continuously expand the training approach and ensure training success.

Basic compliance trainings were rolled out as mandatory training courses in 2021 and 2022 to all employees who have access to Jungheinrich CAMPUS. As an alternative option, needs-based training documents were made available for on-site training. These measures will ensure that the full workforce is aware of the Group's compliance principles. In this way, the Group provides information regarding particularly relevant issues such as anti-corruption, data protection and antitrust, for instance. Finally, more in-depth informational events on topics relevant to specific locations are held at individual production plants and sales locations. Business partners, who are obliged to adhere to the compliance regulations, have also had access to the relevant training through Jungheinrich CAMPUS since 2019.

#### 4. Ongoing audits

To ensure that the processes during and after the reporting of suspected violations of legal or internal requirements are handled in a fair and confidential manner, they are first appraised by the Chief Compliance Officer and the Head of the Corporate Compliance, Audit & Data Protection division. Further steps are taken if necessary, such as receipt audits, interviews and disciplinary measures. Over the course of the reporting year, there were no reports of any incidents which, following an internal investigation, would have to have been classified as significant cases of corruption (2021: 0).

In order to prevent corruption, all Jungheinrich locations are audited by Corporate Compliance, Audit & Data Protection for risk indicators on a revolving basis. A standard part of the process is checking documents and financial transactions, as well as the corresponding internal controls. The way donations and sponsorship are handled within the Group is also regularly examined.

In 2022, the pandemic-related restrictions of the previous years were lifted. This means the standard audit plan has been back in place since the middle of the year, with some of the audits being performed digitally or in hybrid form. In the 2022 reporting year, 20 audits were conducted (2021: 5).

The appropriate documentation and traceability of the audits performed is an important part of the processes in terms of compliance reporting and fulfils the regulatory requirements.

#### 5. Compliance along the value chain

Jungheinrich also expects the same high compliance and data protection standards from its external suppliers and sales partners. The Group expects them to behave ethically and apply the same high standards as Jungheinrich does. This includes guaranteeing the basic principles of free and fair competition, ensuring data is protected, and preventing corruption. Suppliers' compliance and standards in terms of the environment and labour rights and working conditions are laid out in the Supplier Code of Conduct. In 2022, Jungheinrich moved on a process of adapting the supplier framework agreement and having its compliance with applicable laws and regulations confirmed [ page 35 f. ].

##### Respecting human rights

Jungheinrich is firmly committed to respecting human rights. Human rights due diligence obligations are established both within the business processes at Jungheinrich's own locations and within the supply chains. In determining the nature of its obligations the company follows international guidelines and standards such as the UN Human Rights Charter, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Business and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In accordance with these guidelines, Jungheinrich obliges its employees, customers and business partners worldwide to act in a responsible, ethical and legal manner.

In practice, this means, for instance:

- The prohibition of child labour
- The prohibition of forced labour and slavery
- Ensuring occupational safety
- The freedom to form coalitions in trade unions and employers' associations

- The prohibition of unequal treatment in employment relationships
- Fair working conditions and working hours and the payment of appropriate wages
- Preventing environmental risks and prohibiting any activity that affects human populations through environmental changes
- Making demands on private and state security forces
- The prohibition of forced evictions and expropriation of natural resources
- Respecting the right to data protection and privacy

In 2021, the Group published the Jungheinrich Code of Human Rights and Occupational Health and Safety. In conjunction with this, the Group also began implementing the requirements of the LkSG and adapting existing processes in the past financial year. These activities related to the following measures:

- Appointing a Human Rights Officer and internal human rights experts, along with establishing a Human Rights Council
- Performing risk analyses in the Group's own business and for supply chains
- Drafting preventive and remedial measures in case of (potential) human rights violations
- Setting up an established, ready-to-use complaints procedure for (potential) human rights violations and environmental risks
- Establishing internal guidelines to lay out responsibilities and tasks for all aspects relating to human rights

In the coming financial years, Jungheinrich will implement further measures relating to its human rights due diligence obligations, including:

- Annual publication of a Jungheinrich Human Rights Declaration, which will outline the priority of risks and the approach to managing them
- Expanding and embedding the management approach
- Checking the efficacy of the measures and procedures introduced
- Creating a global organisational structure in the Group to implement the measures
- Training Group employees, customers and business partners to raise awareness regarding human rights and how to handle human rights issues in business practices

Jungheinrich sees fulfilling its human rights due diligence obligations as an ongoing process. Regulatory developments, such as the LkSG and the planned EU Directive on human rights due diligence obligations will therefore be translated into appropriate internal measures.

### Establishing sustainable procurement

Sustainable procurement is an integral part of the sustainability strategy. Including suppliers within the framework of a holistic and proactive supplier management process is of vital importance, and also constitutes an important contribution to ensuring stability of supply. This was shown clearly in the past financial year, as production interruptions were largely avoided at Jungheinrich, despite the coronavirus pandemic, gas shortages and supply chain bottlenecks for electronic components resulting from China's zero-COVID strategy.

Carefully selecting suppliers that share Jungheinrich's attitude to sustainability, and that support the company in establishing sustainable products and its positioning as a sustainable business, is a basic prerequisite of our supplier management. Before a company becomes a Jungheinrich supplier, it has to meet approval criteria that are consistent throughout the entire Group. The most important pillars here are the internally developed Supplier Code of Conduct, the supplier manual, and the sustainability self-assessment described below. The supplier manual was adapted in 2022 to reflect new requirements, and clarified for the suppliers in practical terms.

The task of establishing sustainable procurement in internal processes, organisation and with suppliers was continued in 2022. New requirements arising from the LkSG were integrated into Jungheinrich processes, for instance. Jungheinrich also expanded the existing sustainable procurement management system in 2022 and created the necessary organisational conditions for it.

