

Invitation to the  
**Annual  
General Meeting**

on 20 May 2025

**Jungheinrich Aktiengesellschaft, Hamburg**  
**ISIN DE0006219900, DE0006219926 and DE0006219934**

We hereby invite the shareholders of our company to the

**Annual General Meeting**  
**on Tuesday, 20 May 2025, at 10.00 a.m.**

The Annual General Meeting will be held as a virtual Annual General Meeting as per Section 118a, Paragraph 1, Sentence 1 of the German Stock Corporation Act based on the authorisation under Section 19, Paragraph 9 of the articles of association without the physical presence of the shareholders or their proxies (except the company proxies) at the location of the Annual General Meeting. Shareholders and their proxies who are duly registered can follow the entire Annual General Meeting by live video and audio stream in the company's password-protected AGM shareholder portal.

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

We ask our shareholders to please note in particular the rules on registering for the Annual General Meeting in section II. 2, as well as the rules on exercising shareholder rights in section II. 3 to 9.

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

## I. Agenda

**1. Presentation of the annual financial statements of Jungheinrich AG as of 31 December 2024 finalised by the Supervisory Board, the consolidated financial statements as of 31 December 2024 approved by the Supervisory Board and the combined management report for Jungheinrich AG and the Group with the report of the Supervisory Board for the 2024 financial year**

**2. Resolution on the use of distributable profit for the 2024 financial year**

The Board of Management and the Supervisory Board propose that the distributable profit disclosed for the 2024 financial year in the amount of €126,210,000.00 be used as follows:

a) Distribution to shareholders:

Dividend payment of €0.78 per ordinary share	€42,120,000.00
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Dividend payment of €0.80 per preferred share	€38,400,000.00
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b) Transfer to other retained earnings	€45,690,000.00
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€126,210,000.00

**3. Resolution on the discharge of the Members of the Board of Management for the 2024 financial year**

The Board of Management and the Supervisory Board propose to discharge the current Members of the Board of Management for the 2024 financial year.

**4. Resolution on the discharge of the Members of the Supervisory Board for the 2024 financial year**

The Board of Management and the Supervisory Board propose to discharge the current Members of the Supervisory Board for the 2024 financial year.

**5. Resolution on the appointment of the auditor for the 2025 financial year**

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

PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft,  
Hamburg, Germany,

be appointed as the auditor for the 2025 financial year.

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

## **6. Resolution on the approval of the remuneration report for the 2024 financial year**

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

The Board of Management and the Supervisory Board prepared the remuneration report for the 2024 financial year in accordance with Section 162 of the German Stock Corporation Act and each passed a resolution on it in February 2025. The company's auditor reviewed the remuneration report in accordance with Section 162, Paragraph 3, Sentences 1 and 2 of the German Stock Corporation Act and issued its opinion in accordance with Section 162, Paragraph 3, Sentence 3 of the German Stock Corporation Act on 12 March 2025. The audit opinion is attached to the remuneration report. The audited remuneration report for the 2024 financial year will be submitted to the Annual General Meeting for approval. The remuneration report with the auditor's opinion is available from the time the Annual General Meeting is convened on the company's website at

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

The Board of Management and the Supervisory Board propose that the remuneration report of Jungheinrich AG for the 2024 financial year, prepared and audited in accordance with Section 162 of the German Stock Corporation Act, be approved.

## **7. Resolution on the adjustment of remuneration of the Supervisory Board members and the corresponding amendment to the articles of association (Section 18, Paragraph 1, Paragraph 2 and Paragraph 6 of the articles of association)**

In accordance with Section 113, Paragraph 3 of the German Stock Corporation Act, a resolution on the remuneration of the Supervisory Board members must be presented to the Annual General Meeting at least once every four years for listed companies. The Annual General Meeting of Jungheinrich Aktiengesellschaft was last presented with a resolution on the remuneration of the Supervisory Board members on 11 May 2021.

The administration believes that the current remuneration provisions for the Supervisory Board members are fundamentally still in line with market standards. However, based on a detailed review and the completion of a market comparison, the amount of the remuneration should be selectively adjusted.

As a result, the Board of Management and the Supervisory Board propose the following resolution:

a) Section 18, Paragraph 1, Paragraph 2 and Paragraph 6 of the articles of association are to now read as follows:

“(1) Each Supervisory Board member receives fixed basic remuneration of €56,000.00 for every full financial year.

(2) Notwithstanding Paragraph (1) above, the Chair of the Supervisory Board receives fixed basic remuneration of €189,000.00 for every full financial year and the Deputy Chair receives fixed basic remuneration of €92,000.00 for every full financial year.

[...]

(6) The members of the Mediation Committee do not receive any additional remuneration.”

