



Non-financial report

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Sustainability strategy and organisation

ABOUT THIS REPORT

In this chapter, Jungheinrich is publishing the non-financial information required by law for the 2023 financial year (1 January to 31 December) in accordance with the CSR¹ Directive Implementation Act (CSR-RUG). Pursuant to Sections 289b, Paragraph 3 and 315b, Paragraph 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 and is managed by the Group. Jungheinrich uses the Global Reporting Initiative (GRI) management approaches as its framework 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 79].

All fully consolidated companies of the Jungheinrich Group according to the consolidated financial statements (as of 31 December 2023) are included. Deviations are indicated in the document. The companies Storage Solutions and Magazino, acquired in the reporting year, have not yet been fully integrated into the management approaches.

The report is published annually and is based on the 2022 non-financial report, which was published as part of the annual report on 31 March 2023. This combined separate non-financial report was subject to a limited audit in accordance with ISAE 3000 (Revised) by independent auditors PricewaterhouseCoopers, Cologne, (PwC), and was issued with an unqualified assurance opinion [page 96].

SUSTAINABILITY STRATEGY

Sustainability is part Jungheinrich's identity. As a family-owned listed business, uniting economic, environmental and social responsibility is the focus of all business activities. One focus of the sustainability strategy is on creating sustainable value for all stakeholders – that is for customers, employees, shareholders, business partners and also for society as a whole. Another focal point for Jungheinrich is minimising the negative impacts its activities have on people and the environment while building on the positive contributions it makes. Jungheinrich contributes towards the sustainable transformation of intralogistics with its products and services and thus sees itself as a sustainability enabler. This is why sustainability is one of the six fields of action and an integral part of the corporate Strategy 2025+.

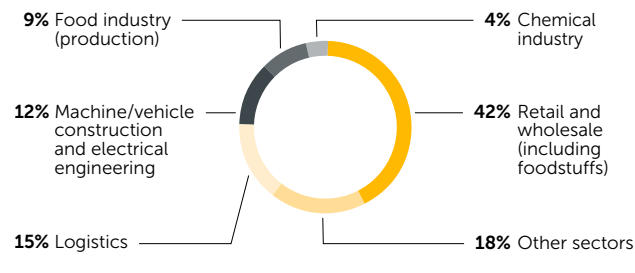
Integrated business model and customer structure

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's product range also includes stacker cranes and load handling equipment.

¹ CSR: Corporate Social Responsibility.

Customers can therefore receive their entire factory and office equipment from a single source. Since 13 March 2023, all of our trucks manufactured have been battery-powered. In addition to electric motors and drive controls, Jungheinrich also manufactures suitable lithium-ion batteries and battery chargers. Digital products, such as the Jungheinrich warehouse management system and the fleet management system, which is based on the latest generation of the Jungheinrich Internet of Things platform in the cloud, complement the portfolio. A comprehensive range of financial services is also available to customers. Jungheinrich is active in around 120 countries both with its own direct sales and service networks, and through partner companies.

Customers by sector 2023¹



Sustainable development highlights in 2023

As part of its corporate Strategy 2025+, Jungheinrich set measurable sustainability targets covering greenhouse gas emissions², waste management and occupational health and safety. This supports the company's long-term goal of becoming a sustainability enabler. The following are some of the measures put in place in 2023 as part of the sustainability strategy:

- Manufacture of battery-powered trucks only.
- Expansion of the CO₂e-neutral³ after-sales service⁴ to five countries.
- Reorientation of the sustainability organisation toward the ESG⁵ structure in order to push through a more efficient implementation of the sustainability strategy.
- Introduction of a global, internal communication platform for sustainability that enables employees to get involved with the sustainable transformation.
- Use of electricity from renewable sources in 28 countries.
- Introduction of Jellow Way, the mission statement outlining behaviours that support Jungheinrich's ongoing success.
- Formalisation of the Group-wide human rights management system and publication of Jungheinrich's first policy statement on respecting human rights.
- Expansion of the sustainable procurement management system to include preventative and remedial action, and integration of the subsidiaries MIAS and Profishop.
- Performance of an external quality control audit by an external auditor on the compliance management system, and implementation of certain measures in 2022 and 2023.
- Expansion of commitment to sustainability initiatives such as the United Nations (UN) Global Compact and the sustainability network ecosense – Forum Nachhaltige Entwicklung der Deutschen Wirtschaft e.V.

¹ Divided according to incoming orders in units.

² There are a number of greenhouse gases that have various impacts on the climate; these include CO₂, CH₄, N₂O, FKW, PFC, SF₆ and NF₃. In order for these gases to be compared, they are indexed as CO₂ equivalents (CO₂e).

³ For reasons of clarity, Jungheinrich uses the adjective CO₂e-neutral in certain contexts interchangeably with net zero greenhouse gas emissions. This formulation is used in connection with specific products and projects in order to point out that they exhibit net zero emissions.

⁴ Jungheinrich will achieve neutrality by reducing emissions in after-sales service processes and through capital expenditure in certified compensation projects to offset CO₂e emissions. For more information, visit the [website on CO₂e neutrality](#) at Jungheinrich.

⁵ ESG: environment, social, governance.

RATINGS AND RANKINGS IN 2023

ESG ratings are one of the tools that investors and other interested parties use to evaluate a company's sustainability performance. Based on communication with stakeholders and internal analysis, Jungheinrich has selected strategically relevant ESG ratings in order to develop the externally evaluated sustainability performance. Their relevance to active processing is regularly examined. The relevant ratings in Jungheinrich's view are EcoVadis, CDP, ISS ESG and MSCI ESG.

Platinum EcoVadis rating

EcoVadis, the world's biggest provider of sustainability ratings with more than 100,000 companies analysed, awarded Jungheinrich with a platinum rating (top 1 per cent) for the third consecutive time, making it one of the world's leading companies in the fields of environment, ethics, labour and human rights as well as 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. Jungheinrich again received a rating of B (in a scale from A to F) for its transparency and commitment to climate protection.

ISS ESG rating B-

ISS ESG Corporate Rating offers comprehensive ESG data and ratings. Jungheinrich again received the industry status Prime and improved its rating to B- (12-step scale from A+ to D-). This places Jungheinrich among the leading companies in its industry.

MSCI ESG rating A

MSCI ESG ratings measure a company's resilience with regard to long-term ESG risks. Jungheinrich again achieved an above-average rating of A (seven-step industry-specific scale from AAA to CCC).

INITIATIVES AND MEMBERSHIPS IN 2023

Jungheinrich is active in various sustainability initiatives and networks with the aim of achieving international sustainability goals and cooperating across industries on relevant sustainability topics:

- Science Based Targets initiative (SBTi)
- The Climate Pledge
- UN Global Compact
- Sustainability & Climate Leaders
- econsense – Forum Nachhaltige Entwicklung der Deutschen Wirtschaft e. V.
- Bundesdeutscher Arbeitskreis für Umweltbewusstes Management (B.A.U.M.) e.V.

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 experts from the Corporate Sustainability, Health & Safety, Marketing and Corporate Communications divisions. Stakeholders are weighted according to their importance for Jungheinrich, including direct contact with products, impacts on Jungheinrich plants and other connections to the company. The following stakeholder groups for Jungheinrich were identified in the analysis:

- 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.

Engagement on sustainability through the new communication platform

In the 2023 financial year, Jungheinrich introduced a global communication platform on sustainability in order to actively include its workforce of more than 21,000 employees in the company's sustainability transformation. The platform promotes global networking among employees, self-sufficiency in terms of sustainability in a corporate context, and enables knowledge transfer. Best practice examples, guidelines and practical tips help with the implementation of the sustainability strategy. Thanks to interactive formats, the platform makes it possible to exchange information and get actively involved. By contributing their own ideas and through the intrinsically motivated implementation of measures, the resulting community represents a transformation from within.

Six sustainability strategy initiatives

The aim of the corporate Strategy 2025+ is to create sustainable value. It contains six fields of action¹. One field of action is sustainability, which has a decisive impact on corporate targets. The sustainability strategy in turn is divided into six strategic initiatives that apply to all of the company's divisions:

1.	Climate neutrality ²
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 sustainability strategy was based on the results derived from dialogue with relevant internal and external stakeholders, the analysis of existing business processes and management systems, and the existing materiality analysis. The materiality analysis identified topics that are highly relevant for Jungheinrich with regards to sustainability. These topics were evaluated by important stakeholders and internal experts and approved by the Board of Management. Of the 33 topics originally identified, 17 were classed as particularly relevant. The materiality analysis was examined in 2023 and it was confirmed that it is up to date. During preparation of the combined separate non-financial report in accordance with CSR-RUG, the material topics of the analysis 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 shows the sustainability strategy's six initiatives, assigns them to material topics and shows the aims of the initiatives.

¹ The fields of action are: automation, digitalisation, energy systems, efficiency, global footprint and sustainability. Further information on the corporate Strategy 2025+ can be found in the combined management report [page 23].

² 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. 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.

Sustainability strategy
and organisation

Initiative	Description	Requirements in accordance with Section 289c, Paragraph 3 HGB	Material topics	Targets
1. Climate neutrality	Vision of climate neutrality in the value chain [page 62] and, in addition, supporting customers in achieving their climate targets and contributing to regulatory requirements.	<ul style="list-style-type: none"> Environmental concerns 	<ul style="list-style-type: none"> Energy (consumption and renewable energy) 	<p>By 2030:</p> <ul style="list-style-type: none"> › Reduction of absolute Scope 1 emissions by 42 per cent according to SBTi › Increase in annual sourcing of renewable electricity from 70 per cent to 100 per cent (Scope 2) according to SBTi › Reduction of absolute Scope 3 emissions by 25 per cent according to SBTi › Net zero greenhouse gas emissions² in Scopes 1 and 2 including neutralisation of emissions in accordance with internal guidelines <p>By 2040:</p> <ul style="list-style-type: none"> › Net zero emissions in Scopes 1, 2 and 3 including neutralisation of emissions in accordance with The Climate Pledge² <p>By 2050:</p> <ul style="list-style-type: none"> › Reduction of absolute emissions in Scopes 1, 2 and 3 by 90 per cent according to SBTi › Net zero emissions in Scopes 1, 2 and 3 including neutralisation of residual emissions according to SBTi
2. Eco efficiency and circular economy	Targeted improvement of the eco-efficiency of products and promotion of the circular economy in order to minimise environmental impact and conserve resources.	<ul style="list-style-type: none"> Environmental concerns 	<ul style="list-style-type: none"> Energy (consumption and renewable energy) Waste and recycling Materials (resource-saving products) Environmentally friendly products Material compliance 	<p>By 2025:</p> <ul style="list-style-type: none"> › No landfill waste from the German plants › Landfill waste from global locations to be reduced by a third (base year: 2019) <p>By 2030:</p> <ul style="list-style-type: none"> › Worldwide no landfill waste generated by internal work processes, at locations in countries with established recycling systems
3. Employees and societies	Laying the foundation for effective, healthy and satisfied employees.	<ul style="list-style-type: none"> Employee concerns Social concerns Respecting human rights 	<ul style="list-style-type: none"> Occupational health and safety Training and education Good employer 	<p>By 2025:</p> <ul style="list-style-type: none"> › Improving LTIR (accident rate) to 12.5 › Increase the proportion of female managers to 20 per cent
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"> Environmental concerns Social concerns Respecting human rights Combating corruption and bribery 	<ul style="list-style-type: none"> Compliance and anti-corruption Responsible management Norms and standards Transparency in the supply chains 	<p>By 2025:</p> <ul style="list-style-type: none"> › 80 per cent of global relevant purchasing volume to be sustainable spend <p>Ongoing:</p> <ul style="list-style-type: none"> › Achieving top ratings as proof of sustainability performance (EcoVadis, CDP, MSCI ESG Ratings und ISS ESG)
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"> Environmental concerns Social concerns 	<ul style="list-style-type: none"> Customer satisfaction Competitiveness Research and development Product quality and enhancement Customer health and safety 	<p>By 2025:</p> <ul style="list-style-type: none"> › 50 per cent of the trucks delivered by Jungheinrich will be equipped with lithium-ion batteries <p>Ongoing:</p> <ul style="list-style-type: none"> › Increasing revenue with sustainable products pursuant to the EU Taxonomy Regulation
6. Sustainability in the Jungheinrich brand	Creating proven added value for customers and society.	–	–	<p>Ongoing:</p> <ul style="list-style-type: none"> › Internal and external perception of Jungheinrich as a sustainability enabler

¹ Jungheinrich understands this to mean balancing out emissions of the greenhouse gases CO₂, CH₄, N₂O, SF₆, HFCs, PFCs and NF₃, which are listed in the Kyoto Protocol.

² In contrast to the SBTi, The Climate Pledge does not specify the proportionate composition of reduction and compensation measures in order to achieve the stated target.





Material impacts, risks and opportunities arising from sustainability

Non-financial risks for Jungheinrich's business operations pursuant to Section 289c, Paragraph 3, Items 3 and 4 of the German Commercial Code (HGB) are reviewed and evaluated as part of the regular risk management. The detailed risk and opportunity report [page 38] can be found in the combined

management report. Pursuant to Section 289c, Paragraph 3, Items 3 and 4 of the German Commercial Code, no material risks with highly likely serious negative impacts in the aspects outlined in CSR-RUG were identified for business operations, business relationships, products or services. No reportable correlations with the figures in the consolidated financial statements were discovered.

Contribution to the Sustainable Development Goals (SDG)

The SDG are a framework for social development from the UN 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 SDG. With the focal points of its sustainability strategy, and as a sustainability enabler in intralogistics, Jungheinrich believes it can have a particular impact on the following SDG:

SDG		Definition	Areas where Jungheinrich can make an impact
	Good health and well-being	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). Optimised ergonomics of workstations in the warehouse through the use of material handling equipment and automation solutions.
	Industry, innovation and infrastructure	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).
	Responsible consumption and production	Ensure sustainable consumption and production patterns.	Ensuring sustainable production and procurement by developing products in accordance with eco design criteria, refurbishment of used trucks, and waste management.
	Climate action	Take urgent action to combat climate change and its impacts.	Sustainable business models, products and services to increase efficiency and decarbonisation within intralogistics, such as energy-efficient lithium-ion trucks (POWERLINE).