As a rule, both existing and new suppliers are risk-classified with regard to environmental, economic and social criteria. Depending on the supplier risk category, measures are drawn up ranging from acceptance of the Supplier Code of Conduct referred to above to the performance of sustainability self-assessments and internal or external audits. The Group supply chain risk analysis, created in 2019, was revised in 2022 and important risk factors were added, particularly those focused on strengthening the attention paid to human rights. By using a differentiated classification drawn from the supply chain risk analysis, Jungheinrich is able to concentrate on the key

suppliers. This means that they are relevant for the Group's sustainability due to the size of their revenue and/or the potential risks associated with them. This analysis provides the basis for the Sustainable spend key figure mentioned below. The supply chain risk analysis concept was also introduced at the subsidiaries MIAS Group and Profishop in 2022.

In order to increase key-supplier transparency, they undergo a sustainability self-assessment, which is carried out with the support of the Integrity Next platform <sup>7</sup> [www.integritynext.com](http://www.integritynext.com). Currently, more than 700 of the approximately 1,500 key suppliers are participating in the sustainability self-assessment.<sup>1</sup> The number of participating suppliers currently equates to more than 75 per cent of global purchasing volume.

The sustainability self-assessment comprises the following topics:

- Anti-corruption and anti-bribery
- Occupational safety
- Energy management
- Conflicts of interest
- Human and labour rights
- Environmental protection
- Responsibility in the supply chains

The results are analysed and evaluated by internal experts. Based on this analysis, further measures may be agreed upon with the suppliers and the departments responsible.

<sup>1</sup> Due to changes in business relationships, these figures are only a snapshot at a given point in time; they may fluctuate over time.

Jungheinrich introduced the Sustainable spend key figure for the first time in 2021. The basis for calculating this figure is the evaluations from the sustainability self-assessment, conducted using Integrity Next. A supplier is deemed to be sustainable if it is classified as in conformity according to the Integrity Next rating system. The aim is to have at least 80 per cent of relevant purchasing volume qualifying as Sustainable spend by 2025. In 2022, this figure stood at approximately 70 per cent.

In the near future, the primary focus of sustainable procurement will be on the following measures:

- Training courses and raising awareness of sustainability issues for purchasers, along with supplier training
- Analysing risks with regard to direct suppliers and the development of suitable risk minimisation strategies
- Expanding the analyses and evaluation of the Integrity Next assessments, along with increased use of goods-group-specific evaluations and physical audits
- Focussing on the contribution made in supply chains to reducing CO<sub>2</sub>e across the Group

## **SUSTAINABLE BUSINESS MODELS, PRODUCTS AND SERVICES INITIATIVE**

Jungheinrich sees sustainability as both an obligation and an opportunity. Our sustainable orientation releases potential to increase the company's innovativeness, expand the portfolio of solutions and create competitive advantages, for example. Sustainable business models, products and services are an important driver for Jungheinrich, as they support customers in achieving their climate and other sustainability targets and contribute to customer retention. Product quality and safety also play an important role when it comes to customer satisfaction. Jungheinrich develops integrated intralogistics solutions based on close cooperation with customers. These solutions optimise economic factors, as well as promoting climate-friendly principles, the circular economy and social issues in warehouse operations. These system-based solutions increasingly supplement the range of stand-alone product solutions.

### **Sustainability as a growth driver**

With sustainability as a growth driver, Jungheinrich is working on the systematic transformation and expansion of its range of products and services. Its 70 years of expertise in electric mobility and more than ten years of experience in lithium-ion technology help the company in this endeavour. The share of electric trucks produced in 2022 was almost 100 per cent. The expansion of the remaining portfolio of CO<sub>2</sub>e-neutral products, solutions and services will continue.

Jungheinrich already offers a variety of products and services that support customers in implementing sustainability targets in their businesses.

- Jungheinrich has introduced a series of lithium-ion trucks that is CO<sub>2</sub>e-neutral upon arrival with the customer (POWERLiNE). These trucks are produced using electricity from renewable energy sources and consume around 20 per cent less energy during daily use than forklift trucks with lead-acid batteries.
- Jungheinrich has begun establishing a CO<sub>2</sub>e-neutral after-sales service, which was launched in 2022 and initially covered Norway, the United Kingdom and the Netherlands. Expansion to other countries is scheduled to take place in 2023.
- Jungheinrich reconditions used trucks in two proprietary refurbishment plants. The recyclability of the trucks is 99 per cent (93 per cent reuse plus 6 per cent recycling).
- Jungheinrich can offer its customers advice regarding energy efficiency and optimum warehouse design (material flow consultancy).
- Jungheinrich sells digitalisation and automation solutions to increase efficiency.
- Jungheinrich has expanded its range of solutions and assistance systems to promote customer safety as part of its 360-Degree Protection Programme.
- Jungheinrich produces its own lithium-ion batteries.

Jungheinrich is also transferring its expertise in intralogistics to other sectors and markets:

- Under the name Jungheinrich Powertrain Solutions, the company offers customised consulting and drive train components for the agricultural and construction machinery sectors from a single source, from the engine to the control units and including lithium-ion batteries and battery chargers.
- For the sustainable agriculture sector, Jungheinrich has developed food supply solutions for the future under the name Vertical Farming Solutions. Together with a partner, Jungheinrich has developed a fully automated solution for fruit and vegetable farming in vertical greenhouses. The vertical farm set-up requires significantly less water than traditional farming. Moreover, farming in the vertical greenhouses requires virtually no pesticides.

### **Product quality and customer safety**

The Group applies a quality management system based on the ISO 9001 standard in the majority of its domestic and international plants in order to attain the best possible results in product quality and customer satisfaction while focussing on the sustainable use of products and solutions. A centralised quality organisation in the Group standardises processes using a holistic approach, and defines the consistent quality levels expected of suppliers. This ensures that all production materials purchased are of a high standard.

The dense Jungheinrich service network ensures customer safety, with direct on-site support for customers enabling rapid reactions if a product is affected by disruption. The essential share of all service reports of the after-sales service technicians is evaluated with the support of our system. This allows us to identify optimisation measures to improve safety and reduce downtimes for our products. In the event of accidents involving Jungheinrich products, appropriate processes are initiated and after-sales service staff get in touch with the customers affected as soon as possible.