The remainder of Section 18 of the articles of association is unchanged. Upon the amendment to Section 18, Paragraph 1, Paragraph 2 and Paragraph 6 of the articles of association taking effect, the new provisions for Supervisory Board remuneration will first be applicable to the financial year which began on 1 January 2025.

b) In view of the remuneration adjustment, the Board of Management and the Supervisory Board propose that the correspondingly amended remuneration system for the Supervisory Board in accordance with Section 113 of the German Stock Corporation Act be approved.

The company’s remuneration system for the Supervisory Board members is available from the time the Annual General Meeting is convened on the company’s website at

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

## **8. Resolution on the approval of a control and profit and loss transfer agreement**

Jungheinrich AG and Uplift Ventures GmbH (hereinafter “Uplift Ventures”) entered into a control and profit and loss transfer agreement on 26 March 2025, the effectiveness of which is subject to the approval of the Annual General Meeting of Jungheinrich AG, the shareholders’ meeting of Uplift Ventures, and subsequent entry of the agreement into the commercial register of Uplift Ventures.

The sole shareholder of Uplift Ventures, with a capital stock of €25,000.00, is Jungheinrich AG. The corporate purpose of Uplift Ventures as defined in the articles of association is to establish start-ups by means of corporate venture building, to purchase and to hold and manage interests in companies, to invest in, to purchase and to hold and manage interests in existing start-ups and venture capital funds (corporate venture capital) and to render services of all types in the context of corporate venture building – from scouting to idea generation to modelling, validation, creation and marketing of new business models and business management consultation – as well as in the context of corporate venture capital, in each case with a focus on Jungheinrich AG’s strategic innovation fields and on the business fields adjacent to or complementary to Jungheinrich AG’s business fields.

The main points of the control and profit and loss transfer agreement are as follows:

- Uplift Ventures places the management of its company under the control of Jungheinrich AG, which is entitled to issue instructions to Uplift Ventures management.
- For the term of the agreement, Uplift Ventures undertakes to transfer its entire profit to Jungheinrich AG in accordance with all provisions of Section 301 of the German Stock Corporation Act as amended. The agreement further stipulates that other retained earnings formed during the term of the agreement must be released and transferred at the request of Jungheinrich AG.
- Uplift Ventures is entitled, with the consent of Jungheinrich AG, to allocate amounts from the net profit for the year to retained earnings within the meaning of Section 272, Paragraph 3 of the German Commercial Code to the extent that this is permissible under commercial law and economically justified on the basis of prudent business judgement.
- The provisions of Section 302 of the German Stock Corporation Act, as amended from time to time, apply analogously to the assumption of losses by Jungheinrich AG. The claim for the transfer of losses – as well as the claim for the transfer of profits – arises at the end of the financial year of Uplift Ventures and is due with a value date at this time.
- The agreement will become effective when it is entered into the commercial register for Uplift Ventures and apply with regard to the provisions on control from that point in time. It further stipulates that the regulations on transferring profits and assuming losses apply retroactively from the beginning of the financial year in which the agreement is entered into the commercial register for Uplift Ventures. This enables the corporation and trade tax group to be created for the entire current financial year of Uplift Ventures.
- The agreement is concluded for a fixed period of five years, calculated from the time the regulations on the transfer of profits and the assumption of losses start applying. According to the current legal situation, this equates to the minimum tax term of the corporation tax group established by the agreement (Section 14, Paragraph 1, Sentence 1, Item 3 in conjunction with Section 17 of the German Corporation Tax Act). If these five years end during a current financial year of Uplift Ventures, the minimum term of the agreement will be extended until the end of this financial year. The agreement will continue thereafter for an indefinite period of time unless terminated in writing with one month's notice.
- The agreement may also be terminated for cause. Cause is also deemed to exist in particular if Jungheinrich AG no longer holds a majority of the voting rights in Uplift Ventures, if it sells or introduces the shares in Uplift Ventures, if Jungheinrich AG or Uplift Ventures is merged, split or liquidated, or if an external shareholder acquires a stake in Uplift Ventures for the first time in accordance with Section 307 of the German Stock Corporation Act.

There was no need to determine any compensation payments or settlements for external Uplift Ventures shareholders in the control and profit and loss transfer agreement, as there are no external Uplift Ventures shareholders; Jungheinrich AG holds a direct, 100 per cent stake in Uplift Ventures. This also means that there was no need to evaluate the companies with a shareholding to determine appropriate compensation and payment. Since Jungheinrich AG directly

holds all the shares in Uplift Ventures, there is no need for the agreement to be audited by expert auditors (contract auditors) pursuant to Section 293b, Paragraph 1 of the German Stock Corporation Act.