SUSTAINABILITY ORGANISATION

Expanding sustainability organisation

The targets, focus areas and programmes developed for Jungheinrich's sustainability strategy are implemented through standardised processes and clearly defined responsibilities. In order to keep making improvements in this regard, the company adopted a new sustainability organisation in the 2023 financial year, which came into force on 1 January 2024.

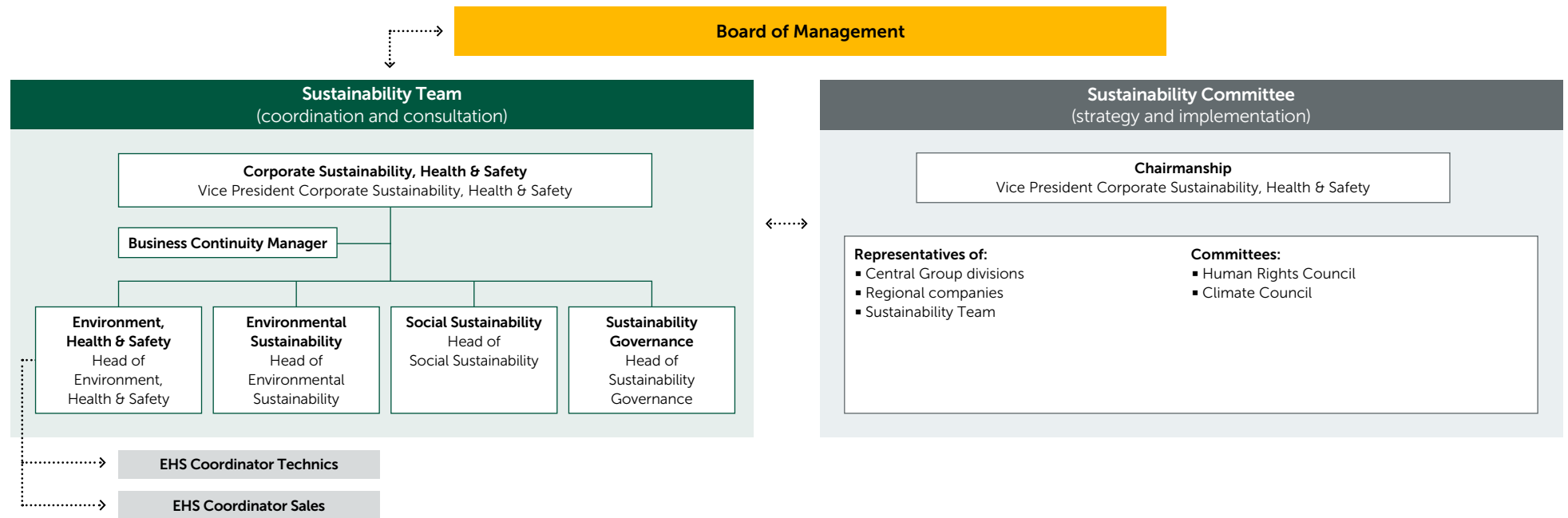
Sustainability Team

The Sustainability Team coordinates the integration of the sustainability strategy in the company and reports directly to the Board of Management. In the reporting year, it was divided into the Environment, Health & Safety (EHS) and Sustainability Management & Performance departments. Since 2024, the Sustainability Team is composed of EHS and three new departments: Environmental Sustainability, Social Sustainability and Sustainability Governance. The EHS Coordinators will be responsible for EHS-related topics in

the companies and will serve as multipliers for further sustainability topics. The EHS-related topics will be pooled in the local EHS teams and established in the Group organigram by 2025. The plan is to further standardise the global structural and procedural organisation and areas of responsibility.

These new departments will strengthen sustainability at Jungheinrich. The aim of this new organisation is a more focussed implementation of the sustainability strategy, which is based on the ESG structure.

Sustainability organisation at Jungheinrich



Sustainability Committee

The Sustainability Committee was established in the 2022 financial year, and it meets every quarter. It consists of representatives from the central Group divisions, regional companies and the Sustainability Team. Major decisions are made by the Board of Management and

confirmed by the Supervisory Board. The Committee plays a key role in passing sustainability decisions and directives throughout the organisation and is the platform for monitoring and managing project progress. The new Human Rights Council, a sub-committee of the Committee, plays a central role in implementing ethical goals. Its purpose is

to help shape Jungheinrich's approach to respecting human rights. In addition, the Sustainability Committee along with the Climate Council, which was established in the reporting year, manages the implementation of the Group-wide measures to reduce GHG emissions.

Environment

CLIMATE NEUTRALITY INITIATIVE

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 aspects like the contamination of soil and water, the consumption of raw materials or the loss of biodiversity. Jungheinrich contributes to climate neutrality by pursuing its net zero greenhouse gas emissions target¹. Adapting to climate change is vital for Jungheinrich, too, in order to prepare for existing and future climate changes. For this purpose, Jungheinrich analyses potential climate risks and opportunities and derives the necessary measures.

Jungheinrich's net zero targets

In the 2015 Paris Climate Agreement, 195 nations committed to restrict the man-made global increase in temperatures² to 1.5 degrees Celsius in comparison with pre-industrial levels. In turn, Jungheinrich committed itself to SBTi to support this target and as a company plans to achieve net zero Scope 1 to 3 greenhouse gas emissions by 2050. This target was

officially validated by SBTi in December 2023. Achieving the final target by 2050 will be accompanied by interim targets set for 2030 and 2040:

Target	Base year	Target year	Objective
42-per-cent reduction in absolute Scope 1 emissions	2021	2030	SBTi
Increase in procurement of renewable electricity from 70 per cent to 100 per cent per year (Scope 2)	2021	2030	SBTi
25-per-cent reduction in absolute Scope 3 emissions	2021	2030	SBTi
Net zero emissions in Scopes 1 and 2, including the neutralisation of emissions	2021	2030	Internal target
Net zero emissions in Scopes 1, 2 and 3, including the neutralisation of emissions	2021	2040	The Climate Pledge ³
90-per-cent reduction in absolute Scope 1, 2 and 3 emissions	2021	2050	SBTi
Net zero emissions in Scopes 1, 2 and 3, including the neutralisation of residual emissions	2021	2050	SBTi

¹ Jungheinrich understands net zero greenhouse gas emissions to mean balancing out emissions of the greenhouse gases CO₂, CH₄, N₂O, SF₆, HFCs, PFCs and NF₃, which are listed in the Kyoto Protocol. Jungheinrich will achieve net zero greenhouse gas emissions initially by reducing directly and indirectly responsible emissions in Scopes 1, 2 and/or 3 through appropriate measures. The remaining unavoidable greenhouse gas emissions will then be balanced out in terms of volume through capital expenditure on carefully selected climate mitigation projects.

² cf. Intergovernmental Panel on Climate Change (IPCC) (2021): Sixth IPCC Assessment Report Working Group I Contribution: The Physical Science Basis.

³ In contrast to SBTi, The Climate Pledge does not set any targets regarding the proportional composition of reduction and compensation measures in reaching the published target.

**Greenhouse gas management:
Achieving net zero in four steps**

Jungheinrich is pursuing a four-step management approach to achieve its net zero targets.

The basic prerequisite for achieving net zero is knowing the Group-wide greenhouse gas emissions, which Jungheinrich calculates annually using the (1) corporate carbon footprint. The ongoing creation of (2) product life cycle assessments [page 67] completes this data. The (3) Road to Zero Emissions is based on the data generated and continually updated. It contains important milestones and all central measures for

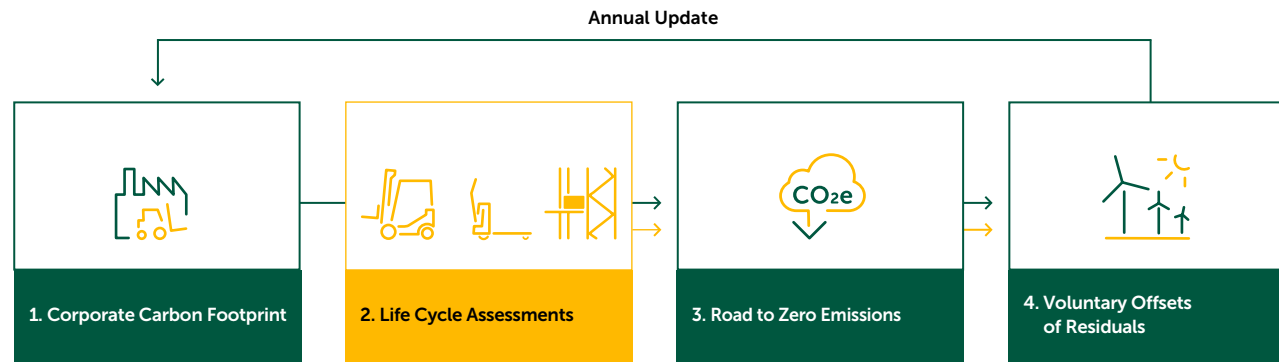
systematically reducing Jungheinrich’s emissions. In future, remaining emissions will be compensated for in the final step (4) to achieve net zero.

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

Corporate carbon footprint

Jungheinrich records its corporate carbon footprint in accordance with the requirements of the Greenhouse Gas Protocol (GHGP). The control approach is used for this purpose. Scope 1 to 3 emissions are calculated separately and in detail for all companies in which Jungheinrich holds a voting and capital share of more than 50 per cent. All other companies are included in the statistics as investments (pursuant to Scope 3.15 GHGP). Scope 1 consists of all of Jungheinrich’s direct emissions. Scope 2 contains emissions caused indirectly through the purchase of energy. Scope 3 covers all indirect emissions along the value chain.

Structure of climate management at Jungheinrich



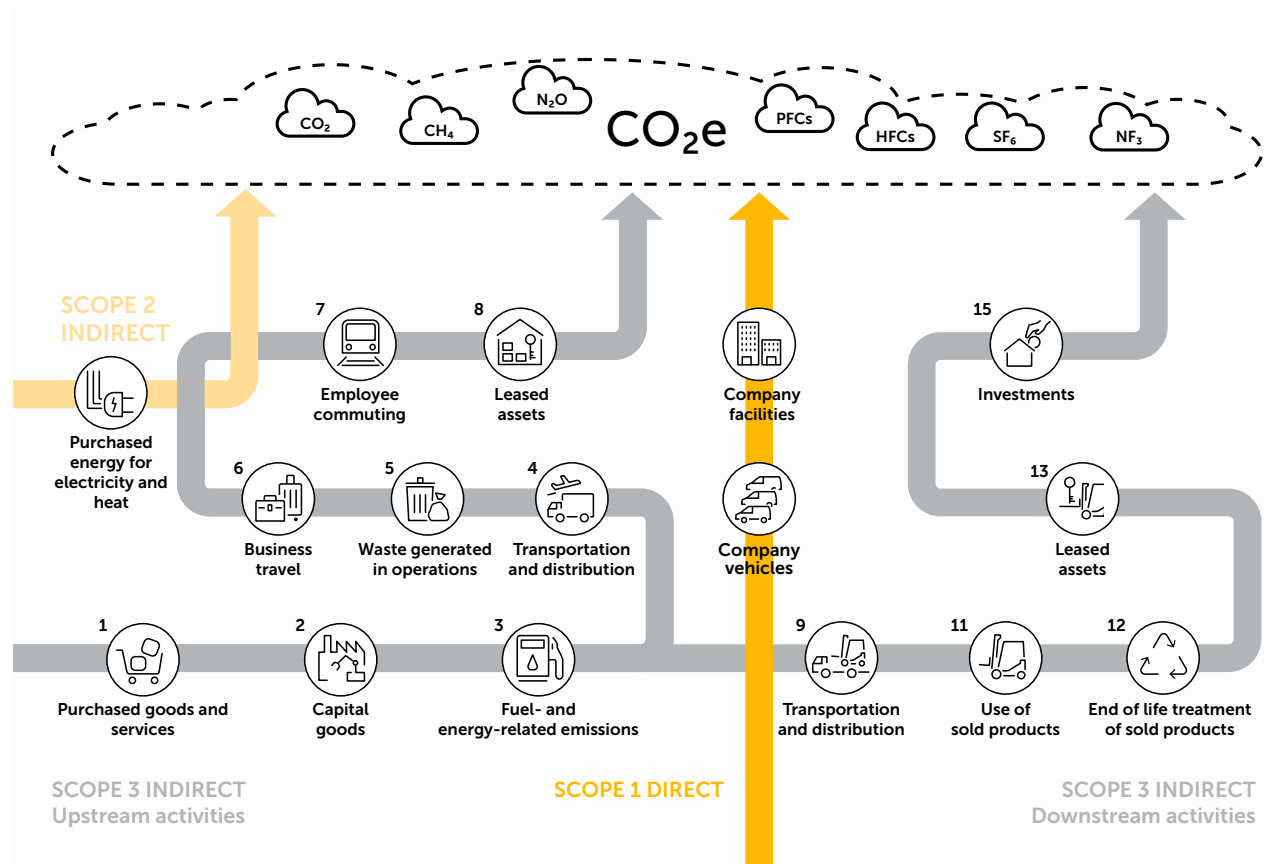
A schematic diagram illustrates the emission scopes according to GHGP that apply at Jungheinrich. Jungheinrich's corporate carbon footprint amounted to 2,733 thousand tonnes of CO₂e in 2023. Of this figure, 1.9 per cent were

Scope 1 emissions, 0.3 per cent Scope 2¹ (market-based) and 97.8 per cent Scope 3. Based on Jungheinrich's Group revenue, the intensity of the greenhouse gas emissions was 0.49 thousand tonnes of CO₂e/€ million (2022: 0.62).

