Sustainability statement

that also fulfils the requirements for the combined non-financial statement prepared in accordance with Sections 289b et seq. and 315b to 315c of the German Commercial Code (HGB) [1]

GENERAL DISCLOSURES

General basis for preparation of sustainability statements

In this chapter, Jungheinrich publishes the information required by law for the 2024 financial year in accordance with the CSR Directive Implementation Act (CSR-RUG). This sustainability statement is prepared on a consolidated basis for the Jungheinrich Group in full compliance with European Sustainability Reporting Standards (ESRS). It also fulfils the requirements for the non-financial Group statement prepared in accordance with Sections 289b et seq. and 315b to 315c of the German Commercial Code (HGB) and therefore also constitutes the combined non-financial statement for the Jungheinrich Group and Jungheinrich AG. The policies, actions and targets at Group level are generally also pursued at Jungheinrich AG.

By publishing this statement, Jungheinrich also meets 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 investment, and amending Regulation (EU) 2019/2088 (hereafter EU Taxonomy Regulation) [page 69].

No subsidiaries included in the consolidated financial statements have been excluded from the sustainability reporting of Jungheinrich. The scope of consolidation corresponds to that found in the consolidated financial statements as of 31 December 2024, with the exception of reporting in accordance with ESRS E1-6 as this requires additional consideration of all subsidiaries over which Jungheinrich exercises operational control.

The first-time full application of ESRS as a framework in accordance with Sections 315c Paragraph 3 in conjunction with 289d HGB is due to the significance of ESRS as reporting standards adopted by the European Commission for sustainability reporting. The standards are applied at Group level and not at the level of Jungheinrich AG as the Group statement pursuant to ESRS is relevant for stakeholders. In its implementation of the new reporting standards, Jungheinrich aims to present its sustainability performance systematically and comprehensively with regard to environmental, social and governance (ESG) matters. The integration of ESRS serves to produce transparent, comparable and detailed sustainability reporting that goes beyond the requirements of the CSR Directive Implementation Act. Jungheinrich provides comprehensive information on all topics identified as material as required by ESRS and general information, as this information is considered neither classified nor confidential.

The sustainability statement includes comprehensive information on the upstream and downstream value chain which is presented in consideration of the matters described in the following. A double materiality assessment was carried out in accordance with ESRS in order to record the most important impacts on people and the environment (impact materiality) and the business risks and opportunities resulting from sustainability topics (financial materiality). The double materiality assessment is a comprehensive, strategic approach to assess impacts, risks and opportunities related to sustainability. The assessment covers the entire value chain, from raw material extraction to product use by customers and the treatment of products at the end of their life cycle. All activities are assessed for their actual and potential impacts, risks and opportunities. There are no material risks resulting from the business activities, business relationships, products and services of Jungheinrich that are very likely to have serious negative impacts on non-financial aspects in accordance with Section 289c HGB.

The sustainability strategy takes a holistic approach, from the sustainable design of supply chains to the development of sustainable products and improving customer safety. Key actions here include supplier assessments, climate actions, staff development and compliance with high safety and quality standards. Targets are pursued along the entire value chain and in business areas, for example with regard to supplier or climate management. Recording and evaluating relevant data are a key instrument in ensuring strategic success. This data serves as the basis for a transparent, traceable presentation of progress for sound sustainability reporting.

[1] Disclosure unrelated to the management report that is not subject to audit of the financial statements.

Disclosures in relation to specific circumstances

Definition of time horizons

For reporting purposes, time horizons are defined with a distinction between short-, medium- and long-term perspectives. Jungheinrich has decided to deviate from the medium- and long-term time horizons defined in the standard in order to take account of the circumstances described in the following in accordance with the requirements set out in ESRS. The medium-term time horizon of one to three years is sufficient to synchronise the time horizons for assessing financial materiality with the Group risk management process; the long-term time horizon is more than three years. With regard to the performance of climate risk analyses, the medium term has been defined as up to 2030 and the long term as up to 2050.

These adjustments should ensure that decision-relevant financial and non-financial information is comparable for the key target audience for financial reports, particularly investors and analysts. This avoids discrepancies between the sustainability reporting and financial reporting which could lead to misunderstandings or an inconsistent risk assessment. Moreover, the time horizon for the climate risk analysis has been chosen to allow for realistic, forward-looking analyses. These analyses ensure that the short-, medium- and long-term climate-related risks and opportunities are documented in full and incorporated in the company's strategic decision-making.

