

NON-BINDING CONVENIENCE TRANSLATION

Adjustment of the remuneration of the members of the Supervisory Board and corresponding amendment of the Articles of Association (Article 18 Paragraph 1, Paragraph 2, and Paragraph 6 of the Articles of Association)

- a) Article 18 Paragraph 1, Paragraph 2, and Paragraph 6 of the Articles of Association shall be redrafted as follows:

„(1) *The members of the Supervisory Board shall receive a fixed basic remuneration of €56,000.00 for each full financial year.*

(2) *Notwithstanding the above paragraph (1), the chairperson of the Supervisory Board shall receive a fixed basic remuneration of €189,000.00 for each full financial year, and the deputy chairperson shall receive €92,000.00.*

[...]

(6) *The members of the Mediation Committee shall not receive any additional remuneration."*

Otherwise, Article 18 of the Articles of Association shall remain unchanged. With the effectiveness of the amendment of Article 18 Paragraph 1, Paragraph 2, and Paragraph 6 of the Articles of Association, the new provisions for the Supervisory Board remuneration shall first apply to the financial year which began on 1 January 2025.

- b) In light of the remuneration adjustment, the amended remuneration system for the Supervisory Board in accordance with Article 113 of the German Stock Corporation Act (AktG) is hereby approved.

(The remuneration system is printed below.)

Amended remuneration system for the members of the Supervisory Board of Jungheinrich AG

The remuneration of the Supervisory Board is governed by Article 18 of the Articles of Association of the company.

Within the framework of its legally mandated supervision of the management by the Executive Board, the Supervisory Board contributes to the sustainable and long-term development of the company and the promotion of the business strategy. The remuneration structure takes into account the responsibility and scope of activities of the Supervisory Board members. The remuneration structure consists – as suggested by the German Corporate Governance Code (DCGK) – exclusively of a fixed remuneration; a variable remuneration component is not granted.

The remuneration of the Supervisory Board is regularly reviewed by the administration of the company. In this process, the time commitment and scope of tasks to be performed, as well as a comparison with the remuneration of Supervisory Boards of other companies comparable to the company, are taken into account. Should the Executive Board and Supervisory Board see reason for a change, they will present an adjusted remuneration system and a proposal for amending Article 18 of the Articles of Association to the General Meeting. At least every four years, the remuneration system is presented to the General Meeting.

Conflicts of interest related to the remuneration system of the Supervisory Board have not occurred in the past. Should conflicts of interest arise in the future in connection with the review of the remuneration system of the Supervisory Board, the affected Executive Board or Supervisory Board member will disclose such conflict as early as possible and will not participate in the decision-making process – in case of serious conflicts of interest, also in the consultation.

In accordance with G.18 DCGK, the members of the Supervisory Board shall receive a fixed remuneration. According to G.17 DCGK, the higher time commitment of the chairperson and the deputy chairperson of the Supervisory Board is appropriately taken into account in the remuneration of the Supervisory Board members. This also applies to the additional committee remuneration.

The fixed annual remuneration amounts to €189,000.00 for the chairperson of the Supervisory Board, €92,000.00 for the deputy chairperson of the Supervisory Board, and €56,000.00 for the other members of the Supervisory Board.

Membership of the Personnel Committee is remunerated with an additional €25,000.00, with the chairperson receiving twice this amount.

Membership of the Finance and Audit Committee is remunerated with an additional €30,000.00, with the chairperson receiving two-and-a-half times this amount.

The remuneration of both the members and the chairperson of other committees with the exception of the Mediation Committee (formerly referred to as the “Joint Committee”) corresponds to that of the Personnel Committee.

The members of the Mediation Committee do not receive any additional remuneration.

If Supervisory Board members resign from the Supervisory Board during a financial year, their remuneration is paid pro rata temporis based on the quarters commenced as members of the Supervisory Board. This also applies if a Supervisory Board member resigns from a position that attracts additional remuneration.

In addition to the fixed remuneration for their roles, the Supervisory Board members are reimbursed for their expenses.

Furthermore, the Supervisory Board members are included at an appropriate amount in a pecuniary liability insurance policy held by the company in its own interest for corporate bodies and certain management positions if such a policy exists. The company pays the corresponding premiums.