Greenhouse gas emissions

in thousand tonnes of CO ₂ e ²	2023	2022	2021
Scope 1	51.3	51.2	55.7
Scope 2 market-based	7.7	7.8	9.3
Scope 2 location-based	26.7	26.7	24.6
Scope 3 total	2,674.2	2,886.8	2,555.9
Scope 3 upstream	1,127.1	1,215.7	1,209.9
Scope 3 downstream	1,547.1	1,671.1	1,346.0
Intensity of greenhouse gas emissions (Scopes 1 to 3)	0.49	0.62	0.62

Greenhouse gas emissions in the Jungheinrich Group according to the GHGP



Total greenhouse gas emissions declined by 7.2 per cent in 2023 against the previous year. Scope 1 CO₂e emissions fell 7.9 per cent in comparison with 2021 and remained virtually on a par with the previous year with an increase of 0.2 per cent. While a more efficient use of fossil fuels helped to reduce emissions, the slight increase in comparison with the previous year is due partly to the acquisition of companies and the expansion of production capacities. A constant reduction in Scope 2 (market-based) greenhouse gas emissions can be seen in comparison with the previous years. The reason for this is the gradual, global switch of electricity supplies to renewable energy sources at the company's locations. Upstream and downstream CO₂e emissions in

¹ 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 CO₂e 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.

² The emissions factors used correspond to the usual sources (for example, International Energy Agency [IEA], Department for Environment, Food and Rural Affairs [DEFRA], Environmental Protection Agency [EPA]). The key figures are partially based on commonly-used 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 for this purpose.

Scope 3 decreased by 7.4 per cent against 2022, despite the positive business performance. This decline is also due to the improvement in emissions factors.

Road to Zero Emissions

Jungheinrich takes systematic action to reduce its greenhouse gas emissions based on the findings of the corporate carbon footprint and the product life cycle assessments.

With regards to Scope 1 emissions, switching the vehicle fleet, both company cars and after-sales vehicles, to electric power is an important milestone on the road to achieving net zero. The transition of the after-sales fleet to fully electric vehicles began at the end of the 2023 financial year. The proportion of electric vehicles, including company cars, is constantly being expanded. Charging infrastructure is also being expanded step-by-step at company locations, and there are now more than 50 new charging points at the Group headquarters in Hamburg.

An important milestone for Scope 2 is the transition at all company locations to electricity that comes entirely from renewable energy sources. The German locations completed this transition back in the 2021 financial year. International locations are scheduled to transition by 2030 at the latest. The transition was completed in 28 countries by the end of the 2023 financial year. The Norderstedt plant has also been using CO₂e-neutral district heating since 2021, as has the Finnish marketing and sales office since 2023. In addition, Jungheinrich has been installing photovoltaic equipment at appropriate locations worldwide since 2022. Eight locations in Germany alone have photovoltaics equipment fitted to generate their own electricity or are in the process of having it fitted. In 2023, for instance, the roof of the car park at the Group headquarters in Hamburg was covered with 630 photovoltaic modules over the 1,100 square-metre surface.

Jungheinrich is also striving to reduce Scope 3 emissions. In the 2023 financial year, systematic measures were identified to reduce emissions from purchased products and services (Scopes 3.1/3.2), opportunities were developed to optimise the sustainability of packaging (Scopes 3.1/3.12), and awareness for the use of electricity from renewable sources was raised among initial important partners when using products (Scope 3.11)¹. Jungheinrich has been manufacturing exclusively battery-powered trucks since March 2023. In comparison with forklift trucks with an internal combustion engine, emissions from battery-powered trucks are lower during product use (Scope 3.11). In addition, the aim is to continuously increase the efficiency of material handling equipment (Scope 3.11) and to ensure that these products are designed with ease of disassembly in mind from the outset (Scopes 3.1/3.12). By refining its requirements for eco design, Jungheinrich is also planning to advance the viability of circular economy or climate friendly alternative materials [page 66]. Further measures along the entire value chain are continually being evaluated and systematically implemented.

Voluntary compensation and neutralisation of remaining GHG emissions

In order to reach the net zero targets from 2030, Jungheinrich has decided to compensate remaining CO₂e emissions through voluntary capital expenditure in climate change mitigation projects. A comprehensive catalogue of criteria was developed to enable the identification of such climate change mitigation projects that fulfil recognised quality standards and Jungheinrich's own high standards when it comes to compensation. This catalogue was updated in 2023 due to the specific requirements of STBi regarding the neutralisation of greenhouse gas emissions. The quality and effectiveness of the projects and their regional connection to Jungheinrich are the characteristics looked for when choosing compensation projects.

Adapting to climate change

Companies are subject to potential negative impacts from climate change, whereby it is differentiated between physical and transitory climate risks and opportunities. Physical climate risks include potential damage to buildings due to storms or heavy rainfall. Transitory climate risks can impact companies in the form of changes in demand for lower-emission technology. In meeting the requirements of the EU Taxonomy Regulation [page 79] Jungheinrich's first step was to analyse the physical climate risks at selected locations in a structured manner and examine existing solutions as well as potential solutions for adaptation. The focus was on plants where material handling equipment or lithium-ion batteries are produced, the spare parts centre in Kaltenkirchen and the Group headquarters in Hamburg. In total, the analysis covered 14 locations in Germany, one in China and one in Czechia.

The guideline provided by the German Federal Environment Agency that substantiates the requirements of the EU Taxonomy Regulation was used for the climate risk analysis. Software was deployed for the analysis at Jungheinrich that processes and prepares the climate risk data from Intergovernmental Panel on Climate Change (IPCC) reports. If a climate threat is relevant for a particular location, a risk analysis is performed for the actual threat based on historical data and for the future development of the climate threat based on optimistic and pessimistic IPCC climate scenarios² up to 2050. The climate risks identified and evaluated by the software are validated according to their economic relevance together with employees at the location from the Production, Environment, Health & Safety and Facility Management divisions. The climate risks are then

¹ Due to a lack of definitions in the GHGP, no separate figure for Scope 3.11 is presented in accordance with the market-based approach.

² Representative Concentration Pathways (RCP) lay out certain greenhouse gas concentration scenarios. Jungheinrich uses RCP 2.6 as the optimistic scenario and RCP 8.5 for the pessimistic scenario for its climate risk analysis.

assigned to the qualitative categories of high, medium and low, without a financial assessment. High risks for some locations are storms, floods, heavy rainfall and drought/water stress. The same risks are classed as medium for other locations. Heatwaves and cold snaps are also medium risks. Then an evaluation is performed for all locations to see whether any adaptation measures are already in place for high and medium risks in order to reduce potential impacts. This has shown that all of the locations examined already fully protect themselves against current and future climate threats. Adaptation measures implemented against the threat of heatwaves include full air conditioning in office buildings with comprehensive insulation or targeted cooling of temperature-sensitive equipment. The threat of heavy rainfall or floods is countered through seepage reservoirs or mobile protection systems (for example, sand sacks). Adaptation plans are made if there are no or insufficient adaptation solutions for high climate risks. Adaptation plans must be designed in such a way that adaptation solutions that can significantly reduce high climate risks are implemented within five years. For medium risks, a list of adaptation solutions is created that must be taken into account for future projects at the site.

The Group intends to expand the physical climate risk analysis to more locations in 2024. In addition, there are plans to analyse the transitory climate risks and opportunities for Jungheinrich. The financial and strategic implications of the climate risks and opportunities will also be evaluated.

ECO EFFICIENCY AND CIRCULAR ECONOMY INITIATIVE

Jungheinrich is aware of the environmental impact and the limited resources in light of the climbing global demand for resources. That is why the company has decided to further break its growth away from resource consumption. The targeted improvement of the products' ecological efficiency and promoting circular economies are therefore of vital importance to Jungheinrich. Considering the increasing scarcity of resources, a circular economy in which every single end product of a consumption or production process is the basis for further processes is gaining in importance. Ideally, this should result in no waste or emissions. The use and preservation of resources in a circular economy and the development of resource- and energy-efficient products also support the path to climate neutrality.

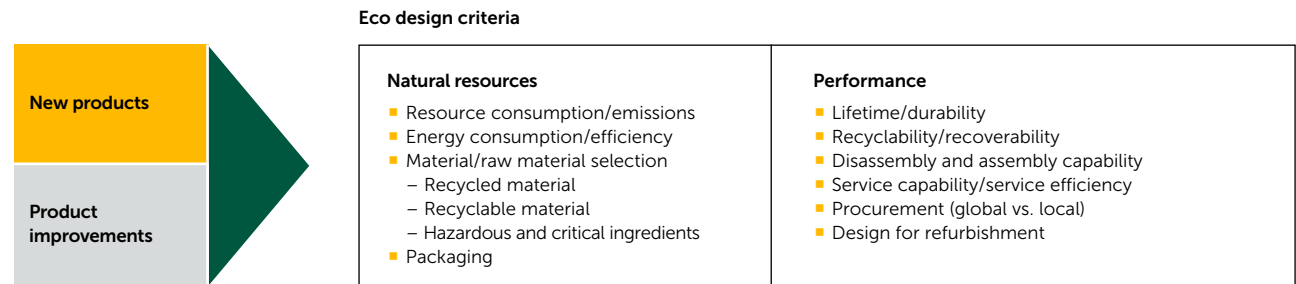
Eco design and product life cycle assessments

Eco design

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

Using product environmental compatibility assessments, Jungheinrich explores the potential to achieve energy and resource efficiency from the beginning. Defined milestones in the product development process ensure that the various eco design criteria are recorded, evaluated and implemented. Aspects of both resource efficiency and performance are taken into account. The Group plans to expand the existing eco design requirements to include the aspects illustrated in the image in close cooperation with the departments.

Eco design criteria in product development



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

- Jungheinrich meets the legal requirements for regulated hazardous ingredients such as the REACH Regulation¹ (Registration, Evaluation, Authorization and Restriction of Chemicals) requirements or the RoHS Directive² (Restriction of Hazardous Substances) for relevant products.
- Jungheinrich goes beyond the legal requirements and strives to exclude materials in its products that are controversial from a social or ecological point of view, even if they are not yet legally regulated.
- Jungheinrich demands comprehensive material declarations from suppliers.

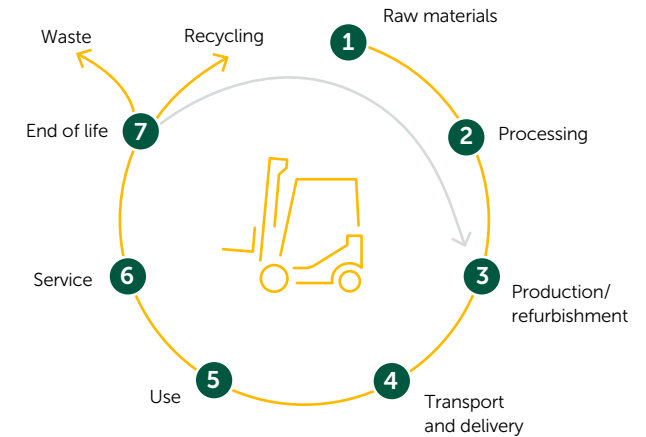
In a multi-stage material compliance project, launched in the financial year 2020, Jungheinrich created a central approach to take into account legal and internal requirements in the product development process for trucks, batteries and battery chargers. The intention is to safeguard the procurement, availability and evaluation of relevant information. Transparency regarding regulated substances is created by including the relevant suppliers of materials directly used in the production of the previously mentioned product groups. With this in mind, Jungheinrich developed a centralised IT system to document the material compliance status of these suppliers. The relevant requirements are provided in the Supplier Manual in order to include suppliers in the development process at an early stage. As a result, prohibited materials are not used in the supply chains and the procurement of restricted or hazardous materials is avoided. The recognition of material compliance requirements is systematically established for new suppliers in the supplier qualification.

Product life cycle assessments

Jungheinrich has been working consistently on improving its products' ecological efficiency, and especially that of trucks. The company prepares life cycle assessments to evaluate and monitor the sustainability performance of its products, which are developed in accordance with its eco design requirements. These assessments help Jungheinrich to meet regulatory and customer requirements. As part of a software expansion, Jungheinrich plans to systematically create life cycle assessments for new developments and calculate CO₂e emissions for all phases of the life cycle. This will enable the detection of emission reduction potential early on in the development process.

Comprehensive life cycle assessments have already been created for the following products: a forklift truck (ETV 216i), two batteries for material handling equipment (lithium-ion and lead-acid) and a stacker crane. These assessments were also performed and certified in accordance with the principles of DIN EN ISO 14040/14044. Other environmental factors besides CO₂e emissions were included in the assessments and the product life cycle phases analysed more closely. The detailed analysis of all components and phases from raw material extraction to the end of the product life cycle has created transparency in the value chain and supplied important findings for future product development. The product life cycle assessments performed by Jungheinrich have shown that the majority of CO₂e emissions for material handling equipment occur in the use phase, and that they are highly dependent on the energy requirements of the battery used as the drive technology. Jungheinrich has compared lithium-ion and lead-acid batteries using product life cycle assessments.³ The lithium-ion battery caused around 20 per cent less CO₂e emissions in total across its life cycle, and 15 per cent less

Life cycle phases of the trucks



emissions were caused during its use. This result confirms Jungheinrich's target of ensuring that 50 per cent of material handling equipment is equipped with lithium-ion batteries by 2025. Jungheinrich's POWERLINE series, equipped with integrated lithium-ion batteries, makes an important contribution to achieving this target.

¹ REACH Regulation (EC) No. 1907/2006 is an EU chemicals regulation that came into force on 1 June 2007.

² The RoHS Directive 2011/65/EU relates to restrictions on the use of certain hazardous substances in electrical and electronic equipment.

³ 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.

During preparations to meet the requirements of the EU Taxonomy Regulation, Jungheinrich calculated the CO₂e emissions of 19 reference trucks in the 2023 financial year from the highest revenue-generating models. The CO₂e emissions saved over the entire life cycle of the trucks analysed were also calculated. Significantly reduced emissions were the result, particularly where lithium-ion batteries were used instead of lead-acid batteries as the drive technology.

The result of the product life cycle assessment comparison showed that an average reduction in CO₂e emissions of 23 per cent was achieved with lithium-ion battery-powered trucks. The CO₂e emissions were calculated using the ISO 14067 method and the result audited by an external auditor.