### **EU TAXONOMY REGULATION**

In order to achieve the EU target of carbon neutrality by 2050, the EU Commission created an action plan to redirect capital flows to a more sustainable economy. One material component of this action plan is the EU Taxonomy Regulation, which provides a classification system for environmentally sustainable economic activities. In accordance with this year's requirements (see Article 8 of the EU Taxonomy Regulation and Article 8 and Article 10 (4) of the Delegated Act on reporting obligations under Article 8), the following section contains the required disclosures for the first two environmental targets ("climate change mitigation" and "climate change adaptation") of the Climate Delegated Act. Here, amongst other figures, Jungheinrich presents the taxonomy-aligned, taxonomy-eligible but not taxonomy-aligned, and non-taxonomy-eligible shares of Group turnover (turnover), as well as capital expenditure (CapEx) and operating expenses (OpEx) for the 2022 financial year. The disclosures on the key figures are aggregated, meaning that no distinction is made with regard to the relevant economic activities.

### **Taxonomy-eligible economic activities at Jungheinrich**

Economic activities that are described in the Climate Delegated Act are taxonomy-eligible. Jungheinrich has examined and assigned the relevant taxonomy-eligible economic activities based on its a group that is active in the mechanical engineering sector. During this examination, it was determined that Jungheinrich could potentially make a substantial contribution in the field of climate change mitigation. Corresponding impacts on the "climate change adaptation" target could not be determined. Jungheinrich has consequently assigned all taxonomy-eligible economic activities to the "climate change mitigation" environmental target.

Jungheinrich's taxonomy-eligible economic activities are assigned in the following table pursuant to Annex I of the Climate Delegated Act.

#### Taxonomy-eligible economic activities "climate change mitigation" environmental target

Number/Name	Description
3.4.: Manufacture of batteries	<ul style="list-style-type: none"> <li>Manufacture of lithium-ion batteries and chargers</li> </ul>
3.6.: Manufacture of other low carbon <sup>1</sup> technologies	<ul style="list-style-type: none"> <li>Development, manufacture and sale of new and used battery-powered material handling equipment</li> <li>Leasing of new and used battery-powered material handling equipment</li> <li>Development, manufacture and sale of components to electrify mobile industrial machinery (Jungheinrich Powertrain Solutions)</li> </ul>
6.5.: Transport using motorbikes, passenger cars and light commercial vehicles	<ul style="list-style-type: none"> <li>Leasing and operating passenger cars and light commercial vehicles</li> </ul>
7.1.: Construction of new buildings	<ul style="list-style-type: none"> <li>New construction of non-residential buildings</li> </ul>
7.2.: Renovation of existing buildings	<ul style="list-style-type: none"> <li>Major facade and roof renovation</li> </ul>
7.3.: Installation, maintenance and repair of energy efficiency equipment	<ul style="list-style-type: none"> <li>Insulation and renovation of outer components</li> <li>Replacement and maintenance of energy-efficient windows</li> <li>Installation of LED lighting</li> <li>Installation and maintenance of heating, ventilation and air conditioning (HVAC) systems</li> </ul>
7.4.: Installation, maintenance and repair of charging stations for electric vehicles in buildings (and on parking spaces belonging to buildings)	<ul style="list-style-type: none"> <li>Installation and maintenance of e-charging stations</li> </ul>
7.5.: Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	<ul style="list-style-type: none"> <li>Installation and maintenance of building management technology and sensor technology</li> <li>Installation of sensor technology</li> </ul>
7.6.: Installation, maintenance and repair of renewable energy technologies	<ul style="list-style-type: none"> <li>Installation of photovoltaic equipment</li> </ul>
7.7.: Acquisition and ownership of buildings	<ul style="list-style-type: none"> <li>Rental of buildings</li> </ul>
8.1.: Data processing, hosting and related activities	<ul style="list-style-type: none"> <li>Data processing via a data centre<sup>2</sup></li> </ul>

<sup>1</sup> In contrast to the combined separate non-financial report in accordance with the CSR Directive Implementation Act, the chapter on the EU Taxonomy Regulation uses the term "carbon" (CO<sub>2</sub>) as carbon equivalents (CO<sub>2</sub>e) are not considered in the EU Taxonomy Regulation.

<sup>2</sup> The description of the economic activity 8.1 in Annex 1 of the Climate Delegated Act contains no clear definition of the term "data centre". In line with its assessment of relevance, Jungheinrich defines a data centre as an IT room from which more than a third of users in the Jungheinrich Group are provided with IT services.

#### Assessment of the taxonomy eligibility of economic activities

##### Economic activity 3.6.: Manufacture of other low carbon technologies

The description of the economic activity 3.6 in Annex 1 of the Climate Delegated Act contains no clear definition of the term "low carbon technologies" and is therefore open to interpretation. In line with the EU Taxonomy Regulation and the Communication in the Official Journal of the European Union (C 385/1) dated 6 October 2022, the economic activity must aim to significantly reduce greenhouse gas emissions in other economic sectors. In addition, Jungheinrich has turned to NACE Code C.28, which takes mechanical engineering into account, to define this term. The definition of the economic activity thus relates to mechanical engineering technology that aims to significantly reduce direct greenhouse gas emissions (Scope 1 emissions) in other economic sectors.

The electric material handling equipment manufactured by Jungheinrich enables a reduction in direct greenhouse gas emissions during its use phase in other sectors, such as logistics, retail or wholesale. This electric material handling equipment also encompasses mobile robots. Mobile robots are battery-powered automated guided vehicles (AGV) and autonomous mobile robots (AMR).

With Jungheinrich Powertrain Solutions, the company delivers electric drive technology, which electric vehicle manufacturers use in the production of electric vehicles. The complete electrification package contains four interconnected components: control units, batteries, battery chargers and motors. The aim is to turn mobile industrial machines into emission-free vehicles. According to Communication C 385/1, components can also fall under economic activity 3.6.