Estimation and outcome uncertainty

To ensure comprehensive reporting of metrics, assumptions and estimates are made for some metrics in the course of the data collection process, which may lead to uncertainties in outcomes.

The information on upstream and downstream emissions relates to the value chain. These emissions are determined based on data from the ERP systems or other internal sources, insofar as possible. Common emission factors[1] and assumptions are used for the calculation. Logical correlations are used, for example, such as the use of comparable subsidiaries or extrapolation based on information available during the year. Depending on the situation, information regarding full-time equivalents (FTE), revenue and/or surface area was used for this purpose. The assumptions used are intended to resolve, for example, a lack of availability and quality of information by way of suitable processes, but at the same time lead to uncertainty in outcomes. Jungheinrich improves data quality gradually by improving its data base, for example by using primary data. The company is also currently working on selecting and implementing more systems-based applications with a view to harmonising the data collection process and making it more efficient.

There may be outcome uncertainty in reporting with regard to the indicators on energy consumption, Scope 1 and Scope 2 emissions and waste data. Depending on the availability and traceability of information, some data here is also extrapolated based on information available during the year and/or by using comparable subsidiaries on the basis of traceable estimates. The planned implementation of systems-based applications should lead to an improvement in data quality for this data as well.

The calculation of resource inflows for the circular economy is also subject to uncertainties as some of the data required is only available on a limited basis. They are calculated based on a modular concept which covers all key material flows directly or indirectly. The standard weights of delivered material handling equipment, waste volumes for production plants, estimates regarding the purchase of warehouse equipment and estimated weights for purchased merchandise, for example, are used in this process. Additional components comprising resource inflows, such as the share of biological and secondary materials or the volume of packaging, are based on expert estimates and estimation procedures. This use of partially comprehensive estimates in relation to the overall figure creates increased outcome uncertainty in the metrics.

Product life cycle assessments are taken into account in reporting for the EU Taxonomy Regulation. Jungheinrich has carried these out for all series produced in house in order to determine the greenhouse gas emissions in various phases of the life cycle. There are outcome uncertainties in this process as assumptions are made in various phases:

- Use of materials: material handling equipment of the same kind is grouped into categories and the materials in these categories are considered representative for the trucks. For other materials that cannot clearly be assigned to a category, an average emission factor for the clearly assignable materials is used to calculate the greenhouse gas emissions.

[1] The emission factors used correspond to established sources (for example, International Energy Agency [IEA], Department for Environment, Food and Rural Affairs [DEFRA], Environmental Protection Agency [EPA]).

- Production: energy consumption and waste volumes from manufacturing plants are allocated based on the truck weight. It is assumed that these volumes vary proportionally to the weight of the truck, allowing for simplified calculations.
- Transport: average distances, means of transport and routes from the manufacturing plants to the sales companies are assumed.
- Use and maintenance: an average useful life is assumed for the trucks. The German energy mix is used for reference as there is no precise data available on the type of energy used by customers. In addition, average material expenses are defined for maintenance measures and assumptions are made on distances and means of transport for after-sales services.
- End of life: it is assumed that the trucks will be returned to the refurbishment plant in Dresden at the end of their life.

The calculation of taxonomy-aligned capital expenditures (CapEx) and operating expenses (OpEx) in conjunction with the production and development of material handling equipment is based on the share of material handling equipment with lithium-ion batteries produced at a plant.

Changes in preparation or presentation of sustainability information and reporting errors in prior periods

There were no changes in the preparation or presentation of sustainability information in the reporting year. Moreover, no material errors were found with respect to the previous reporting period, as ESRS have been applied for the first time.

Incorporation by reference

Jungheinrich makes use of the option to provide information by means of references. The following table shows which ESRS disclosure requirements this has been used for.