Establishing a circular economy

Jungheinrich launched a process in the 2023 reporting year to develop a holistic strategy to advance the circular economy. Starting with the identification and definition of material circular economy terms, the relevant fields of action for Jungheinrich are determined and measures for expanding the circular economy in the relevant fields created. Company- and product-related programmes to support the breakaway from resources have also been implemented:

- **Truck rental models:** Jungheinrich offers material handling equipment rental models that save resources and also keep ownership rights for raw materials and materials with the company. This enables Jungheinrich to ensure recyclability in the long term.
- **Used trucks:** Jungheinrich has been refurbishing its own material handling equipment at the refurbishment plant in Dresden since 2006. The demand for reconditioned forklifts led to the opening of a plant in Ploiești, Romania,

in 2022. In 2023, Jungheinrich industrially refurbished 7,491 trucks (2022: 5,588) with a reuse ratio of around 92.0 per cent (2022: 93.0 per cent). The proportion of older trucks in for refurbishing rose in comparison with the previous year, which required more parts to be changed. The reuse ratio decreased slightly for this reason. At the same time, customer requirements regarding the functional equipment of the used trucks impacted the refurbishment process. This resulted in a rise in the replaced and recyclable components to 7.3 per cent (2022: 6.1 per cent). A total of 99.3 per cent (2022: 99.1 per cent) of a truck's materials were returned to the loop in 2023. 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:** Jungheinrich is aiming to extend battery life cycle phases. Lithium-ion batteries that have previously been used in new trucks are refurbished for use in a used truck. Battery cells with insufficient capacity for material handling equipment are used in stationary energy storage systems before they are recycled.

Definition of environmental standards in environmental and energy programmes

Jungheinrich has made a collection of measures for environmentally friendly conduct available on the internal sustainability platform. These contain best practice examples and suggestions for sustainable transformation at the Jungheinrich locations. 17 companies had ISO 14001-certified environmental management systems in place in the 2023 financial year, and seven had ISO 50001-certified energy management systems.

The principles of energy efficiency and the sparing use of natural resources are implemented based on Jungheinrich's internal environmental standards, which go beyond the legal

requirements in some cases. These environmental standards include but are not limited to the following principles:

- improving energy efficiency
- increasing the recyclability of resources
- efficient water and effluent management
- preserving and promoting biodiversity
- active hazardous substance management

The key figures for 2021 presented in this report do not include all fully consolidated companies and therefore are only comparable with the figures for 2022 and 2023 to a limited extent. The key figures are partially 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.

Energy management

The integration of sustainable energy solutions remains an important building block for future energy management. Energy management includes increasing security of supply, improving the energy efficiency of equipment, and reducing dependence on price fluctuations and supply bottlenecks through the use of a decentralised energy supply. Jungheinrich consistently focusses on the use of electricity from renewable sources and its own decentralised energy generation.

Energy consumption is optimised through targeted energy-saving measures and the use of efficient technology. The continual improvement of energy management is reviewed in internal and external audits and ensured through measures derived from the audits.

Measured against Group revenue, Jungheinrich's energy consumption of 295,113 MWh¹ (2022: 292,221 MWh) corresponded to an energy intensity of 53.3 MWh/€ million (2022: 61.3 MWh/€ million) in the reporting year. Consumption of electricity generated by the Group from renewable sources was recorded for the first time in 2023 and came to 488 MWh.

The following table shows energy consumption in the Jungheinrich Group:

	2023	2022	2021
Natural gas in kWh ²	51,407,555	52,099,655	50,393,583
Heating oil in kWh	1,288,111	1,346,004	1,514,197
Diesel in l	12,996,470	13,366,426	10,094,990
Petrol in l	3,900,233	2,815,367	450,141
Ethanol in l	68,416	75,457	48,365
LPG in kg	50,449	43,934	–
Public electricity in kWh	66,243,009	68,503,026	56,333,950
Consumption of electricity generated by the Group from renewable sources in kWh	488,002	–	–
District heating in kWh	12,519,820	12,784,725	11,563,197

Waste and recycling management

Jungheinrich aims to continually increase its ability to recycle resources, and is guided by the principle of prevention before recycling, recycling before disposal. The targets in this context are:

- no landfill waste at German plants by 2025
- reducing the global landfill waste by a third by 2025 (base year: 2019)

- no landfill waste created by internal work processes at locations in countries with established recycling systems by 2030

The project team for introducing central waste management achieved the following in the reporting year:

- transparency on waste streams at the plants
- uniform internal waste statistics
- comparison of recycle/disposal procedures
- measures to optimise disposal channels

The waste statistics show that the majority of waste is recycled. Total waste in 2023 rose partially due to the expansion of production capacities and an increase in the volume of old batteries disposed.

Total amount of waste

in tonnes	2023	2022	2021
Total hazardous waste	10,704	7,696	5,239
Recycling of materials	8,876	6,087	3,791
Thermal recovery	735	812	353
Disposal	1,093	797	1,095
Total non-hazardous waste	13,310	13,473	11,036
Recycling of materials	11,463	11,527	8801
Thermal recovery	1,036	1,119	1,057
Disposal	811	827	1,178

Water and effluent management

The Group's environmental management system views water and effluent management as an important environmental aspect that it has a direct influence on. Jungheinrich is committed to handling water efficiently in order to reduce water consumption and the volume of effluent produced on an ongoing basis. Circular economy solutions are vital in this regard. A production water treatment facility is in operation at one production location with the aim of creating internal water cycles. An effluent pretreatment facility at another plant also allows for production effluent to be fed back into the sewage systems; this means effluent does not have to be picked up by a specialist disposal company. Ways of treating and feeding water back into the sewage system is also being examined for other plants. One action taken to reduce water consumption was the substitution of a wet chemical pretreatment process in a powder coating facility, meaning that this process will no longer require water in the future.

The Group withdraws a total of 293 megalitres of water (2022: 315 megalitres), of which 165 megalitres is groundwater and 128 megalitres water from third parties, such as municipal water companies. The remaining water withdrawal comes from surface water, seawater and own water sources. Groundwater is primarily withdrawn for the Moosburg and Degernpont production plants' cooling systems, where the water is used in closed loops and returned.

¹ The key figure provided is based on commonly-used conversion factors.

² Including natural gas consumption for the production of electricity through the cogeneration unit at the Degernpont plant.

Preserving biodiversity

To promote the biodiversity of ecosystems and agricultural systems, Jungheinrich has launched local initiatives around the world and encourages all employees to get involved. Various measures to promote biodiversity are suggested on the internal sustainability platform that can be implemented at the sites: Opening up sealed surfaces, greening walls and roofs, planting easy-maintenance gardens for wild animals on unused outdoor areas, planting domestic and wild-life-friendly plants, setting up insect hotels and beehives and setting out drinking water for animals. Measures are also taken to promote biodiversity when new plants are

constructed. The Chomutov plant in Czechia, for instance, is located on a 1.5-hectare green space with native bushes and trees and thus contributes to the promotion of local biodiversity.

Hazardous substance management

The development, production and operation of material handling equipment currently requires the use of hazardous substances that can have an impact on the environment and the health of employees. Strict regulatory requirements must therefore be applied to the handling of hazardous substances. The Group has clear guidelines in place for the

use of hazardous substances. There is a defined process for the approval of these substances that includes the double-check principle and the inclusion of work safety and environmental experts. Ongoing hazard assessments, including substitution evaluations, are performed as part of Jungheinrich's active hazardous substance management. During these assessments, possibilities for substituting hazardous substances or processes with alternatives are evaluated (substance, mixture, product or process). This leads to a lower endangerment of the workforce and the environment overall. The employees affected are regularly trained in the safe use of hazardous materials.

Society

EMPLOYEE INITIATIVE

As a global enterprise with more than 21,000 employees, Jungheinrich has managed to combine growth with the values of a family-owned business and a management culture based on trust in the employees. In this financial year, Jungheinrich introduced Jellow Way, which outlines the attitude to management and cooperation. This mission statement outlines behaviours that support Jungheinrich's ongoing success. Jellow Way presents the corporate culture and serves as a foundation for discussions, feedback and development and as a guide.

Some of the key figures in this chapter relating to employee numbers exclude temporary workers, apprentices and trainees. These figures exclude the companies MIAS USA,

MIAS Holding Asia, JFS United Kingdom, JFS Spain and JFS Italy as these companies have fewer than 10 employees. Magazino and Storage Solutions are also excluded as these were only fully consolidated in the current financial year. 98.4 per cent of FTEs at the Jungheinrich Group are covered by these figures. All other key figures relating to FTE employees at the Jungheinrich Group fully include apprentices at all companies.

Low staff turnover and long periods of employment

Demographic change and the associated labour shortage are posing significant challenges on the labour market in this decade. As an employer, Jungheinrich strives to retain employees and gain talented young people for the company. Various measures are in place to safeguard the stability of the workforce, such as promoting personal development,

supporting a work-life balance, flexible working hours, company pensions and training offers. Indicators of the stability of the workforce is the average period of employment of 9.7 years¹ (2022: 9.8 years), and low staff turnover of 4.9 per cent worldwide² (2022: 6.6 per cent) which equates to 1,003 resignations (2022: 1,273). Overall, the number of employees has increased by 1,310³ against the previous year (2022: 704). At 98.1 per cent^{1,3}, a high number of employees have permanent employment contracts (2022: 97.9 per cent).

¹ Reporting date 1 December 2023.

² Average number of employees.

³ Employees in FTE.

Jungheinrich cultivates a pleasant work atmosphere and a future-oriented, supportive feedback culture (feedforward) through a new structure for annual employee appraisals, which will be rolled out worldwide. It promotes trust between managers and employees and strengthens Jungheinrich’s corporate culture. This exchange supports the development and common understanding of cooperation in the company. Jungheinrich’s modern management approach is also defined here. The managers are responsible for creating an environment that promotes innovation, achieves results, has a focussed direction and encourages employees to act on their own initiative.

Jungheinrich again gained 22 talented young individuals from around the world this financial year for the Jungheinrich International Graduate Programme. Besides Germany, Italy, Spain and Thailand, the Group also welcomed its first trainees from Denmark, India, Singapore, the Netherlands and Belgium in 2023.

Employees by region and gender

	FTE 2023 ^{1,2}	FTE 2022 ^{1,3}	Headcount female 2023 ^{1,2}	Headcount female 2022 ^{1,3}
Germany	8,688	8,251	1,692	1,587
France	1,259	1,242	271	273
Italy	1,174	1,113	304	287
United Kingdom	836	781	133	131
Spain	649	533	147	127
Poland	621	618	150	145
Rest of Europe	4,840	4,482	1,022	916
China	840	919	196	219
Other countries	2,210	1,868	411	367
Total	21,117	19,807	4,326	4,052

Fair working conditions and promoting occupational health and safety

Jungheinrich has adopted numerous measures to achieve its overarching target of preserving and furthering employees’ health and satisfaction. The employee health ratio reached 96.9 per cent in the financial year 2023 (2022: 96.5 per cent). The working conditions at Jungheinrich are flexible wherever possible, which is reflected in the range of offers such as working from home, working remotely and hybrid models. The following measures were taken in 2023:

- Amending employment contracts to allow employees in suitable positions to permanently work remotely for up to 50 per cent of their contracted hours or up to 20 per cent from home.
- Providing materials for remote working spaces, such as height-adjustable desks and chairs.
- Equipping meeting rooms for hybrid meetings to enable virtual cooperation.
- Launch of a Group-wide initiative for the future-oriented design and use of office space to promote both hybrid and analogue collaboration.

Measures to promote worker health include:

- subsidised occupational health check-ups
- vaccination advice and health checks
- company sports programmes at different locations
- regular, decentralised health awareness days on special topics and expert fitness and health advice
- access to the “Balloon” app, which features a growing library of audio meditations on topics such as stress, sleep, calmness
- promoting mental health through mindfulness training
- continuing the series of “Yes I Care” workshops for managers to raise awareness of employee health issues

- firmly integrated processes for employees returning to work
- regular physical threat analyses with follow-up planning and optimisation measures
- introduction of JobRad, a cooperation for subsidised bikes leases

Jungheinrich is currently working on a health offer for all employees and establishing global company health management. Protecting employees’ health is Jungheinrich’s top priority. Vision Zero underscores the importance placed on health with the target of zero accidents for employees in the Group, including temporary employees, staff from temping companies, trainees and apprentices. The health of every member of the workforce is decisive in preserving the individual’s ability to work and thus Jungheinrich’s ability to perform and be successful over the long term.

Jungheinrich has implemented overarching programmes in the field of safety and health management. Material work safety tools and processes were harmonised during the process. For instance, in 2023 the Group began standardising the processes for recording safety-relevant events. The integration of health and safety guidelines in workflows is being driven forward. Managers provide briefings on occupational health and safety topics annually. E-learning offers provide support for achieving work safety targets. In addition, special training courses on workspace conditions are carried out on site. This includes training safety officers, first aiders, and fire safety and evacuation assistants. The first training courses to raise awareness for health and safety were held for managers and individual departments in 2023. This series of training is scheduled to be continued and rolled out further

¹ Employees in FTE.
² Reporting date 1 December 2023.
³ Reporting date 1 December 2022.

in 2024. Jungheinrich's aim is to contribute to the overall strengthening of the social aspects of sustainability in the corporate culture.

The aim of conducting systematic analyses of accidents and their causes is to prevent such accidents and reduce downtimes. All safety-relevant events are included and a preventive approach is adopted. The measures taken in the 2023 financial year have led to an improvement in work safety. This is reflected in the key figures, whereby accidents in the workplace with at least one lost day are included in the statistic:

- The LTIR in 2023¹ was 13.7 (2022: 13.8). The aim is to reduce this figure to 12.5 by 2025. LTIR is based on the frequency of work accidents per one million working hours.
- There were 464 accidents in the workplace throughout the Group in the year under review¹ (2022: 471).
- Each accident in the workplace resulted in an average of 14.8 lost days¹ (2022: 15.2).

Communication concepts to promote exchanges and synergies across locations are being developed. Jungheinrich is pushing forward with the digitalisation of EHS processes. Jungheinrich continued combining the documents and processes that have already been drawn up into an occupational safety management system in 2023. The system is to be certified according to DIN ISO 45001 in future.