We again refer to NACE Code C.27, which includes the manufacture of electric engines and batteries. Since the Jungheinrich Powertrain Solutions enable a significant reduction in greenhouse gas emissions in another economic sector, they are taxonomy-eligible within the meaning of economic activity 3.6.

### Assessment of the taxonomy alignment of economic activities

Following the identification of taxonomy-eligible economic activities, it was examined whether they were taxonomy-aligned pursuant to Article 3 of the EU Taxonomy Regulation. Taxonomy-aligned economic activities fulfil the following requirements:

- 1) Compliance with the technical screening criteria for a substantial contribution to the "climate change mitigation" environmental target,
- 2) Compliance with the technical screening criteria for preventing significant harm to one or more of the environmental targets (also known as "Do No Significant Harm" (DNSH) criteria),
- 3) Compliance with minimum safeguards.

In the event that one of these criteria is not fulfilled, the other criteria are not checked, as all criteria mentioned in Article 3 for taxonomy alignment must be fulfilled for an economic activity to be regarded as environmentally sustainable according to the EU Taxonomy Regulation.

In order to take cost-benefit aspects into consideration in line with the publication from the Institute of Public Auditors in Germany (IDW) from 7 November 2022, Jungheinrich has defined a fundamental threshold for checking taxonomy alignment. This threshold was set at 0.5 per cent, based on data regarding taxonomy-eligible turnover, CapEx and OpEx.

Accordingly, the taxonomy-eligible turnover, CapEx and OpEx of an economic activity must equate to at least 0.5 per cent of the respective denominator before it will be checked for taxonomy alignment. This threshold value also ensures that, cumulatively speaking, no material items remain unconsidered following an internal check.

### Compliance with minimum safeguards

Jungheinrich must ensure that minimum safeguards are adhered to in order to achieve taxonomy alignment. The Platform on Sustainable Finance's (PSF) Final Report on Minimum Safeguards outlines the following topics to take into consideration with regard to compliance with minimum safeguards: human rights (including labour and consumer rights), (anti-) corruption and bribery taxation and fair competition. The Final Report on Minimum Safeguards also contains advice for companies on how to comply with minimum safeguards.

The PSF's recommendations on complying with minimum safeguards relate to the introduction of appropriate procedures for each topic to comply with minimum safeguards, and to court-established liability. Due to the lack of official guidelines from the European Commission, Jungheinrich has followed the PSF's recommendations for the practical implementation of the minimum safeguards.

As part of the analysis regarding compliance with minimum safeguards, the criteria for each topic were analysed, working together with the relevant points of contact from the Corporate Sustainability, Health & Safety, Corporate Compliance, Audit & Data Protection, Corporate Tax, Corporate Legal Affairs & Insurances and Corporate Controlling divisions.

When introducing appropriate procedures for complying with human rights in its own business divisions and within supply chains, Jungheinrich takes into consideration the OECD Guidelines for Multinational Business, among other guidelines. The company performs risk analyses to identify negative impacts on its human rights due diligence obligations. The company has also introduced preventative measures and designed remedial measures in the event of (potential) human rights violations, and established a complaints procedure. Other measures will be implemented as part of the Act on Corporate Due Diligence in Supply Chains in 2023 [ page 34 f. ].

Compliance is important to the company and its committees. Jungheinrich has a compliance management system in place to ensure compliance with statutory regulations, as well as internal guidelines and rules. It focusses on the prevention and discovery of corruption and compliance with applicable competition and tax laws and regulations. Appropriate systems and processes have been established within the company to comply with tax laws and regulations, among other things. Corruption, antitrust, tax and other risks are integrated into the Group risk management system [ page 74 ff. ].

In order to prevent corruption, the Corporate Compliance, Audit & Data Protection division audits all Jungheinrich locations on a revolving basis. Suspected cases can be reported via the Jungheinrich OpenLine portal; reports are then investigated using a predefined process. Jungheinrich trains employees and managers according to target groups using various training formats, including on the compliance-related topics of anti-corruption, antitrust and tax law.

Further information on compliance at Jungheinrich can be found in the chapter "Governance initiative" [ page 31 ff. ].

The analysis shows that Jungheinrich has implemented appropriate measures for complying with minimum safeguards on human rights, corruption, taxation and fair competition, and that there have been no serious violations that suggest deficient procedures. Jungheinrich therefore complies with the minimum safeguards requirements pursuant to Article 18 of the EU Taxonomy Regulation.

#### Compliance with technical screening criteria

Compliance with the technical screening criteria for a substantial contribution to the "climate change mitigation" environmental target and preventing significant harm to one or more of the other environmental targets is determined based on the Delegated Acts that supplement the EU Taxonomy Regulation (i.e. the current Climate Delegated Act).

Taxonomy-eligible turnover associated with lithium-ion batteries (economic activity 3.4.) does not meet the threshold of 0.5 per cent of the consolidated net turnover. Accordingly, this turnover is not checked for taxonomy alignment, due to cost-benefit aspects. The economic activities 7.2., 7.3., 7.4., 7.5. and 7.6. are not checked for taxonomy alignment due to cost-benefit aspects. The associated taxonomy-eligible CapEx and OpEx do not reach the denominator threshold of 0.5 per cent.

#### Economic activity 3.6.: Manufacture of other low carbon technologies

Low carbon technologies must be proven to significantly reduce the life cycle greenhouse gas emissions in other economic sectors in comparison with alternative technologies available on the market in order to be considered as making a substantial contribution to climate change mitigation.

The reduction is considered substantial by Jungheinrich if greenhouse gas emissions are reduced by at least 5 per cent. According to the product life cycle assessments performed in the 2022 financial year [ page 24 ], Jungheinrich has the greatest impact on reducing the life cycle greenhouse gas emissions in other economic sectors during the use phase of battery-powered material handling equipment.