ESRS disclosure requirement	Information	Reference
ESRS 2 SBM-1.40 (a) i to ii	Key elements of the general strategy that relate to or affect sustainability matters	[page 20-21]
ESRS 2 SBM-1.42 (a)(c)	Description of the business model and value chain	[page 20-23]
ESRS 2 SBM-3.48 (d)(e)	Explanation of material risks and opportunities and their financial effects	[page 112-123]
ESRS 2 GOV-5.36 (a)(c)(d)(e)	Risk management and internal controls over sustainability reporting	[page 110-123]

Sustainability strategy and organisation

Sustainability strategy

Strategy, business model and value chain

With its portfolio of material handling equipment, automation solutions and matching services, Jungheinrich offers its customers tailor-made solutions from a single source to support them in mastering the growing challenges in material handling and achieving their sustainability goals. The integrated business model encompasses the development, production and sale of new material handling equipment and the planning and realisation of automation projects, the short-term rental of new and used material handling equipment, the refurbishment and sale of used trucks and after-sales services. Further information on the business model of Jungheinrich can be found in the Group principles [page 20].

Jungheinrich is engaged in environmental and social issues along the entire value chain. The direct sales and after-sales services networks of Jungheinrich operate in around 120 countries and it also cooperates with joint venturers. The Group's core market is Europe, where 82 per cent of Group revenue is generated. Of the European revenue, 26 per cent is generated in Germany. Legal restrictions prevent the export of goods to Russia or Belarus.

The Group has twelve plants, seven of them primarily for the production of material handling equipment, three for stacker cranes and two for the industrial refurbishment of used trucks. Digital products, software and hardware are developed primarily at four locations in Europe. Manufacturing and development activities are strongly focussed on Europe, in particular Germany. Strategic and higher-level functions such as finances, controlling, IT, personnel management, legal and compliance are managed from the Group headquarters. Spare parts are sourced from the spare parts centre in Germany and regional warehouses worldwide to ensure maintenance and repairs can be carried out by after-sales services. Jungheinrich uses its own direct sales and after-sales services network and collaborates with joint venturers to offer the best-possible customer service. In line with the business activities, most employees are employed in Europe, in particular in Germany [page 76].

The purchasing volume of Jungheinrich can generally be divided into production materials, including post-production material, indirect materials and services, and merchandise. Details on material procurement and strategic partnerships can be found in the Group principles [page 22].

Investors benefit from the long-term corporate strategy, a robust business model and the strong earnings and financial position of Jungheinrich. The company's resilient customer structure also makes it crisis-resistant.

Sustainability is part of the identity of Jungheinrich. As a listed family-owned business, environmental and social responsibility is the focus of all business activities of Jungheinrich, in addition to economic targets. The sustainability strategy aims to create sustainable value for all stakeholders – which includes customers, employees, shareholders, business partners and 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. The products and solutions of Jungheinrich are contributing to the sustainable transformation of the material handling sector. This is why sustainability is one of the six fields of action and an integral part of Strategy 2025+, and will also be key for Strategy 2030+. The field of action of sustainability 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: guiding vision of a global state in which human activities have no net impact on the climate system.
2. Eco efficiency and circular economy: targeted improvement of the eco efficiency of products and support for the circular economy in order to minimise environmental impacts and conserve resources.
3. Employees and society: laying the foundation for efficient, healthy and satisfied employees.
4. Governance: making sustainability part of the corporate DNA using transparent processes, data and management systems while acting responsibly at all stages of the value chain on the basis of ethical principles (e.g. safeguarding human rights). Jungheinrich uses ESG[1] ratings to transparently measure and present its sustainability performance.
5. Sustainable business models, products and services: sustainable business models, products and services are a decisive driver for Jungheinrich, as they support customers in particular in achieving their sustainability and climate objectives. These include increasingly equipping vehicles with lithium-ion batteries and increasing the share of sustainable products in accordance with the EU Taxonomy Regulation.
6. Sustainability as part of the Jungheinrich brand: creating transparent, long-term added value for customers and society in order to be regarded as a sustainability enabler internally and externally.

The sustainability strategy meets future-oriented challenges such as climate change, demographic change and increased demand for resources by taking specific actions. These include the development of climate-friendly drive systems and the gradual reduction of greenhouse gas emissions along the entire value chain. The sale of battery-powered material handling equipment actively contributes to decarbonisation and allows customers to reduce greenhouse gas emissions. An example of this is the POWERLiNE truck series, which includes lithium-ion material handling equipment that uses up to 20 per cent less energy compared to traditional trucks with lead-acid batteries. The refurbishment of trucks and the rental and leasing business also support the circular economy by extending the life of products, preserving resources and therefore enabling customers to use them more efficiently. In view of skills shortages, and in order to boost staff retention, the company has introduced the Jellow Way as a corporate mission statement that serves to support sustainable conduct. It lays the foundation for how employees work together at Jungheinrich, enabling them to successfully overcome current and future challenges. Preventative measures are implemented in supply chain management to minimise environmental and human rights risks and to ensure that materials are procured responsibly.