Employee personal development

Boosting the company's adaptability is one of the success factors for the implementation of the corporate Strategy 2025+. Jungheinrich supports employee personal development with a comprehensive range of training. This can be seen in the various initiatives:

- Training for managers, project leads and employees is as much a part of the portfolio as the establishment of an internal network of change facilitators who provide support during the design of change processes at Jungheinrich.
- The Jungheinrich Academy offers qualifications that meet employees needs in the form of e-training and in-person courses. Special training courses for after-sales and sales employees are offered in the Group's own training centres worldwide. The range of offers also covers training courses in the field of HR, finance, IT and production as well as personal development. This range will be expanded to include target group-specific sustainability training from 2024. The range is completed with a comprehensive and international Train the Trainer programme. The range of training available is supplemented by Jungheinrich CAMPUS, an internal learning management portal with digital, modular training formats.
- In the 2023 financial year, the internal Group-wide learning hours were recognised for the first time. They amounted to 813,053.6 hours². That is equivalent to an average of 38.3 learning hours per employee. The amount of external learning hours will be recorded from 2024.
- In their annual appraisals, employees agree on development measures together with their manager to safeguard their employability and personal development. Training managers and personal development professionals provide employees with advice regarding their training needs in order to guarantee long-term learning success.

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

The diversity of the workforce is a major factor in Jungheinrich's success. Jungheinrich fosters a variety of perspectives, ideas and solutions in a team-oriented and tolerant environment. It is important to Jungheinrich that salaries are fair and competitive and in line with the employees' positions. Within Germany, the Jungheinrich Group employs people from 75 (2022: 76) countries, including people with disabilities.³

In order to establish the common values internationally, Jungheinrich regularly sends senior executives from Group headquarters to the subsidiaries. Jungheinrich's long-term goal is to fill senior management level posts in the subsidiaries with local managers, as they are familiar with the local conditions and the national culture. As part of the corporate Strategy 2025+, Jungheinrich plans to increase the share of international managers in the workforce. In 2023, 88.5 per cent of the managers abroad came from the country they were working in (2022: 89.6 per cent)³. The share of female employees in the Jungheinrich Group in 2023 came to 20.8 per cent⁴ worldwide (2022: 20.5 per cent) and 19.8 per cent⁴ (2022: 19.4 per cent) in Germany and is thus higher than in the previous year. This exceeds the average in the German machine construction industry of 17.2 per cent. The share of women on the Board of Management is 25.0 per cent (2022: 25.0 per cent), while the Supervisory Board has a 41.7 per cent share of female members (2022: 41.7 per cent).

¹ Employees, excluding employees on parental leave, partial retirement (passive phase), employees who have been signed off as unfit for work.

² This figure relates to all fully consolidated companies and includes employees from temping companies, apprentices and trainees. External people participating in Jungheinrich CAMPUS training are not included.


³ The calculation method for the share of locally recruited managers abroad was adjusted from the previous year to exclude international managers at German locations. The previous year's figure was also recalculated and presented anew.

⁴ Reporting date 1 December 2023.

The share of women in management positions was 15.1 per cent (2022: 15.3 per cent). In line with the Strategy 2025+, Jungheinrich is aiming for a share of female managers of 20.0 per cent. The CEO remuneration ratio was calculated for the first time in 2023. This figure amounted to 35.8¹.

SOCIAL INITIATIVE

The central aim of the corporate Strategy 2025+ is to create sustainable value. This also includes Jungheinrich's social responsibilities. The company is committed to supporting long-term cooperations and projects in the field of emergency humanitarian aid and education. The main initiatives are:

- **Partnership with  action medeor:** For more than ten years, Jungheinrich has been working with action medeor, an organisation committed to improving the health of people living in the world's poorest regions. Jungheinrich provides financial support and its intralogistics expertise. Another project that the company supported in 2023 was a multi-year project to promote mother and child health in the Democratic Republic of the Congo. Donations in kind were made to optimise the medication warehouse at action medeor's headquarters in Tönisvorst.
- **Internal Donate your pennies campaign:** Jungheinrich employees collect donations for action medeor with the Donate your pennies campaign. The monthly penny amounts on the pay slips of employees participating in this campaign are given to select projects once a year. So far around €300 thousand has been raised. Some of the money raised through this campaign in 2022 was donated

to the earthquake victims in Türkiye and Syria in the year under review. The rest of the money raised went to the WASH project in Nepal.

- **The cooperation with ARCHE:** Jungheinrich has been supporting ARCHE, a Christian child and youth charity in Hamburg-Jenfeld, for more than a 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 makes financial donations and donations in kind and volunteers time at events such as the 2023 summer festival.

In addition to its long-term partnerships, Jungheinrich also provides support in unexpected emergency situations. In 2023, the company rallied support for the earthquake victims in Türkiye and Syria as well as for people affected by the flooding catastrophe in Slovenia. In both cases, one of the things Jungheinrich did was double the donations collected by its employees.

Besides centrally initiated donation campaigns, the Group units also get involved in local charity projects, like those below.

- **Brazil – education:** Jungheinrich Brazil is committed to supporting the expansion of environmental education. A children's book was published together with the organisation Copaiba, that teaches children about sustainability, protecting the environment and the Atlantic Forest. All proceeds go to Copaiba: A tree is planted in the Atlantic Forest for every book sold and two children from state schools are invited to visit the organisation. The

10,000 copies published can be obtained at private schools, through Copaiba and the Brazilian Jungheinrich online shop. Some copies were donated to children in state schools.

- **Romania – education:** Jungheinrich Romania taught pupils about sustainability, recycling, sustainable innovation and lithium-ion batteries over the course of two event days. Trees were also planted at the Virgil Madgearu Economic College (Bucharest) and the High School of Sports (Braşov) as part of the project.
- **Thailand – social commitment:** While visiting the Asia Center Foundation (ACF), Jungheinrich employees from the Asia-Pacific region built a playground on the organisation's premises and played a number of educational games with the children. Several donations in kind were also made, such as toys, teaching materials and building materials for the playground. ACF is committed to improving the lives of at-risk children in Thailand by offering them access to education, care, healthy food and the opportunity to learn life skills in a safe environment.

¹ This figure represents the ratio of the Chairman of the Board of Management's annual total remuneration to the average total annual remuneration of all employees in Germany. All German companies were included with the exception of MIAS, Profishop, arculus, ISI and Magazino. To calculate the average total remuneration, all relevant elements of personnel costs such as wages and salaries, provisions and bonuses, other personnel costs and long-term incentives were included.

Governance

GOVERNANCE INITIATIVE

Jungheinrich is committed to value-oriented corporate governance that promotes efficiency, a sense of responsibility, sustainability and long-term corporate success at all levels. 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 that serves as a guideline for governance internally and externally.

The foundations of Jungheinrich's entrepreneurial activity also include the clear distribution of tasks, rights and responsibilities, transparent internal and external corporate communications and responsible risk management. Effective internal control and risk management and compliance management system (CMS) play a central role in governance. Responsible business practices cover Jungheinrich's entire value chain and especially include procurement processes. Jungheinrich strives to be viewed as a reliable partner by customers, suppliers, employees, shareholders and all other stakeholders. Further information about [corporate governance](#) at Jungheinrich, including nominations to the Board of Management, Supervisory Board and Committees and their working methods, and Board of Management and Supervisory Board remuneration are published on the company's webpage.

Compliance, with clearly defined responsibilities

Jungheinrich understands compliance to mean complying with laws and internal guidelines and rules in a systematic manner. The Group's CMS, which sets out clear responsibilities within the company, covers all organisational structures and processes, which are themselves regularly adapted to changing circumstances. The CMS requires correct behaviour and integrity from employees in everyday business, based on the principle of prevention, detection and response. This means that Jungheinrich proactively prevents violations and risks, offers Group-wide ways to report any suspected violations and conducts fair and confidential investigations. Jungheinrich has followed these compliance principles and the existing structures for many years, meaning no significant official investigations or fines have been launched against the company or its managers/executive bodies.

The Jungheinrich Compliance Committee met on set dates in the 2023 financial year ensuring the further development of the CMS from a Group perspective. In addition, the Jungheinrich AG Supervisory Board was regularly informed of compliance-relevant issues. Corporate Compliance, Audit & Data Protection was subject to a quality audit performed by an external auditor in 2022 to ensure that the processes and structures still met the increasing regulatory requirements. The implementation of the agreed further developments began in 2023.

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

- a uniform Code of Conduct that is mandatory 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 training for all employees, including members of the Board of Management
- regular audits performed by the Corporate Compliance Audit & Data Protection division
- compliance along the entire value chain, including external suppliers and sales partners

Consistent Code of Conduct

Jungheinrich makes binding guidelines and standards, including a Group guideline for compliance with clearly defined responsibilities, processes and structures available to all employees. In addition, a new Group guideline on preventing corruption was adopted and communicated throughout the Group in the 2023 financial year. A Code of Conduct that covers ten different compliance topics and applies throughout the company is also part of the Jungheinrich Compliance Management Guideline:

- 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

The company is committed to transparency in its donations as well as sponsoring, and does not tolerate inappropriate structures designed for tax evasion. The company also declares it will not support any political parties or projects, or any organisations or persons with a political background. Jungheinrich follows the arm's-length principle, whereby taxes are paid in the country in which it has generated the earnings.

Compliance with personal rights and protecting company secrets are of the utmost importance. An internal guideline that takes into account legal requirements stipulates how personal data is to be handled.

Clear reporting channels for violations

A process that has been clearly communicated and applies internationally is in place for compliance issue reports and the notification of suspected violations. The process stipulates three channels for reporting: to direct supervisors, local compliance officers or the central compliance team. The [Jungheinrich OpenLine portal](#) was launched as a fourth option in the CMS in the 2017 financial year. Employees can ask questions or report violations with their name or anonymously using the portal. The portal has also been available for external notifications since 2019. Jungheinrich is currently expanding the number of languages that the portal is available in, in order to make the portal accessible to as many people who wish to make a report as possible.

Raising awareness for compliance

Awareness of compliance issues is raised among employees in order to encourage appropriate conduct. Jungheinrich has made various compliance e-learning modules available through the Jungheinrich learning platform CAMPUS.

These include training sessions covering the Jungheinrich Code of Conduct, data protection and IT security. They were again rolled out as mandatory training courses in 2023 to all employees who have access to Jungheinrich CAMPUS. Alternatively, customised and updated training materials for in-person training and specific information events was made available and offered at plants and sales locations. In the 2023 financial year, there were 28 compliance briefings (2022: 24). Jungheinrich also organised additional training for relevant groups on topics such as anticorruption and antitrust via Jungheinrich CAMPUS in 2023. Jungheinrich CAMPUS has also been offering the option of training partners who have to meet compliance requirements since 2019. New Jungheinrich companies are always briefed on relevant compliance topics in a defined process.

Ongoing audits

To inspect suspected cases of violations against legal or internal requirements fairly and confidentially, incoming reports are checked by the Head of Corporate Compliance, Audit & Data Protection – after the Chief Compliance Officer has been informed. 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 be classified as significant cases of corruption (2022: 0). To prevent corruption, all Jungheinrich locations are regularly checked for risks by the Corporate Compliance and Audit & Data Protection division. The standard procedure includes reviewing receipts, financial transactions and internal controls. Donations made by the Group and sponsorships are also regularly examined. In 2023, 23 audits were conducted (2022: 20). Appropriate documentation and traceability of the audits performed are an important part of the compliance reporting process and meet all regulatory

requirements. Jungheinrich's Finance and Audit Committee is also informed of the audits performed and their results every quarter.

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. These standards and compliance with environmental requirements along with labour rights and working conditions are laid out in the Supplier Code of Conduct. Suppliers are also informed of the existing reporting channels at Jungheinrich via the Supplier Code of Conduct.

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 (UNGPR), 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.

This includes the following protected legal positions:

- the prohibition of child labour, including the worst forms of child labour
- the prohibition of forced labour, human trafficking and slavery
- occupational health and safety
- freedom of association
- prohibition of discrimination and harassment
- appropriate pay
- the prohibition of affecting human populations through environmental changes
- the prohibition of forced evictions and expropriation of natural resources
- making demands on private and state security forces
- compliance environmental obligations
- fair working conditions and working hours
- the right to data protection and privacy

With the revision of the [Jungheinrich Code for Human Rights and Occupational Health and Safety](#), the adoption of a Group guideline on Corporate Due Diligence, and the publication of a [Policy Statement to Respect the Human Rights](#), Jungheinrich met further requirements of the Act on Corporate Due Diligence in Supply Chains (LkSG) in the reporting year. The Human Rights Council established in 2022 is a decisive sign of the Group's attitude with regards to respecting human rights.

Jungheinrich performs appropriate risk analyses relating to its human rights and environmental obligations in its own business and at direct suppliers at least once a year to recognise, evaluate and prevent potential or actual negative impacts. The priority human rights and environmental risks for Jungheinrich determined by the risk analyses are presented in the following:

Own business

- **Appropriate pay, fair working conditions and working hours:** Jungheinrich complies with the applicable minimum wages around the world. An analysis of the production locations also confirmed that Jungheinrich pays a living wage at least at these locations. Jungheinrich also complies with statutory regulations on working hours. Overtime may occasionally be required during working hours. However, this does not represent a systematic or structural deviation but rather one-off cases.
- **Discrimination:** Jungheinrich employs more than 21,000 people worldwide. There may therefore be individual cases of discrimination within the workforce. However, Jungheinrich does not systematically or structurally discriminate against people or groups of people.
- **Occupational health and safety:** Jungheinrich creates value through production, sales and after-sales services (maintenance, repair and spare parts service). In production and the after-sales service in particular, work safety risks can be higher, which is why EHS-related topics [page 71] are given high priority.
- **Freedom of association:** Jungheinrich operates worldwide. This includes countries where the freedom of association is legally restricted.

Direct suppliers

The risk analyses for direct suppliers were performed according to product groups. The following product groups with higher abstract human rights risks were identified: logistics, third-party assembly services, event marketing, facility management, printed circuit boards. The following abstract risks were determined and prioritised for these product groups:

- **Occupational health and safety:** There is a latent risk in the field of work safety in particular when it comes to Jungheinrich suppliers' labour-intensive value creation and services. Depending on the precautions taken by the suppliers, varying levels of remaining occupational health and safety risks cannot be excluded.
- **Forced labour and slavery:** Jungheinrich suppliers operate in different cultural, social, economic and political contexts around the world. This can result in varying levels of dependence on the part of the employees.
- **Discrimination:** Jungheinrich's suppliers are at different stages of development when it comes to managing equal opportunities and operate in different cultural contexts. They have many employees and there may be discrimination in individual cases.