In this context, a battery system featuring a lithium-ion battery was compared to lead-acid battery in a product life cycle assessment.<sup>1</sup> This showed that the lithium-ion battery produced around 15 per cent fewer carbon emissions in the use phase. On this basis, the lithium-ion battery is considered a low-carbon alternative to the lead-acid battery, which represents the highest-performance alternative technology available on the market. With this in mind, all battery-powered material handling equipment fitted with a lithium-ion battery aims to substantially reduce life cycle greenhouse gas emissions.

According to the EU Taxonomy Regulation, the reduction in life cycle greenhouse gas emissions must be calculated and verified using specific standards such as ISO 14067. The product life cycle assessments described were performed based on ISO 14044 and ISO 14040 and verified externally. Accordingly, they currently do not fulfil the technical screening criteria for compliance with the EU Taxonomy Regulation. Further criteria were not checked, as all criteria must be fulfilled for taxonomy alignment to be determined.

The taxonomy-eligible battery-powered material handling equipment pursuant to economic activity 3.6. are therefore not taxonomy-aligned in the 2022 financial year.

#### Economic activity 6.5.: Transport by motorbikes, passenger cars and light commercial vehicles

Jungheinrich leased and operated both passenger cars and light commercial vehicles in the classes M1 and N1 in the 2022 financial year. These are used as company or after-sales service vehicles.

In accordance with Annex I of the Climate Delegated Act the vehicles must comply with certain carbon emissions threshold values in order to make a substantial contribution to climate change mitigation. The first assessment step determined that some taxonomy-eligible vehicles do fulfil these criteria and therefore make a substantial contribution to climate change mitigation.

Whether the vehicles prevented significant harm to one or more environmental targets could not be verified. In analysing some of the criteria, Jungheinrich is dependent on disclosures from lessors, retailers or manufacturers, and they have not provided comprehensive evidence regarding the fulfilment of the criteria. As a result, economic activity 6.5 is not taxonomy-aligned in the 2022 financial year.

<sup>1</sup> The functional unit for this assessment was based on the average lifespan of the lithium-ion battery used in the ETV 216i truck (15,000 operating hours). Based on this functional unit, the comparable battery systems are defined as follows: a functional battery system with a lithium-ion battery and a functional battery system with 2.3 lead-acid batteries.

#### **Economic activity 7.1.: Construction of new buildings**

New construction projects do not fulfil the required overall building energy performance requirements. Economic activity 7.1 is therefore not taxonomy-aligned in the 2022 financial year.

#### **Economic activity 7.7.: Acquisition and ownership of buildings**

The rented premises concerned do not meet the required standard for overall building energy efficiency. This means that economic activity 7.7. is not taxonomy-aligned in the 2022 financial year.

#### **Economic activity 8.1.: Data processing, hosting and related activities**

Jungheinrich rents data centre premises to process data. Jungheinrich currently has no evidence that the lessor implements the procedures required by Annex I of the Climate Delegated Act. Accordingly, the technical assessment criteria cannot be considered fulfilled, and economic activity 8.1 is not taxonomy-aligned in the 2022 financial year.

#### **Assigning turnover, CapEx and OpEx to one environmental target**

Jungheinrich's taxonomy-eligible and taxonomy-aligned economic activities are assigned entirely to the environmental target "climate change mitigation", which prevents any double counting. Furthermore, double counting of taxonomy-eligible and taxonomy-aligned turnover, CapEx and OpEx is prevented beyond the defined economic activities by applying appropriate demarcation logic when the data is recorded at the level of the companies.

### **KPIs AND PRINCIPLES OF PRESENTATION**

Our key performance indicators (KPIs) include turnover, CapEx and OpEx. The share of turnover for the 2022 financial year that is generated with products or services connected with the economic activities classified as environmentally sustainable (taxonomy-aligned) must be reported. The share of capital expenditure (and, where applicable, the share of operating expenses) connected with the assets or processes associated with the environmentally sustainable economic activities must also be reported.

In comparison with the previous reporting period, the calculation has changed in that the KPI relating to the taxonomy-aligned economic activities (numerator) is reported for the 2022 financial year.

#### **Data collection and validation process**

In order to report on the taxonomy-aligned economic activities in the 2022 financial year, Jungheinrich has:

- Established a project team, including experts from Corporate Controlling and Corporate Sustainability and Health & Safety, to implement the requirements of the EU Taxonomy Regulation throughout the Group, support the companies to the full extent possible, and consolidate and verify the reported data.
- Examined the Group's economic activities and identified eligible activities.
- Performed centralised and decentralised detailed analyses of turnover, CapEx and OpEx in relation to the taxonomy-eligible economic activities, and checked the taxonomy alignment of these economic activities.

- Performed a "dry run" for the first half of 2022 to test the Group-wide implementation of the EU Taxonomy Regulation requirements and to make the process for the 2022 financial year as efficient as possible.

In short, this means that all material turnover, CapEx and OpEx that were identified as being taxonomy-eligible or taxonomy-aligned were reported.

Allocation keys were used in some cases during the collection of the capital expenditure and operating expenses figures for economic activity 3.6, if a plant produced both battery-powered and IC engine-powered trucks (applies to the Moosburg plant). In this case, the number of battery-powered units produced was used to determine the share of taxonomy-eligible CapEx and OpEx.

#### **Turnover KPI**

For the purposes of the turnover KPI, the relevant financial year is considered. The turnover KPI is derived from the numerator and denominator ratios as defined below:

- The denominator of the turnover KPI is based on consolidated net turnover pursuant to IAS 1.82(a). Additional details regarding the presentation of the consolidated net turnover can be found on [ page 93, 100 f., and 114 ff.].
- Turnover KPI numerators are split into taxonomy-aligned turnover, on the one hand, and taxonomy-eligible but not taxonomy-aligned turnover, on the other hand.  
– Taxonomy-eligible or -aligned turnover is defined as the net turnover generated with the products and services associated with the taxonomy-eligible or -aligned economic activities.