The control and profit and loss transfer agreement, together with the joint report of the Board of Management of Jungheinrich AG and the management of Uplift Ventures, as well as the other documents to be disclosed pursuant to Section 293f, Paragraph 1, Item 2 and Paragraph 3 of the German Stock Corporation Act, are available from the time the Annual General Meeting is convened on the company's website at

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

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

The control and profit and loss transfer agreement concluded between Jungheinrich AG and Uplift Ventures GmbH on 26 March 2025 is approved.

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

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

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

### **2. Virtual Annual General Meeting without the physical presence of shareholders or their proxies, conditions for attending the virtual Annual General Meeting; video and audio stream**

The Annual General Meeting will be held as a virtual Annual General Meeting as per Section 118a of the German Stock Corporation Act based on the authorisation under Section 19, Paragraph 9 of the articles of association and the corresponding decision of the Board of Management.

The Annual General Meeting will take place in the presence of the meeting chairperson and a notary appointed to take the minutes of the meeting in the offices at the company's place of business, Friedrich-Ebert-Damm 129, 22047 Hamburg, Germany. Shareholders or their proxies (except proxies appointed by the company) may not be physically present at the venue of the Annual General Meeting. Ordinary shareholders and their proxies can exercise their voting rights at the virtual Annual General Meeting exclusively by means of postal voting (including by means of electronic communications) or by issuing instructions by proxy to the company proxies in accordance with the following provisions. Duly registered shareholders can also submit statements prior to the Annual General Meeting via electronic communications. During the Annual General Meeting, shareholders joining via live stream are assigned speaking rights in the meeting via video communication. They are also authorised to use their speaking rights via video communication in the meeting to propose motions and make election proposals and to request information from the Board of Management, as well as lodge objections via electronic communications to decisions by the Annual General Meeting for the minutes.

With regard to the characteristics of the virtual Annual General Meeting, we would ask shareholders to please observe the following information on how to register and exercise their shareholder rights.



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

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

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

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

Jungheinrich AG  
c/o UBJ. GmbH  
Kapstadtring 10  
22297 Hamburg, Germany

Fax: +49 40 6378-5423

Email: hv@ubj.de

no later than

**13 May 2025 (24:00 CEST)**

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

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

**28 April 2025 (24:00 CEST)**

and must be received by the company no later than

**13 May 2025 (24:00 CEST)**

at the address provided above for the registration.

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

### **3. Exercising of voting rights and authorisation**

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

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

If an intermediary, a shareholder association or another institution or person deemed to be equivalent in accordance with Section 135 of the German Stock Corporation Act is to be appointed as a proxy, there is no requirement for text form. In this case, the formal requirements are defined in Section 135 of the German Stock Corporation Act. However, we point out that in this case the institution or person to be appointed may require a special proxy form, because in accordance with Section 135 of the German Stock Corporation Act, they are obliged to maintain documented proof of their authorisation. We would ask those shareholders intending to appoint as a proxy an intermediary, a shareholder association or another institution or person deemed equivalent in accordance with Section 135 of the German Stock Corporation Act to please ask these institutions or persons about any formal requirements. Section 67a, Paragraph 4 of the German Stock Corporation Act defines an intermediary as a person providing custodial or administrative services for securities, or managing securities accounts for share-

holders or others, if the services are related to shares in companies registered in a member state of the European Union or another signatory state to the agreement on the European Economic Area. The term intermediary therefore particularly includes banks within the meaning of Article 4, Paragraph 1, Item 1 of the Capital Requirements Regulation (Regulation (EU) No. 575/2013). Section 67a, Paragraph 5, Sentence 2 of the German Stock Corporation Act defines a final intermediary as whoever holds company shares in custody for a shareholder.

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

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

The login data (access number and PIN) printed on the access card is required to use the password-protected AGM shareholder portal. Shareholders can log in via the company website

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

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

We give shareholders with voting rights the option of appointing the proxy designated by the company to represent them in the virtual Annual General Meeting. In this case, the rules as described above for bearer shares regarding registering in the required form before the deadline, and providing a share certificate in the required form before the deadline, also apply. The proxy form and voting instructions for the company proxy can be submitted as a declaration to the company **no later than 19 May 2025 (date of receipt)** at the following address:

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

Alternatively, the company proxy can be appointed via the password-protected AGM shareholder portal by shareholders with voting rights. Proxies and voting instructions given to the company proxy via the AGM shareholder portal can be issued up to the time specified by the meeting chairperson on the day of the Annual General Meeting. Up to this time, it is also possible to revoke proxies or change instructions given via the online portal. Further details will be sent in writing to shareholders with voting rights.