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
- 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
- raising awareness among Group employees, suppliers, customers and business partners 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 Jungheinrich sustainability strategy. Including suppliers within a holistic supplier management process is of vital importance and contributes to stability of supply. The careful selection of suppliers that share Jungheinrich's approach to sustainability is an important prerequisite for sustainable supplier management. Potential suppliers must fulfil uniform approval criteria throughout the Group. The most important aspects are the Supplier Code of Conduct, the Supplier Manual and the sustainability self-assessments. The Supplier Manual was updated in the 2023 financial year. Suppliers are regularly classified for risk according to economic, ecological and social criteria. Appropriate measures are taken depending on the risk class.

The integration of sustainable procurement in internal processes and at suppliers, including the implementation of LkSG requirements, was continued in 2023. The management system for sustainable procurement was expanded to include preventative and remedial action. The preventative measures form part of a four-step model that stretches from the Supplier Code of Conduct to potentially on-site social audits. An internal workflow was designed for remedial action which enables a swift and appropriate response to any incident in Jungheinrich's supply chains.

In order to increase key-supplier transparency, they now undergo a sustainability self-assessment, which is carried out via the **Integrity Next** platform. Currently, more than 750 of the potential approximately 1,500 key suppliers are participating, which equates to 74 per cent of the Group purchasing volume¹. The management system was expanded to the Jungheinrich companies Profishop AG & Co. KG, Profishop AG, Profishop GmbH and MIAS Group in 2023 in order to formalise their sustainable procurement processes further. 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 sustainability self-assessments form the basis for calculating the sustainable spend key figure. This figure was introduced in 2021 with the aim of classifying at least 80 per cent of the relevant purchasing volume as sustainable by 2025. Sustainable spend stood at 75 per cent in 2023 (2022: approximately 70 per cent).

Future sustainable procurement measures include procurement training for buyers and suppliers, direct supplier risk analysis, expansion of sustainability self-assessments and audits, and focussing on reducing CO₂e emissions in the supply chains.

SUSTAINABLE BUSINESS MODELS, PRODUCTS AND SERVICES INITIATIVE

As a sustainability enabler, Jungheinrich wants to support its stakeholders in achieving their sustainability targets and considers sustainability to be an opportunity. The company's sustainable orientation releases potential to increase the company's innovativeness, expand the portfolio of solutions and generate competitive advantages, for example. Sustainable business models, products and services are a decisive driver for Jungheinrich, as they support customers in particular in achieving their sustainability and climate targets and contribute to customer retention. Product quality and safety are also vital factors when it comes to customer satisfaction.

Sustainability as a growth driver

Jungheinrich offers a broad range of products that support customers in their sustainability efforts:

- Since March 2023, all of the trucks manufactured have been battery-powered. However, the electric ratio was almost 100 per cent in previous years, too.
- The company offers lithium-ion solutions through its own research, development and production capacities. These provide customers with fully networked systems where the battery, charger and truck all perfectly complement one another.

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

- The POWERLINE truck series, launched in 2022, consists of CO₂e-neutral¹ lithium-ion trucks manufactured with renewable electricity and that consume around 20 per cent less energy during daily operation in comparison with lead-acid trucks.
- A CO₂e-neutral after-sales² service had been introduced in five countries by the end of 2023, with plans to expand to more countries.
- Jungheinrich operates two refurbishment plants and other refurbishment facilities for used trucks, and offers customers truck rental models. These actions support a circular economy.
- The company enables improvements in energy efficiency and warehouse and material flow optimisation with its digitalisation and automation solutions and targeted customer consulting.
- Jungheinrich's 360-degree protection programme also offers solutions and assistance systems that focus on customer safety.

Jungheinrich is also applying its energy skills to new application areas outside of warehouse logistics. For instance, Jungheinrich offers customised consulting and drive train components under the name Powertrain Solutions, from the engine to the control units and including lithium-ion batteries and battery chargers, for the agricultural and machine construction sectors.

Product quality and customer safety

Jungheinrich has established ISO 9001 quality management systems in the majority of its plants in Germany and abroad in order to guarantee the quality of its products and customer safety. The Group's central quality organisation standardises processes and establishes uniform standards for suppliers. This guarantees that the product materials procured meet the highest quality standards. Active participation in standardisation processes and associations is important to Jungheinrich, as standards promote innovation through sustainable product optimisation and create the foundation for increasing the products' safety and reliability further. Standards also promote legal certainty, facilitate export and create competitive equality. Taking these aspects into consideration, Jungheinrich actively participates in these processes by sending experts to the standardisation and association process committees. These include DIN standardisation committees (German Institute for Standardisation), European standardisation bodies (CEN/CENELEC), and bodies of the globally active International Organization of Standardization (ISO), VDI working groups (Verein Deutscher Ingenieure), Verband Deutscher Maschinen- und Anlagenbau (VDMA) committees, and European Materials Handling Federation (FEM) committees. Jungheinrich also particularly observes competition law regulations when participating in standardisation processes and associations.

Jungheinrich's tight service network plays a decisive role when it comes to customer safety. It enables direct consultation on site and a fast response to product disruptions. The majority of the service reports prepared by after-sales service technicians is analysed with system support. Based on this data, measures are derived to improve safety and reduce product downtimes. In the event of product incidents, appropriate processes including direct contact are initiated.

¹ This is achieved by reducing emissions during the manufacturing processes and investing in certified compensation projects to offset CO₂e emissions. The greenhouse gas emissions for the trucks up until the point of delivery is calculated using recurring life cycle assessments based on DIN EN ISO 14040 specifications. For more information, visit the [website on CO₂e neutrality](#) at Jungheinrich.

² Jungheinrich will achieve neutrality by reducing emissions in after-sales service processes and investing in certified compensation projects to offset CO₂e emissions. For more information, visit the [website on CO₂e neutrality](#) at Jungheinrich.

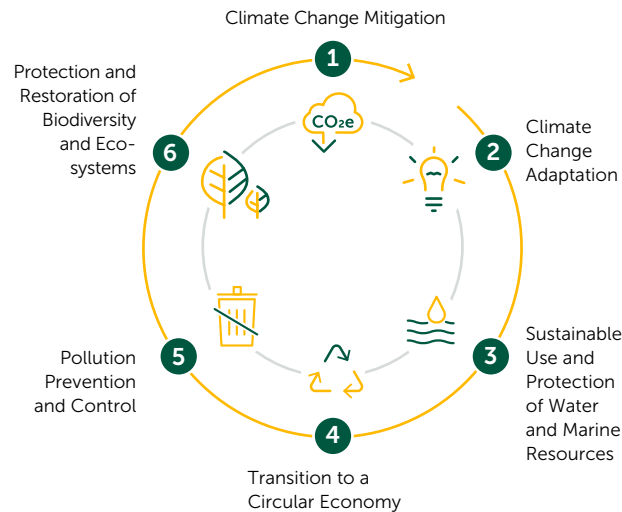
EU Taxonomy Regulation

BACKGROUND AND OBJECTIVES

As part of the European Green Deal, the European Union (EU) aims to create a modern, resource-efficient and competitive economy that will achieve net zero greenhouse gas emissions by 2050, detach growth from the use of limited resources and not disadvantage people or regions. In order to achieve these targets, 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. For this purpose, economic activities are evaluated according to their contribution to one of the six environmental objectives.

In accordance with the requirements (see Article 8 of the EU Taxonomy Regulation and Article 8 and Article 10 of the Delegated Act on reporting obligations under Article 8), the following section contains the required disclosures according to the EU Taxonomy Regulation. Here, amongst other figures, Jungheinrich presents the taxonomy-aligned, taxonomy-eligible and taxonomy-non-eligible shares of Group turnover (turnover), as well as capital expenditure (CapEx) and operating expenses (OpEx) for the first and second environmental objectives of the Climate Delegated Act for the 2023 financial year.

Environmental objectives of the EU Taxonomy Regulation



For the third to sixth environmental objectives of the Environment Delegated Act, disclosures relate to the taxonomy-eligible and taxonomy-non-eligible shares of Group turnover (turnover), as well as CapEx and OpEx. The key figures are differentiated according to the relevant economic activities.

IMPLEMENTATION OF REGULATORY REQUIREMENTS

Jungheinrich's business model as a solutions provider for intralogistics is relevant to the environmental objectives "Climate Change Mitigation" and "Transition to a Circular Economy". The manufacture of electric material handling equipment can contribute to climate change mitigation. Their repair and refurbishment as well as the rental and lease business can support the transition to a circular economy. The substantial contribution made to climate change mitigation can be proven for several lithium-ion battery-powered trucks.

In order to report on the taxonomy-aligned and taxonomy-eligible economic activities in the 2023 financial year, Jungheinrich has taken the following steps:

- established a project team, including experts from Corporate Controlling, Corporate Sustainability and Health & Safety, to implement the requirements of the EU Taxonomy Regulation, support the units to the fullest extent possible, and consolidate and verify the reported data
- reviewed business activities and identified taxonomy-eligible economic activities
- evaluated taxonomy alignment of taxonomy-eligible economic activities and the associated turnover, CapEx and OpEx at central and decentral levels
- performed a test run for the first half of 2023 to optimise the Group-wide implementation of the EU Taxonomy Regulation and to try out the initial application of the Environment Delegated Act

Assessment of taxonomy-eligible economic activities

Economic activities that are described in the Climate Delegated Act or Environment Delegated Act are taxonomy-eligible. Jungheinrich examined relevant, taxonomy-eligible economic activities for machine and plant construction and discovered that the Group can make substantial contributions in particular to climate change mitigation and a circular economy. The taxonomy-eligible activities identified by Jungheinrich for environmental objective 1 are also taxonomy-eligible for environmental objective 2 due to the description of the activity. However, as no turnover from enabling activities and no separate CapEx or OpEx exist that specifically contribute to adapting to climate change, Jungheinrich has assigned the corresponding taxonomy-eligible economic activities to the "Climate Change Mitigation" environmental objective. Economic activity 7.2. from environmental objective 1 is also taxonomy-eligible for environmental objective 4. This is assigned to the "Climate Change Mitigation" environmental objective as it does not contribute to a circular economy. Beyond this, Jungheinrich did not identify any taxonomy-eligible economic activities for the other environmental objectives.

Taxonomy-eligible economic activities "Climate Change Mitigation" environmental objective

Number	Name	Description
3.4.	Manufacture of batteries	<ul style="list-style-type: none"> Manufacture of lithium-ion batteries
3.6.	Manufacture of other low carbon ¹ technologies	<ul style="list-style-type: none"> Development, manufacture and sale of new material handling equipment and battery-powered mobile robots Development, manufacture and sale of components to electrify mobile industrial machinery (Jungheinrich Powertrain Solutions)
6.5.	Transport using motorbikes, passenger cars and commercial vehicles	<ul style="list-style-type: none"> Leasing and operating passenger cars
6.6.	Freight transport services by road	<ul style="list-style-type: none"> Purchase and operating of trucks
7.2.	Renovation of existing buildings	<ul style="list-style-type: none"> Major facade and roof renovation
7.3.	Installation, maintenance and repair of energy-efficient equipment	<ul style="list-style-type: none"> Insulation and renovation of outer components Replacement and maintenance of energy-efficient windows Installation of LED lighting Installation and maintenance of heating, ventilation and air conditioning systems
7.4.	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and on parking spaces attached to buildings)	<ul style="list-style-type: none"> Installation and maintenance of e-charging stations
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"> Installation and maintenance of building management technology Installation of sensor technology
7.6.	Installation, maintenance and repair of renewable energy technologies	<ul style="list-style-type: none"> Installation of photovoltaic equipment
7.7.	Acquisition and ownership of buildings	<ul style="list-style-type: none"> Leasing and maintenance of buildings
8.1.	Data processing, hosting and related activities	<ul style="list-style-type: none"> Data processing via a data centre²

¹ In contrast to the combined separate non-financial report in accordance with CSR-RUG, the chapter on the EU Taxonomy Regulation uses the term carbon (CO₂) as carbon equivalents (CO₂e) are not considered in the EU Taxonomy Regulation.

² 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.

Taxonomy-eligible economic activities “Transition to a Circular Economy” environmental objective

Number	Name	Description
5.1.	Repair, refurbishment and remanufacturing	<ul style="list-style-type: none"> ■ Repair and maintenance of products by the Jungheinrich after-sales services ■ Refurbishment of used material handling equipment at plants
5.4.	Sale of second-hand goods	<ul style="list-style-type: none"> ■ Sale of used material handling equipment
5.5.	Product-as-a-service and other circular use- and result-oriented service models	<ul style="list-style-type: none"> ■ Leasing and rental of new and used material handling equipment

In the “Climate Change Mitigation” environmental objective, economic activity 3.6. is particularly relevant for Jungheinrich in terms of value. The description of this activity in the Climate Delegated Act contains no clear definition of the term low carbon technologies and is therefore open to interpretation. Jungheinrich pools machine construction technologies in this economic activity, among other things, that aim to substantially lower direct greenhouse gas emissions (Scope 1 emissions) in other economic sectors:

- Jungheinrich’s electric material handling equipment makes a contribution to the reduction of greenhouse gas emissions in logistics, retail and wholesale, among other sectors. This also encompasses mobile robots. Mobile robots include automated guided vehicles and autonomous mobile robots that are battery-powered.
- Jungheinrich provides electric power train technology for the manufacture of zero-emission vehicles, particularly in the agricultural and machine construction industries. The use of electrified trucks results in lower greenhouse gas emissions.

With the introduction of the Environment Delegated Act, Jungheinrich’s activities in the field of circular economy became [page 68] taxonomy-eligible for the first time. These relate to the after-sales service, which extends the useful life of the products sold through repair and maintenance. The industrial refurbishment of used material handling equipment and the subsequent sale also lead to a longer service life and an increase in the use of recycled components. The truck rental models ensure that ownership rights to resources and materials remain with Jungheinrich and thus the rest of the material handling equipment’s life cycle can be monitored and managed. Due to the new regulatory requirements, Jungheinrich will report the sale of used trucks under economic activity 5.4. and the rental and lease business under 5.5. of environmental objective 4 from the financial year 2023. These activities had previously been reported under economic activity 3.6. in environmental objective 1. From the reporting year, the acquisition and operation of after-sales service vehicles, which are necessary for performing repair services, will be reported under economic activity 5.1. of environmental objective 4. This was previously reported under economic activity 6.5. in environmental objective 1.