### CapEx KPI

The CapEx KPI is defined as the eligible capital expenditure (numerator) according to the EU Taxonomy Regulation divided by the total capital expenditure (denominator) described below:

- The denominator consists of additions to intangible assets and property, plant and equipment during the financial year before depreciation, amortisation and any remeasurements. This also includes those resulting from revaluations and impairments for the relevant financial year and excluding fair value changes. The acquisition of property, plant and equipment (IAS 16), intangible assets (IAS 38), right-of-use assets (IFRS 16) and investment property (IAS 40) are also included. Additions from business combinations also constitute part of total capital expenditure. Goodwill is not included in capital expenditure as it is not considered an intangible asset according to IAS 38. The denominator represents the sum of the additions to intangible assets [ page 120 ff. ] and property, plant and equipment [ page 123 ff. ] as presented in the notes to the consolidated financial statements.

- The CapEx KPI numerator is split into taxonomy-aligned CapEx, on the one hand, and taxonomy-eligible but not taxonomy-aligned CapEx, on the other hand.
  - Taxonomy-eligible and -aligned CapEx consists of the following categories:
    - a) Capital expenditure in connection with assets or processes associated with the taxonomy-eligible or -aligned economic activities (category A in accordance with Annex I, Section 1.1.2.2. of the Delegated Act to the Reporting Obligations pursuant to Article 8 of the Regulation 2020/852): Jungheinrich assumes that economic goods and processes are associated with taxonomy-eligible or -aligned economic activities if they are necessary for performing the economic activity as a material component.
    - b) Capital expenditure that is part of investment planning to realign taxonomy-eligible economic activities to be classified as taxonomy-aligned or to expand a taxonomy-aligned economic activity (category B). Capital expenditure plans within the meaning of the EU Taxonomy Regulation were not created and so no capital expenditure was recorded in terms of this section.
    - c) Capital expenditure related to the acquisition of finished goods from taxonomy-eligible or -aligned economic activities and individual measures that enable certain target activities (usually economic activities that are non-taxonomy-aligned) to become low carbon or lead to a reduction in greenhouse gas emissions (category C). These are also considered as taxonomy-eligible or -aligned capital expenditure according to the EU Taxonomy Regulation if the finished goods purchased or the individual measure match the technical screening criteria of the particular

economic activity. In order to avoid double listings in the CapEx KPI, Jungheinrich only counts the capital expenditure in connection with taxonomy-eligible or -aligned finished goods and individual measures once. They are already listed under category A (for example, capital expenditure in connection with assets or processes associated with taxonomy-aligned economic activities, especially production buildings).

### OpEx KPI

The OpEx KPI is defined as eligible operating expenses according to the EU Taxonomy Regulation (numerator) divided by the operating expenses described below (denominator):

- The denominator consists of direct, non-capitalised costs related to research and development, building renovation measures, short-term rental agreements, maintenance and repairs, and other direct expenses for the ongoing maintenance of property, plant and equipment. This includes:
  - Non-capitalised expenses for research and development presented as they are in the notes to the consolidated financial statements pursuant to IAS 38.126 [ page 121 ].
  - Maintenance and repair expenses for property, plant and equipment.
  - Expenses for short-term and low-value leases determined in accordance with IFRS 16 as presented in the notes to the consolidated financial statements [ page 124 ]. Even if low-value leases are not specifically mentioned in Article 8 of the Climate Delegated Act, Jungheinrich has interpreted the legislation as including these leases.

- The KPI operating expenses' numerators are split into taxonomy-aligned OpEx, on the one hand, and taxonomy-eligible but not taxonomy-aligned OpEx, on the other hand.
- Taxonomy-eligible and -aligned OpEx consist of the following categories:
  - a) Operating expenses in connection with assets or processes associated with the taxonomy-eligible or -aligned economic activities (category A in accordance with Annex I, Section 1.1.3.2. of the Delegated Act to the Reporting Obligations pursuant to Article 8 of the Regulation 2020/852): Jungheinrich assumes that economic goods and processes are associated with taxonomy-eligible or -aligned economic activities if they are necessary for performing the economic activity as a material component.
  - b) Operating expenses that are part of investment planning to realign taxonomy-eligible economic activities to be classified as taxonomy-aligned or to expand a taxonomy-aligned economic activity (category B). Capital expenditure plans within the meaning of the EU Taxonomy Regulation were not created and so no operating expenses were recorded in terms of this section.
  - c) Operating expenses related to the acquisition of finished goods from taxonomy-eligible or -aligned economic activities and individual measures that enable certain target activities (usually economic activities that are non-taxonomy-aligned) to become low carbon or lead to a reduction in greenhouse gas emissions (category C). These are also considered as taxonomy-eligible or -aligned operating expenses according to the EU Taxonomy Regulation if the

finished goods purchased or the individual measure match the technical screening criteria of the particular economic activity. In order to avoid double listings in the OpEx KPI, Jungheinrich only counts the operating expenses in connection with taxonomy-eligible or -aligned finished goods and individual measures once. They are already listed under category A (for example, operating expenses in connection with assets or processes associated with taxonomy-aligned economic activities, especially production buildings).

#### **ECONOMIC ACTIVITIES AND KPIS AT JUNGHEINRICH**

The share of taxonomy-eligible revenue amounts to 47 per cent (2021: 55 per cent). Due to Jungheinrich's business model, economic activity 3.6. is material within the EU Taxonomy Regulation.

The draft version of Communication C 385/1, published by the EU Commission on 2 February 2022, had to be implemented at short notice for the 2021 financial year, which led to deviations in the interpretations of individual legal requirements. As these requirements were published during the period in which the previous year's report was being prepared, they could not fully be taken into account for the complex and quality-assured collection of the necessary disclosures in relation to CapEx and OpEx. Taking these changes into account in the data collection for the 2022 financial year has led to some marked changes in the taxonomy-eligible CapEx and OpEx.