The sustainability strategy is based on findings from dialogue with relevant internal and external stakeholders, the analysis of existing business processes and management systems, and the latest scientific developments. It is consistent with the results of the materiality assessment carried out in financial year 2024. The material issues identified in 2024 are taken into account in Strategy 2030+. In this context, the policies, actions and targets needed to manage impacts, risks and opportunities relating to material topics, which are not yet complete, are being finalised.

[1] ESG: Environment, social and governance.

Interests and views of stakeholders

Jungheinrich maintains close relationships with a variety of stakeholders that play a central role for the corporate and sustainability strategy of Jungheinrich. The most important stakeholder groups include:

- Management and executives: this group is responsible for the strategic direction taken by the company and manages the implementation of sustainability actions.
- Applicants: attracting talent is crucial to the implementation of the long-term corporate targets and sustainability ambitions of Jungheinrich.
- Employees: Jungheinrich employees are the key pillars of the company and make a significant contribution to the achievement of corporate and sustainability targets.
- Customers: Jungheinrich works closely with its customers to develop tailored solutions that meet their needs while also supporting sustainable business practices.
- Suppliers: close collaboration with suppliers is of high importance in order to ensure sustainable standards and stability in procurement.
- Investors and analysts: as a listed company, Jungheinrich is analysed and valued by capital market participants such as investors and analysts, both in financial terms and also with regard to its sustainability performance. Their assessments affect not only how the company is perceived on the market, but also the access it has to capital and investment opportunities.

Stakeholders' interests are systematically integrated into strategic planning. The results of stakeholder dialogues are directly included in the double materiality assessment and the further development of the sustainability strategy. Regular dialogues and feedback processes with internal and external stakeholders help to understand their expectations and support the targeted integration thereof into strategic decisions. Various channels are available for these exchanges, with personal exchanges in the form of meetings and events, such as investor conferences, playing an important role. Surveys that focus on relevant customer needs are also conducted. A global communication platform has been created for employees that supports dialogue, imparts knowledge on the sustainability strategy and offers practical implementation guidelines. Interactive formats strengthen stakeholders' exchanges with and trust in the company.

Exchanges with relevant stakeholders, especially users of the sustainability statement, also include participation in ESG ratings. The company endeavours to always achieve the highest ranking in relevant sustainability ratings such as CDP, EcoVadis, ISS ESG and Sustainalytics. The results of these ratings can be found in the Group principles [page 25]. These ratings serve as evidence of the company's sustainable efforts and help to make sustainability activities visible. In addition, ratings are used to identify requirements that are placed on companies in the material handling sector.

Regular reports to the Board of Management and Supervisory Board ensure that stakeholder interests are given due consideration. Here, direct consideration can be given through the materiality assessment and indirect consideration through the Sustainability Committee, which ensures the monitoring and control of project progress in the sustainability strategy. The interests of employees, workers in the upstream and downstream value chain and interests of customers are included in strategic decisions by, among other things, fulfilling due diligence obligations, such as human rights risk analyses. Various actions are used to integrate stakeholders' interests into the sustainability strategy and business model:

- Decarbonisation initiatives: the expectations of various stakeholders, in particular customers, regarding companies' active responsibility for environmental protection are a central factor. Reducing CO_2e[1] emissions is a direct response to these expectations and reinforces the commitment of Jungheinrich to climate change mitigation.
- 100 per cent electric material handling equipment: the production of fully electric material handling equipment supports a reduction in greenhouse gas emissions during product use. CO_2e emissions can be reduced to almost zero if energy from renewable sources is used for operating the trucks. This helps customers to achieve their climate objectives.
- Introduction of the Jellow Way as a corporate mission statement: the dynamic changes in the world of work present Jungheinrich with new challenges regarding internal and cross-functional collaboration, which also offers opportunities for future success. The Jellow Way describes this form of global collaboration and, as the heart of the corporate culture, shapes the common understanding of sustainable conduct in everyday life.
- Sustainable supplier management: sustainable supplier management supports compliance with environmentally friendly and ethical standards among suppliers. This commitment supports long-term partnerships and ensures that environmental and social aspects are considered in supply chains, which further strengthens the holistic sustainability strategy of Jungheinrich.