Assessment of taxonomy-aligned economic activities

Following the identification of taxonomy-eligible economic activities, it was examined whether they fulfilled the requirements pursuant to Article 3 of the EU Taxonomy Regulation. In accordance with the requirements for the 2023 financial year, the review related to the “Climate Change Mitigation” environmental objective. An economic activity is considered taxonomy-aligned if

1. it complies with the technical screening criteria for a substantial contribution to the “Climate Change Mitigation” environmental objective,
2. it complies with the technical screening criteria for preventing substantial harm to the other environmental objectives (also known as Do No Significant Harm [DNSH] criteria),
3. guarantees the minimum safeguards.

As all of the criteria mentioned in Article 3 must be met pursuant to the EU Taxonomy Regulation, the examination is over as soon as one criterion is not met. The compliance with minimum safeguards was reviewed centrally. The DNSH criteria outlined in Annex A, B and D of the Climate Delegated Act were evaluated at the level of the locations relevant to the economic activity. The review of the substantial contribution, the specific DNSH criteria and the DNSH criteria in Annex C was performed at product level.

Compliance with minimum safeguards

Jungheinrich must ensure that minimum safeguards are adhered to in order to achieve taxonomy alignment. This requires processes to be implemented both within the company and in the value chain that ensure compliance with due diligence obligations that relate to the following issues: human rights, including labour and consumer rights, (anti-) corruption and bribery, taxation as well as fair competition. As part of the analysis of compliance with minimum safeguards, the criteria for each topic were analysed together with the parties responsible in the various areas.

In the [7 Policy Statement to Respect the Human Rights](#) Jungheinrich acknowledges the minimum safeguard standards set out in Article 18 of the EU Taxonomy Regulation: the Universal Declaration of Human Rights, the UNGP, the OECD Guidelines for Multinational Business and the ILO core labour standards. The processes for complying with human rights due diligence obligations are described in the Declaration of Principle on Respecting Human Rights.

Complying with compliance regulations is important to the company and its committees. Jungheinrich has a CMS that ensures that legal provisions and corporate guidelines are complied with. This system undergoes continual development [[page 74](#)]. The development focusses on the prevention and discovery of corruption and compliance with applicable competition as well as tax laws and regulations. Corruption, antitrust, tax and other risks are integrated into the Group risk management system. Jungheinrich trains employees and managers according to target groups on anti-corruption, antitrust and tax law.

The analysis shows that Jungheinrich has implemented appropriate processes for complying with minimum safeguards on human rights, (anti-)corruption and bribery, taxation as well as fair competition, and that there have been no serious violations that suggest deficient procedures. Jungheinrich therefore meets 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 objective and the avoidance of significant harm to other environmental objectives is based on the Climate Delegated Act.

The first step involves reviewing the alignment of the economic activity related to the development and manufacture of taxonomy-eligible products. In this context, the production of lithium-ion batteries (economic activity 3.4.) and electric material handling equipment (economic activity 3.6.) is relevant for Jungheinrich.

Jungheinrich fulfils the substantial contribution to economic activity 3.4. The lithium-ion batteries manufactured, which partly consist of secondary raw materials, are used in material handling equipment and lead to lower greenhouse gas emissions in intralogistics.

To attain the substantial contribution to climate change mitigation in economic activity 3.6., the Climate Delegated Act requires the following: Low carbon technologies must be proven to substantially reduce life cycle greenhouse gas emissions in other economic sectors. This must be in comparison with best performing alternative technologies available on the market. The reduction is considered substantial by Jungheinrich if greenhouse gas emissions are reduced by at least 5 per cent. Lead-acid batteries are a common means of electrochemical energy storage and are considered a mature technology. Lithium-ion batteries in contrast are gaining in importance and are primarily used in electric vehicles. They have a very high energy density and a longer service life than lead-acid batteries. Jungheinrich therefore views lead-acid batteries as the best performing alternative technology available on the market to lithium-ion batteries. A comparison of both battery systems performed internally using product life cycle assessments showed that the lithium-ion batteries are a low carbon alternative to lead-acid batteries as they emit less carbon during the use phase. All battery-powered material handling equipment fitted with a lithium-ion battery therefore aims to substantially reduce life-cycle greenhouse gas emissions. In order to prove the savings, Jungheinrich prepared product carbon footprints for 19 truck series in accordance with ISO 14067 and had the assessments audited externally [[page 67](#)]. The analyses compare the life-cycle greenhouse gas emissions of lithium-ion trucks with lead-acid trucks. The results show that lithium-ion trucks emit 15 per cent less greenhouse gases during their life cycle. The products in the series analysed therefore make a substantial contribution to climate change mitigation.

The next step will be examining the DNSH criteria for economic activities 3.4. and 3.6. To prevent significant harm to environmental objective 2, "Climate Change Adaptation", a climate risk and vulnerability assessment is required for all taxonomy-eligible activities in the Climate Delegated Act. These assessments were performed for all relevant locations to identify which economic activities could be affected by physical climate risks [page 65]. The climate hazards defined in the Climate Delegated Act are taken into account. If a climate hazard is relevant for a particular location, a risk analysis is performed for the actual hazard based on historical data as well as for the future development. These are based on an optimistic and pessimistic IPCC scenario to 2050. An assessment of the regional natural hazards is performed for key suppliers. The analyses are performed with prepared climate risk data based on IPCC reports from an external software and data provider. Adaptation solutions for minimising risks are derived and implemented if necessary based on the findings of the risk analysis. Jungheinrich thus fulfils the DNSH criteria of environmental objective 2 for certain products for economic activities 3.4. and 3.6.

The DNSH criteria for environmental objective 3 define requirements for the sustainable use and protection of water and marine resources. The requirements in Annex B of the Climate Delegated Act must be complied with for economic activities 3.4. and 3.6. Environmental management systems in line with ISO 14001 have been established at the relevant plants, and a Group-wide guideline outlines operating water and effluent management. Environmental impacts on water are regularly evaluated and remedial action is taken if

necessary. Jungheinrich also strives to continually reduce water consumption. The analysis shows that Jungheinrich fulfils the DNSH criteria of environmental objective 3 for economic activities 3.4. and 3.6.

The review of DNSH criteria for environmental objective 4 "Transition to a Circular Economy" is performed at the level of economic activities 3.4. and 3.6. Measures to promote a circular economy are required, if applicable. Internally predetermined criteria relating to high durability, recyclability and easy disassembly apply for the development of lithium-ion batteries and electric material handling equipment. The products are also manufactured from secondary raw materials. The other criteria do not apply to the products. In line with internal guidelines, the Group strives to recycle waste to the fullest extent possible in the production process. Critical materials, defined by Jungheinrich in this context as substances of especially high concern pursuant to REACH Regulation, can be traced back over the product life cycle via a program. Jungheinrich implements the applicable measures for promoting a circular economy for economic activities 3.4. and 3.6. and thus fulfils the DNSH criteria for environmental objective 4.

The review of DNSH criteria for environmental objective 5 "Pollution Prevention and Control" pursuant to Annex C of the Climate Delegated Act is performed at the level of economic activities 3.4. and 3.6. The requirements relate to compliance with European chemical regulations and guidelines. Jungheinrich fulfils the legal requirements and takes into account prohibitions, restrictions, and declaration

obligations for regulated hazardous substances through established processes for material compliance [page 67]. In the manufacture of lithium-ion batteries, Jungheinrich adheres to the applicable European sustainability rules for bringing batteries onto the market. Group-wide hazardous substance management also applies to hazardous substances that are not prohibited according to the applicable legislation. Jungheinrich documents the use of such substances and follows rules regarding approval for hazardous substances and substitution checks. According to internal assessments, no considerable exposure risk for the user or environment results from the use of the substances mentioned. Overall, Jungheinrich fulfils the requirements to prevent significant harm to the fifth environmental objective for economic activities 3.4. and 3.6.

The criteria for preventing significant harm to environmental objective 6 "Protection and Restoration of Biodiversity and Ecosystems" are laid out in Annex D to the Climate Delegated Act. It remains to be examined whether economic activities 3.4. and 3.6. harbour considerable risk to sensitive biodiverse areas. For this purpose, areas around the plants are identified and potential impacts from the economic activities are defined. The likelihood of a significant impact on biodiversity was then qualitatively assessed, and no material risks were identified. Jungheinrich also performs environmental impact assessments or comparable assessments, if necessary. The analysis shows that Jungheinrich does no significant harm to environmental objective 6 and thus fulfils the corresponding DNSH criteria for economic activities 3.4. and 3.6.

The taxonomy alignment assessment for the other economic activities, not directly associated with the development and manufacture of taxonomy-eligible products, was done separately.

Jungheinrich leased and used company cars in the 2023 financial year (economic activity 6.5.). The company classes this activity as a purchase of a taxonomy-eligible product from a third party. The alignment assessment must therefore be carried out by the third party. The supplier was either not able to provide proof of the taxonomy alignment of this activity or the vehicles are not taxonomy-aligned. This means that economic activity 6.5. is not taxonomy-aligned in the 2023 financial year.

In the reporting year, Jungheinrich opened a solar park on the Group headquarter's car park with 630 photovoltaic modules (economic activity 7.6.) and 52 e-charging points (economic activity 7.4.). In addition, photovoltaic facilities and e-charging points have been installed at further locations. To achieve taxonomy alignment, the DNSH criteria of environmental objective 2 must be met. A climate risk and vulnerability assessment was performed for the Group headquarters and the other locations which resulted in no high climate risks being discovered for either location [page 65]. Thus, significant harm to environmental objective 2 was prevented and the activities were taxonomy-aligned, taking into account the minimum safeguards analysis in the 2023 financial year.

Jungheinrich leases and operates buildings (economic activity 7.7.). The majority of the buildings do not fulfil overall energy efficiency requirements or there is insufficient evidence to check the technical screening criteria. One building occupied by the Swedish sales unit does fulfil the criteria for a substantial contribution to climate change mitigation. In order to prevent significant harm to environmental objective 2, a climate risk and vulnerability assessment was performed. No high climate risks were discovered for the location. The building is thus taxonomy-aligned, taking into account the minimum safeguards analysis in 2023.

Jungheinrich rents space in a computing centre for data processing purposes (economic activity 8.1.). There is currently no evidence that the landlord implements the processes required by the Climate Delegated Act. Accordingly, the technical screening criteria cannot be considered fulfilled, and economic activity 8.1 is reported as not taxonomy-aligned in the 2023 financial year.

Other economic activities were not checked for taxonomy alignment, due to the cost-benefit aspects.

Key performance indicators pursuant to EU Taxonomy Regulation

The key performance indicators (KPI) for the 2023 financial year include turnover, CapEx and OpEx. The definition of the KPI is in line with Annex 1 of the Delegated Act to the Reporting Obligations pursuant to Article 8 of the EU Taxonomy Regulation. The share of turnover generated from products or services associated with environmentally sustainable (taxonomy-aligned) economic activities must be provided for the economic activities of the Climate Delegated Act's objectives. The share of CapEx and OpEx in connection with assets or processes that are linked to environmentally sustainable economic activities must also be reported. The share of turnover, CapEx and OpEx that is taxonomy-eligible is reported among the economic activities of the Environmental Delegated Act's objectives. This is a new requirement in comparison with the previous reporting period and Jungheinrich is reporting it for the first time. The individual turnover, CapEx and OpEx sums are each assigned to a specific environmental objective in order to exclude duplication. Furthermore, double counting of turnover, CapEx and OpEx is prevented between the defined economic activities by applying appropriate demarcation logic when the data is recorded at the level of the units.

Key performance indicators for the 2023 financial year

The share of taxonomy-aligned turnover amounted to 9 per cent. Jungheinrich is reporting taxonomy-aligned turnover for the first time because the technical screening criteria and the minimum safeguards for products in economic activities 3.4. and 3.6. of environmental objective 1 were adhered to in the reporting year. At €483,713 thousand, the majority of the taxonomy-aligned turnover came from electric trucks with lithium-ion batteries (economic activity 3.6.) in the new business of the "Intralogistics" segment. Determining whether turnover from these activities is taxonomy-aligned was for a small number of companies based on incoming orders for trucks with lithium-ion batteries. The share of taxonomy-eligible turnover was 72 per cent (2022: 47 per cent). The increase is due to the application of the environmental objective "Transition to a Circular Economy". Due to Jungheinrich's business model, the repair and refurbishment of products (economic activity 5.1.), the sale of used products (economic activity 5.4.) and the rental and lease business (economic activity 5.5.) are relevant. The denominator of the turnover KPI is based on consolidated net turnover pursuant to IAS 1.82(a). Further details can be found in the consolidated statement of profit or loss [pages 99, 104 and 122].

The share of taxonomy-aligned CapEx amounted to 2 per cent. The first-time reporting of taxonomy-aligned CapEx is due to capital expenditure related to taxonomy-aligned economic activities of the "Climate Change Mitigation" objective. Of the €3,687 thousand of taxonomy-aligned CapEx in connection with the manufacture and development of trucks with lithium-ion batteries (economic activity 3.6.), €1,680 thousand is attributable to property, plant and equipment and €1,960 thousand to capitalised development costs. The remainder is attributable to licences.

€5,645 thousand of CapEx was related to the manufacture of lithium-ion batteries (economic activity 3.4.). €757 thousand was attributable to property, plant and equipment and €4,888 thousand to capitalised development costs. The calculation of taxonomy-aligned CapEx for economic activity 3.6. was based on the proportion of the manufacture of material handling equipment with lithium-ion batteries at one plant. For the economic activities 7.4., 7.6. and 7.7. the taxonomy-aligned CapEx of €723 thousand, €1,689 thousand and €270 thousand were each attributable to additions to property, plant and equipment. The share of taxonomy-eligible CapEx amounted to 22 per cent (2022: 13 per cent). The increase can be partially explained by improvements in the data collected for acquired buildings (economic activity 7.7.). The CapEx KPI denominator represents the sum of the additions to intangible assets [page 128] and property, plant and equipment [page 132] as presented in the notes to the consolidated financial statements.