The share of taxonomy-eligible CapEx amounts to 13 per cent (2021: 2 per cent). The share of taxonomy-eligible OpEx amounts to 49 per cent (2021: 4 per cent). The deviation in comparison with the previous year is the result of the publication described previously. This publication makes clear that products are assigned to economic activity 3.6. if they fulfil the description of this activity. This allows the development, manufacture, sale and rental of new and used battery-powered material handling equipment and Jungheinrich Powertrain Solutions to be taken into account that otherwise do not fall under any other economic activity described in the Climate Delegated Act.

Since Jungheinrich does not perform any of the economic activities in connection with natural gas or nuclear power (economic activities 4.26–4.31), Jungheinrich does not use the special templates that were introduced with the supplemental Delegated Act for activities in certain energy sectors.

**Proportion of turnover from products or services associated with taxonomy-aligned economic activities**  
**Disclosure covering year 2022**

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria							DNSH criteria ("Does Not Significantly Harm")							Minimum safeguards (17)	Taxonomy-aligned proportion of turnover, 2022 (18)	Taxonomy-aligned proportion of turnover, 2021 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)							
		EUR thousand	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T		
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																						
A.1. Environmentally sustainable activities (taxonomy-aligned)																						
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%	0%												0%	0%				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																						
3.4. Manufacture of batteries		C.27.2 680	0%																			
3.6. Manufacture of other low carbon technologies		C.27; C.28 2,232,968	47%																			
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		2,233,647	47%																			
<b>Total (A.1 + A.2)</b>		<b>2,233,647</b>	<b>47%</b>														<b>0%</b>					
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																						
Turnover of taxonomy-non-eligible activities (B)		2,529,647	53%																			
<b>Total (A + B)</b>		<b>4,763,294</b>	<b>100%</b>																			

**Proportion of CapEx from products or services associated with taxonomy-aligned economic activities**  
**Disclosure covering year 2022**

Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial contribution criteria							DNSH criteria ("Does Not Significantly Harm")						Minimum safeguards (17)	Taxonomy-aligned proportion of CapEx 2022 (18)	Taxonomy-aligned proportion of CapEx 2021 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economies (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)						
		EUR thousand	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T		
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																					
A.1. Environmentally sustainable activities (taxonomy-aligned)																					
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%	0%											0%	0%				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																					
3.4. Manufacture of batteries	C.27.2	3,675	1%																		
3.6. Manufacture of other low carbon technologies	C.27; C.28	27,348	4%																		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	N.77.11	33,221	5%																		
7.1. Construction of new buildings	F.41.2	13,481	2%																		
7.2. Renovation of existing buildings	F.43	211	0%																		
7.3. Installation, maintenance and repair of energy efficiency equipment	F.43	2,035	0%																		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and on parking spots belonging to buildings)	C.27	1,766	0%																		
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	C.26	445	0%																		
7.6. Installation, maintenance and repair of renewable energy technologies	C.26	988	0%																		
7.7. Acquisition and ownership of buildings	L.68.1	4,408	1%																		
8.1. Data processing, hosting and related activities	J.63.11	1,116	0%																		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		88,693	13%																		
<b>Total (A.1 + A.2)</b>		<b>88,693</b>	<b>13%</b>													<b>0%</b>					
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																					
CapEx of taxonomy-non-eligible activities (B)		595,989	87%																		
<b>Total (A + B)</b>		<b>684,681</b>	<b>100%</b>																		

**Proportion of OpEx from products or services associated with taxonomy-aligned economic activities**  
**Disclosure covering year 2022**

Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial contribution criteria							DNSH criteria ("Does Not Significantly Harm")							Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, 2022 (18)	Taxonomy-aligned proportion of OpEx, 2021 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
			Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economies (8)	Pollution (9)	Biological diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biological diversity and ecosystems (16)							
Economic activities (1)	EUR thousand	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T		
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																					
A.1. Environmentally sustainable activities (taxonomy-aligned)																					
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)	0	0%	0%	0%												0%	0%				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																					
3.4. Manufacture of batteries	C.27.2	19,847	11%																		
3.6. Manufacture of other low carbon technologies	C.27; C.28	58,291	33%																		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	N.77.11	7,207	4%																		
7.2. Renovation of existing buildings	F.43	18	0%																		
7.3. Installation, maintenance and repair of energy efficiency equipment	F.43	432	0%																		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and on parking spots belonging to buildings)	C.27	16	0%																		
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	C.26	73	0%																		
7.6. Installation, maintenance and repair of renewable energy technologies	C.26	43	0%																		
8.1. Data processing, hosting and related activities	J.63.11	2,273	1%																		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	88,202	49%																			
<b>Total (A.1 + A.2)</b>	<b>88,202</b>	<b>49%</b>														<b>0%</b>					
<b>A. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																					
OpEx of taxonomy-non-eligible activities (B)	90,431	51%																			
<b>Total (A + B)</b>	<b>178,633</b>	<b>100%</b>																			

## GRI-INDEX<sup>1</sup>

### General information

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>The organisation and its reporting practices</b>			
2-1	Organisation profile	98	
2-2	Entities included in the organisation's sustainability reporting	13, 111	
2-3	Reporting period, reporting frequency and point of contact	13	
2-5	External assurance	13, 50 f.	
<b>Activities and employees</b>			
2-6	Activities, value chain and other business relationships	14, 24	
2-7	Salaried employees	27 f.	Good employer
<b>Corporate governance</b>			
2-10	Nomination and selection of the highest governance body	32	Responsible management
2-12	Role of the highest governance body in overseeing the management of impacts	19	Responsible management
2-13	Delegation of responsibility for managing impacts	19	Responsible management
2-14	Role of the highest governance body in sustainability reporting	19	Responsible management
2-19	Remuneration policies	32	Responsible management
2-20	Process for determining remuneration	32	Responsible management

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	4	
2-24	Embedding policy commitments	31 ff.	Compliance and anti-corruption
2-27	Compliance with laws and regulations	32	Compliance and anti-corruption
2-28	Membership of industry and associations	33	Compliance and anti-corruption
<b>Stakeholder engagement</b>			
2-29	Stakeholder engagement	16	Norms and standards

### Disclosures on material topics

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Material topics</b>			
3-2	List of material topics	17	
3-3	Management of material topics	16 f.	