[1] There are a number of greenhouse gases that have various impacts on the climate, including CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. In order for these gases to be compared, they are indexed as CO_2 equivalents (CO_2e).

Material impacts, risks and opportunities and their interaction with strategy and business model

The business model of Jungheinrich has both positive and negative impacts on sustainability matters. These sustainability matters also create risks and opportunities for the business model. The double materiality assessment offers an overview of all identified material impacts and risks. No material opportunities were identified. Material impacts occur in the short-, medium- and long-term at various stages along the value chain. Material risks were found in the own business of Jungheinrich area for one or more time horizons.

All identified material impacts and risks fall under the disclosure requirements set out in ESRS and are taken into consideration in the business model and the sustainability strategy.

- Climate change: as a manufacturing company, Jungheinrich contributes to climate change with activities ranging from the extraction of raw materials to the production, use and disposal of its products. To counter the negative impacts associated with this, Jungheinrich is pushing forward with the reduction of its greenhouse gases along the entire value chain. Long-term climate-related risks for Jungheinrich result from the adaptation of the business model and the strategy to take account of climate change. Extreme weather events which could jeopardise the stability of production are relevant in particular.
- Circular economy: the manufacture of products for the material handling sector is associated with a high level of material use. To reduce this, promote the use of sustainable materials and optimise the use of resources, Jungheinrich works continuously to further develop the circular economy. The company makes a significant contribution to protecting the environment by refurbishing material handling equipment and reducing resource inflows and outflows. An established waste management process enables Jungheinrich to constantly reduce negative environmental impacts and identify opportunities for waste prevention, waste reduction and environmentally friendly waste recycling.
- Own workforce: the manufacture and maintenance of products creates negative impacts on health and safety for Jungheinrich employees, such as risks from accidents or health impairments. Jungheinrich follows a zero-harm strategy to continuously improve working and safety standards in order to prevent accidents and guarantee the health of employees. Jungheinrich is reliant on qualified workers being available, which poses a material long-term risk, particularly in times of demographic change and skills shortages. Jungheinrich works hard to attract and keep qualified workers in order to ensure the continuity of the business. There are risks of fines for Jungheinrich in the short-, medium- and long-term in relation to data protection resulting from the General Data Protection Regulation (GDPR), among other things. The company has implemented a data protection management system to ensure compliance with statutory provisions and minimise potential negative impacts on employees.
- Workers in the value chain: Jungheinrich is dependent on the purchase of goods and services due to its business model. Potential negative impacts exist for workers in supply chains resulting from poor working conditions and health and safety risks. Jungheinrich is committed to minimising these impacts with a sustainable supplier management system and to continuously improving conditions in supply chains. A four-step model, which covers compliance with the Supplier Code of Conduct through to on-site social audits, helps the company to monitor and improve working conditions.
- Consumers and end-users: ensuring and improving customer safety are a major driver for product development at Jungheinrich. Improper use of material handling equipment bears possible health and safety risks for users. Work is therefore continuously undertaken to further develop the safety functions used in material handling equipment with a view to minimising the potential risks. Data protection violations may have negative impacts on customers, irrespective of the business model. Moreover, there are risks relating to the stability of the information structure for the short, medium and long term, which Jungheinrich has countered with the implementation of an information security management system.
- Business conduct: the management of supplier relationships has a positive impact on the reduction of environmental and human rights incidents in supply chains, which should be regarded as a material positive contribution to the protection of human rights and the environment.