The share of taxonomy-aligned OpEx amounted to 3 per cent. The taxonomy-aligned OpEx, reported for the first time, in the amount of €5,916 thousand, included €1,720 thousand related to research and development costs for taxonomy-aligned products in the economic activities 3.4. and 3.6., and €4,196 thousand to maintenance costs for their manufacture. The calculation of taxonomy-aligned OpEx for economic activity 3.6. was based on the proportion of the manufacture of material handling equipment with lithium-ion batteries at one plant. The share of taxonomy-eligible OpEx amounts to 66 per cent (2022: 49 per cent). This increase is due to the "Transition to a Circular Economy" environmental objective being taken into account and the detailed recording of data related to the maintenance of buildings (economic activity 7.7.). The OpEx KPI denominator consists of direct, non-capitalised expenses related to

research and development as presented in the notes to the consolidated financial statements pursuant to IAS 38.126 [page 130] as well as expenses for short-term leases pursuant to IFRS 16 as presented in the notes to the consolidated financial statements [page 134]. Finally, expenses from building renovation measures, maintenance and repairs, and other direct expenses for the ongoing maintenance of property, plant and equipment form part of the denominator.

Since Jungheinrich does not perform any of the activities in connection with natural gas or nuclear power (activities 4.26-4.31) pursuant to the notification form below, the company does not use the other notification forms from the supplemental Delegated Act for activities in certain energy sectors.

Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy aligned (A.1.) or -eligible (A.2.) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Code(s) (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)			
Economic Activities (1)	€ thousand	%	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
3.4. Manufacture of batteries	CCM 3.4	811	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
3.6. Manufacture of other low carbon technologies	CCM 3.6	483,713	9%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		484,524	9%	9%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		484,524	9%	9%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	-	-	EL	EL	N/EL	N/EL	N/EL	N/EL								0%		
3.6. Manufacture of other low carbon technologies	CCM 3.6, CCA 3.6	461,480	8%	EL	EL	N/EL	N/EL	N/EL	N/EL								47%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	1,240,926	22%	N/EL	N/EL	N/EL	N/EL	EL ¹	N/EL								0%		
5.4. Sale of second-hand goods	CE 5.4	210,413	4%	N/EL	N/EL	N/EL	N/EL	EL ¹	N/EL								0%		
5.5. Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	1,578,462	29%	N/EL	N/EL	N/EL	N/EL	EL ¹	N/EL								0%		



¹ Due to the interim regulations, no alignment assessment was carried out for the environmental objective "Transition to a Circular Economy".

EU Taxonomy Regulation



Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy aligned (A.1.) or -eligible (A.2.) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)		
	Code(s) (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)					
Economic Activities (1)																					
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		3,491,282	63%	8%	0%	0%	0%	55%	0%										47%		
A. Turnover of Taxonomy-eligible activities (A.1.+A.2.)		3,975,806	72%	17%	0%	0%	0%	55%	0%										47%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities		1,570,081	28%																		
Total		5,545,887	100%																		

Table contains rounding differences.

Legend:

- Y: Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.
- N: Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.
- EL: Taxonomy-eligible activity for the relevant objective.
- N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.
- CCM: Climate Change Mitigation.
- CCA: Climate Change Adaptation.
- CE: Circular Economy.

Template: Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1) or eligible (A.2) CapEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Codes (1)	Codes (2)	CapEx (3)	Proportion of CapEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)			
		€ thousand	%	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
3.4. Manufacture of batteries	CCM 3.4	5,645	1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
3.6. Manufacture of other low carbon technologies	CCM 3.6	3,687	1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	723	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6	1,689	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
7.7. Acquisition and ownership of buildings	CCM 7.7	270	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		12,014	2%	2%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		11,744	2%	2%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	-	-	EL	EL	N/EL	N/EL	N/EL	N/EL								1%		
3.6. Manufacture of other low carbon technologies	CCM 3.6, CCA 3.6	57,818	8%	EL	EL	N/EL	N/EL	N/EL	N/EL								4%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	25,884	4%	N/EL	N/EL	N/EL	N/EL	EL ¹	N/EL								0%		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5, CCA 6.5	21,744	3%	EL	EL	N/EL	N/EL	N/EL	N/EL								5%		
6.6. Freight transport services by road	CCM 6.6, CCA 6.6	201	0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0%		

¹ Due to the interim regulations, no alignment assessment was carried out for the environmental objective "Transition to a Circular Economy".

EU Taxonomy Regulation



Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)		
	Code(s) (2)	CapEx (3)	Proportion of CapEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)					
Economic Activities (1)																					
7.1. Construction of new buildings	CCM 7.1, CCA 7.1, CE 3.1	-	-	EL	EL	N/EL	N/EL	EL	N/EL										2%		
7.2. Renovation of existing buildings	CCM 7.2, CCA 7.2, CE 3.2	1,395	0%	EL	EL	N/EL	N/EL	EL	N/EL										0%		
7.3. Installation, maintenance and repair of energy efficiency equipment	CCM 7.3, CCA 7.3	1,564	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%		
7.4. Installation, maintenance and repair of charging stations for electric vehicles (and parking spaces attached to buildings)	CCM 7.4, CCA 7.4	1,376	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%		
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5, CCA 7.5	1,020	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%		
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6, CCA 7.6	1,119	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%		
7.7. Acquisition and ownership of buildings	CCM 7.7, CCA 7.7	39,617	5%	EL	EL	N/EL	N/EL	N/EL	N/EL										1%		
8.1. Data processing, hosting and related activities	CCM 8.1, CCA 8.1	183	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		151,920	20%	16%	0%	0%	0%	4%	0%										13%		
A. CapEx of Taxonomy-eligible activities (A.1.+A.2.)		163,934	22%	18%	0%	0%	0%	4%	0%										13%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
CapEx of Taxonomy-non-eligible activities		586,337	78%																		
Total		750,270	100%																		

Table contains rounding differences.

Extent of eligibility and alignment per environmental objective

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	2 per cent	18 per cent
CCA	0 per cent	18 per cent
WTR	0 per cent	0 per cent
CE	-	4 per cent
PPC	0 per cent	0 per cent
BIO	0 per cent	0 per cent

Legend:

- Y: Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.
- N: Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.
- EL: Taxonomy-eligible activity for the relevant objective.
- N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

- CCM: Climate Change Mitigation.
- CCA: Climate Change Adaptation.
- WTR: Water.
- CE: Circular Economy.
- PPC: Pollution Prevention and Control.
- BIO: Biodiversity and Ecosystems.

Template: Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Codes (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Migration (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)			
Economic Activities (1)		€ thousand	%	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y; N; EL; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
3.4. Manufacture of batteries	CCM 3.4	761	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
3.6. Manufacture of other low carbon technologies	CCM 3.6	5,068	3%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
7.7. Acquisition and ownership of buildings	CCM 7.7	87	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		5,916	3%	3%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		5,829	3%	3%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	-	-	EL	EL	N/EL	N/EL	N/EL	N/EL								11%		
3.6. Manufacture of other low carbon technologies	CCM 3.6, CCA 3.6	89,409	48%	EL	EL	N/EL	N/EL	N/EL	N/EL								33%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	8,288	4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5, CCA 6.5	5,046	3%	EL	EL	N/EL	N/EL	N/EL	N/EL								4%		
7.2. Renovation of existing buildings	CCM 7.2, CCA 7.2, CE 3.2	-	-	EL	EL	N/EL	N/EL	EL ¹	N/EL								0%		
7.3. Installation, maintenance and repair of energy efficiency equipment	CCM 7.3, CCA 7.3	116	0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0%		

¹ Due to the interim regulations, no alignment assessment was carried out for the environmental objective "Transition to a Circular Economy".

EU Taxonomy Regulation



Financial year 2023	2023		Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Code(s) (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)			
Economic Activities (1)																			
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4, CCA 7.4	19	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5, CCA 7.5	100	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6, CCA 7.6	0	0%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%
7.7. Acquisition and ownership of buildings	CCM 7.7, CCA 7.7	13,132	7%	EL	EL	N/EL	N/EL	N/EL	N/EL										0%
8.1. Data processing, hosting and related activities	CCM 8.1, CCA 8.1	2,307	1%	EL	EL	N/EL	N/EL	N/EL	N/EL										1%
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		118,418	63%	59%	0%	0%	0%	4%	0%										49%
A. OpEx of Taxonomy-eligible activities (A.1.+A.2.)		124,334	66%	62%	0%	0%	0%	4%	0%										49%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		64,293	34%																
Total		188,626	100%																

Table contains rounding differences.

Extent of eligibility and alignment per environmental objective

	Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	3 per cent	62 per cent
CCA	0 per cent	62 per cent
WTR	0 per cent	0 per cent
CE	–	4 per cent
PPC	0 per cent	0 per cent
BIO	0 per cent	0 per cent

Legend:

- Y: Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.
- N: Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.
- EL: Taxonomy-eligible activity for the relevant objective.
- N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

- CCM: Climate Change Mitigation.
- CCA: Climate Change Adaptation.
- WTR: Water.
- CE: Circular Economy.
- PPC: Pollution Prevention and Control.
- BIO: Biodiversity and Ecosystems.

Template: Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

GRI index¹

General information

GRI indicator	Indicator name	Page	Topic from materiality analysis
The organisation and its reporting practices			
2-1	Organisation profile	104	
2-2	Entities included in the organisation's sustainability reporting	6, 55	
2-3	Reporting period, reporting frequency and point of contact	55	
2-5	External assurance	55, 96	
Activities and employees			
2-6	Activities, value chain and other business relationships	55, 67	
2-7	Salaried employees	70	Good employer
Governance			
2-10	Nomination and selection of the highest governance body	74	Responsible management
2-12	Role of the highest governance body in overseeing the management of impacts	61	Responsible management
2-13	Delegation of responsibility for managing impacts	61	Responsible management
2-14	Role of the highest governance body in sustainability reporting	61	Responsible management
2-19	Remuneration policies	74	Responsible management
2-20	Process for determining remuneration	74	Responsible management
2-21	Annual total compensation ratio	73	Responsible management

GRI indicator	Indicator name	Page	Topic from materiality analysis
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	117	
2-24	Embedding policy commitments	74	Compliance and anti-corruption
2-27	Compliance with laws and regulations	74	Compliance and anti-corruption
2-28	Membership of industry and associations	78	Compliance and anti-corruption
Stakeholder engagement			
2-29	Stakeholder engagement	58	Norms and standards

Disclosures on material topics

GRI indicator	Indicator name	Page	Topic from materiality analysis
Material topics			
3-2	List of material topics	59	
3-3	Management of material topics	58	

¹ Not part of PwC audit.

Topic standards — economy

GRI indicator	Indicator name	Page	Topic from materiality analysis
Market presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	72	Good employer
202-2	Proportion of senior executives hired from the local community	72	Good employer
Anti-corruption			
205-1	Locations assessed for risks related to corruption	75	Compliance and anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	75	Compliance and anti-corruption
205-3	Confirmed incidents of corruption and actions taken	75	Compliance and anti-corruption
Tax			
207-1	Approach to tax	75	Compliance and anti-corruption

Topic standards — environment

GRI indicator	Indicator name	Page	Topic from materiality analysis
Materials			
301-2	Recycled input materials used	68	Materials (resource-saving products)
Energy			
302-1	Energy consumption within the organisation	69	Energy (consumption and renewable energies)
302-3	Energy intensity	69	Energy (consumption and renewable energies)
302-5	Reduction in energy requirements of products and services	68	Environmentally friendly products/customer satisfaction, competitive standing, RaD
Water and effluents			
303-3	Water withdrawal	69	
Emissions			
305-1	Direct (Scope 1) greenhouse gas emissions	64	Energy (consumption and renewable energies)
305-2	Energy indirect (Scope 2) greenhouse gas emissions	64	Energy (consumption and renewable energies)
305-3	Other indirect (Scope 3) greenhouse gas emissions	64	Energy (consumption and renewable energies)
305-4	Greenhouse gas emissions intensity	64	Energy (consumption and renewable energies)
305-5	Reduction of greenhouse gas emissions	64	Energy (consumption and renewable energies)
Waste			
306-4	Waste diverted from disposal	69	Waste and recycling
306-5	Waste directed to disposal	69	Waste and recycling
Supplier environmental assessment			
308-1	New suppliers that were screened using environmental criteria	77	Transparency in the supply chains

Topic standards — social

GRI indicator	Indicator name	Page	Topic from materiality analysis
Employment			
401-1	New employee hires and employee turnover	70	Good employer
Occupational health and safety			
403-1	Occupational health and safety management system	71	Occupational health and safety
403-3	Occupational health services	71	Occupational health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	71	Occupational health and safety
403-5	Worker training on occupational health and safety	71	Occupational health and safety
403-6	Promotion of worker health	71	Occupational health and safety
403-9	Work-related injuries	72	Occupational health and safety
Training and education			
404-1	Average hours of training per year per employee	72	Training and development
404-2	Programmes for improving employee skills and transition assistance	72	Training and development
Diversity and equal opportunities			
405-1	Diversity in governance bodies and among salaried employees	72	Good employer
405-2	Ratio of basic salary and remuneration of women to men	72	Good employer

GRI indicator	Indicator name	Page	Topic from materiality analysis
Child labour			
408-1	Locations and suppliers at significant risk of child labour incidents	76	Transparency in the supply chains
Forced or compulsory labour			
409-1	Locations and suppliers at significant risk of incidents of forced or compulsory labour	76	Transparency in the supply chains
Supplier social assessment			
414-1	New suppliers that were screened using social criteria	77	Transparency in the supply chains
Public policy			
415-1	Political donations	75	Economic responsibility
Customer health and safety			
416-1	Assessment of the health and safety impacts of product and service categories	78	Product quality and enhancement/ customer health and safety
Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	74	Compliance
Supply chains			
Own indicator	Material compliance	67	Material compliance

Independent auditor's report

INDEPENDENT PRACTITIONER'S REPORT ON A LIMITED ASSURANCE ENGAGEMENT ON NON-FINANCIAL REPORTING¹

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 2023 (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.

Audit Firm's Independence and Quality Management

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 Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis – IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

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

¹ PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the combined separate non-financial report and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

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
- Assessment of CO₂ compensation certificates solely in terms of their existence, but not in terms of their effect

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 2023 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.

Cologne, 12 March 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Theres Schäfer ppa. Meike Beenken
Wirtschaftsprüferin
[German public auditor]