<sup>1</sup> Not part of PwC audit

### Topic standards — economy

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Material topics</b>			
<b>Market presence</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	30	Good employer
202-2	Proportion of senior executives hired from the local community	30	Good employer
<b>Anti-corruption</b>			
205-1	Locations assessed for risks related to corruption	34	Compliance and anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	47 ff.	Compliance and anti-corruption
205-3	Confirmed incidents of corruption and actions taken	34	Compliance and anti-corruption
<b>Tax</b>			
207-1	Approach to tax	32	Compliance and anti-corruption

### Topic standards — the environment

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Materials</b>			
301-2	Recycled input materials used	25	Materials (resource-saving products)
<b>Energy</b>			
302-1	Energy consumption within the organisation	27	Energy (consumption and renewable energies)
302-3	Energy intensity	27	Energy (consumption and renewable energies)
302-5	Reduction in energy requirements of products and services	23 f.	Environmentally friendly products/ Customer satisfaction, competitive standing, R&D
<b>Water and effluents</b>			
303-3	Water withdrawal	25	
<b>Emissions</b>			
305-1	Direct (Scope 1) greenhouse gas emissions	22	Energy (consumption and renewable energies)
305-2	Energy (Scope 2) greenhouse gas emissions from energy	22	Energy (consumption and renewable energies)
305-3	Other indirect (Scope 3) greenhouse gas emissions	22	Energy (consumption and renewable energies)
305-4	greenhouse gas emissions intensity	22	Energy (consumption and renewable energies)
305-5	Reduction of greenhouse gas emissions	22	Energy (consumption and renewable energies)
<b>Waste</b>			
306-4	Waste diverted from disposal	26	Waste and recycling
306-5	Waste directed to disposal	26	Waste and recycling
<b>Supplier environmental assessment</b>			
308-1	New suppliers that were screened using environmental criteria	35	Transparency in supply chains

## Topic standards — social

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Employment</b>			
401-1	New employee hires and employee turnover	27	Good employer
<b>Occupational health and safety</b>			
403-1	Occupational health and safety management system	28 f.	Occupational health and safety
403-3	Occupational health services	28	Occupational health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	29	Occupational health and safety
403-5	Worker training on occupational health and safety	29	Occupational health and safety
403-6	Promotion of worker health	28 f.	Occupational health and safety
403-9	Work-related injuries	29	Occupational health and safety
<b>Training and education</b>			
404-2	Programmes for improving employee skills and transition assistance	29 f.	Training and development
<b>Diversity and equal opportunities</b>			
405-1	Diversity in governance bodies and among salaried employees	30	Good employer
405-2	Ratio of basic salary and remuneration of women to men	30	Good employer

GRI indicator	Indicator name	Page	Topic from materiality analysis
<b>Child labour</b>			
408-1	Locations and suppliers at significant risk of child labour incidents	34 f.	Transparency in supply chains
<b>Forced or compulsory labour</b>			
409-1	Locations and suppliers at significant risk of incidents of forced or compulsory labour	34 f.	Transparency in supply chains
<b>Supplier social assessment</b>			
414-1	New suppliers that were screened using social criteria	35	Transparency in supply chains
<b>Public policy</b>			
415-1	Political donations	32	Economic responsibility
<b>Customer health and safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories	37	Product quality and enhancement/ Customer health and safety
<b>Socioeconomic compliance</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	32 ff.	Compliance
<b>Supply chains</b>			
Own indicator	Material compliance	23 f.	Material compliance

## **INDEPENDENT PRACTITIONER'S REPORT ON A LIMITED ASSURANCE ENGAGEMENT ON NON-FINANCIAL REPORTING**

To Jungheinrich Aktiengesellschaft, Hamburg

We have performed a limited assurance engagement on the combined separate non-financial report of Jungheinrich Aktiengesellschaft, Hamburg, (hereinafter the "Company") for the period from 1 January to 31 December 2022 (hereinafter the "Combined Separate Non-financial Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report.

### **Responsibility of the Executive Directors**

The executive directors of the Company are responsible for the preparation of the Combined Separate Non-financial Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB ("Handelsgesetzbuch": "German Commercial Code") and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section EU Taxonomy Regulation of the Combined Separate Non-financial Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as the executive directors consider necessary to enable the preparation of a Combined Separate Non-financial Report that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section EU Taxonomy Regulation of the Combined Separate Non-financial Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

### **Independence and Quality Control of the Audit Firm**

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Control 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality control for audit firms (IDW Qualitätssicherungsstandard 1: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis – IDW QS 1) – and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Responsibility of the Assurance Practitioner**

Our responsibility is to express a conclusion with limited assurance on the Combined Separate Non-financial Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's Combined Separate Non-financial Report, other than the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section EU Taxonomy Regulation of the Combined Separate Non-financial Report.

In a limited assurance engagement the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Combined Separate Non-financial Report about the preparation process, about the internal control system relating to this process and about disclosures in the Combined Separate Non-financial Report
- Identification of likely risks of material misstatement in the Combined Separate Non-financial Report
- Analytical procedures on selected disclosures in the Combined Separate Non-financial Report
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and group management report
- Evaluation of the presentation of the Combined Separate Non-financial Report
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Combined Separate Non-financial Report
- Inquiries on the relevance of climate-risks

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the imminent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

#### Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Combined Separate Non-financial Report of the Company for the period from 1 January to 31 December 2022 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section EU Taxonomy Regulation of the Combined Separate Non-financial Report.

We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report.

#### Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Hamburg, 6 March 2023

PricewaterhouseCoopers GmbH  
Wirtschaftsprüfungsgesellschaft

Alexander Fernis  
Wirtschaftsprüfer  
[German public auditor]

Theres Schäfer  
Wirtschaftsprüferin  
[German public auditor]