#### 4. Procedure for exercising voting rights by postal vote

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

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

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

**from 28 April 2025** up to the time specified by the meeting chairperson on the day of the Annual General Meeting. Ordinary shareholders with voting rights will receive their access data after registration.

Alternatively, shareholders with voting rights can use the form sent with the access card for postal voting once they have registered. Postal votes must be received by the company **no later than 19 May 2025 (date of receipt)** at the following address:

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

#### 5. Motions and election proposals by shareholders

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

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

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

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

or in electronic form (i.e. with a qualified electronic signature) pursuant to Section 126a of the German Civil Code at the email address

[hv@jungheinrich.de](mailto:hv@jungheinrich.de)

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

**19 April 2025 (24:00 CEST)**

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

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

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

**5 May 2025 (24:00 CEST)**

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

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

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

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

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

## 6. Right to submit statements

Shareholders who have registered for the Annual General Meeting in the required form before the deadline as per the above provisions, as well as their proxies, in accordance with Section 118a, Paragraph 1, Sentence 2, Item 6 and Section 130a, Paragraphs 1 to 4 of the German Stock Corporation Act, have the right to submit statements in text form regarding agenda items at the latest five days prior to the Annual General Meeting, whereby the date of receipt and the date of the Annual General Meeting are not counted, i.e. no later than the close of

**14 May 2025 (24:00 CEST),**

via the password-protected AGM shareholder portal at

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

The company's password-protected AGM shareholder portal and the opportunity to submit statements are available to shareholders and their proxies **from 28 April 2025**. A statement should not exceed 10,000 characters (including spaces) in length.

The company will make the statements accessible in the password-protected AGM shareholder portal at the latest four days prior to the Annual General Meeting, i.e. **by 15 May 2025, 24:00 CEST**, along with the name of the shareholder or shareholder proxy who submitted it. By submitting a statement, the shareholder or the shareholder proxy declares their consent to this statement being made accessible.

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

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

## 7. Speaking rights

In accordance with Section 118a, Paragraph 1, Sentence 2, Item 7 and Section 130a, Paragraphs 5 and 6 of the German Stock Corporation Act, shareholders and their proxies joining the Annual General Meeting electronically have speaking rights that can be exercised via video

communication. From the start of the Annual General Meeting, duly registered shareholders or their proxies can register any speeches in the password-protected AGM shareholder portal

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

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

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

In order to exercise their right to speak, shareholders or their proxies require an Internet-enabled end device (computer, laptop, tablet or smartphone) that is equipped with a camera, a speaker and a microphone. The chairperson of the meeting will explain the process for requesting and granting the right to speak in more detail during the Annual General Meeting. Shareholders can find more information on registering a speech and on technical requirements **from 28 April 2025** in the password-protected AGM shareholder portal.

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

## **8. Right to information**

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

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

Section 131, Paragraph 4, Sentence 1 of the German Stock Corporation Act states that if a shareholder has received information outside of the Annual General Meeting as a result of their status as a shareholder, this information must be provided to all shareholders or their proxies

upon request in the Annual General Meeting, even if the information is not necessary for the proper consideration of an agenda item. At the virtual Annual General Meeting, it is ensured that duly registered shareholders or their proxies joining the Annual General Meeting electronically are able to transmit their requests in accordance with Section 131, Paragraph 4, Sentence 1 of the German Stock Corporation Act via electronic communication through the password-protected AGM shareholder portal

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

during the Annual General Meeting.

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

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

## **9. Lodging objections**

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

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

## **10. Further explanations and publications on the company website**

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

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

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

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



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

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

## **11. Data protection information**

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

### **Categories of personal data processed**

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

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

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

### **Legal basis and purpose of data processing**

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

The processing of the aforementioned access data and device information is necessary for the technical provision of the shareholder portal, identifying any misuse, troubleshooting and

ensuring the smooth functioning of the virtual Annual General Meeting. The legal basis for the processing is the legitimate interest of Jungheinrich AG in the purposes of data processing mentioned in this section (Article 6, Paragraph 1(f) of the General Data Protection Regulation).

### **Controller**

Jungheinrich AG is the controller for data processing. Contact information for the controller is:

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

### **Disclosure of personal data/use of service providers**

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

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

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

### **Retention period**

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

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

### Shareholder data protection rights

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

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

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

[datenschutz@jungheinrich.de](mailto:datenschutz@jungheinrich.de)

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

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

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

Hamburg, April 2025

Jungheinrich AG  
The Board of Management

**The only relevant document for the purposes of the German Stock Corporation Act is the notice to convene the meeting and invitation published in the Federal Gazette on 10 April 2025.**

**Jungheinrich Aktiengesellschaft**

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