Topic	Sustainability matter	Material impacts and risks	Type of impacts and risks
Climate change	Climate change adaptation	Impacts of climate change	Risk
	Climate change mitigation	Greenhouse gas emissions in the upstream and downstream value chain	Impact
		Greenhouse gas emissions in the product use phase	Impact
	Energy	Greenhouse gas emissions at own locations	Impact
		Direct release of greenhouse gas emissions in own business areas	Impact
Circular economy	Resource inflows, including use of resources	Use of recycled materials in products and packaging	Impact
		Refurbishment of used trucks	Impact
	Resource outflows related to products and services	Development of durable and circular products	Impact
		Use of recyclable materials in products and packaging	Impact
		Refurbishment of used trucks	Impact
	Waste	Potentially inadequate waste prevention and management	Impact
Own workforce	Health and safety	Health and safety risks for own employees	Impact
	Diversity	Acquisition and retention of qualified employees	Risk
	Training and skills development	Acquisition and retention of qualified employees	Risk
	Data protection	Potential data protection violations of employee data	Impact
		Violation of the General Data Protection Regulation (GDPR)	Risk
Workers in the value chain	Working conditions	Potentially poor working conditions for employees in supply chains	Impact
		Potential health and safety risks for employees in supply chains	Impact
Consumers and end-users	Data protection	Potential data protection violations of customer data	Impact
		Loss of information and IT systems due to security breaches such as cyber attacks	Risk
	Health and safety	Health and safety risks for users	Impact
Business conduct	Management of relationships with suppliers, including payment practices	Potential reduction of incidents in supply chains	Impact

Unlike in the previous materiality assessment, undertaken in accordance with the CSR Directive Implementation Act, the materiality assessment is not performed based on business relevance for and influence on Jungheinrich, but instead based on defined criteria such as the scale, scope, irreversibility and likelihood of occurrence over short-, medium- and long-term time horizons. In addition, stakeholder engagement was increased through workshops and interviews to ensure a broader perspective. Forecast elements and forward-looking information are also increasingly included in the analysis. Sustainability issues are now linked more closely with internal due diligence processes and risk management, which results in a more systematic integration into business processes. The material matters identified differ from those in the previous year due to the new materiality assessment process. The combating of corruption and bribery as mentioned in Section 289c Paragraph 2 No. 5 HGB is not material as only immaterial impacts, risks and opportunities were identified for this aspect. Experience has shown that material handling is not typically closely linked to corruption. The materiality of this aspect is monitored continuously. With regard to data protection, which was previously allocated to the focal area of compliance, material impacts were identified for the first time in the materiality assessment. The aspects of diversity and training have so far been implicitly considered in the context of other material topics, such as the role of Jungheinrich as an attractive employer. Moreover, risks were categorised as material in 2024 that had not previously been categorised as such in accordance with the CSR Directive Implementation Act, but that had been considered in the context of Group risk management.

The results of the materiality assessment impact various structures and processes at Jungheinrich. The business model therefore focusses on low-carbon, recyclable products. The expansion of long-term supplier relationships is also promoted with a view to increasing the number of sustainable suppliers and minimising negative impacts and risks. The continuous refinement of products based on customer needs also strengthens customer loyalty. Material impacts and risks are taken into consideration when investment decisions are made. For example, the plant in Chomutov (Czechia) which was recently built, is energy-efficient and produces low emissions. Moreover, extensive climate risk analyses are to be performed for all locations so that adaptation solutions can be derived for future climate risks. Sustainability risks and their impacts are described in detail in the Risk and opportunity report [page 115].

An analysis of resilience to risks and opportunities relating to climate change [page 51] was performed in order to strengthen the company's resistance. This analysis identifies long-term impacts on the corporate strategy and business model, and assesses the influence of climate factors on cost and risk management, as well as on the development of new business models. The analysis includes short-, medium- and long-term time horizons and extends to the year 2050. Jungheinrich uses scientific models and scenarios for this which allow for qualitative and quantitative assessments, supported by external experts. In future the company intends to extend the resilience analysis to cover other sustainability risks to make the business model resistant to sustainability risks in the long term.

Disclosures on the materiality assessment process

Jungheinrich regularly identifies and assesses the material impacts, risks and opportunities arising along the entire value chain and updates the materiality assessment annually. This process is coordinated with Group-wide risk management and considers ESG aspects.

As part of the materiality assessment, the company investigates the value chain using a model approach. Supply chains as well as the business and industry environment are taken into account in this process. Production materials including post-production materials, indirect materials and services, and merchandise are all considered in the calculation. Production, refurbishment, sales, after-sales services and disposal at the end of a product's life are also incorporated into the analysis. Direct and indirect impacts are considered in equal measure throughout the entire materiality process, with both internal processes and processes in the upstream and downstream value chain being taken into account. Risk and opportunity drivers are identified along the entire value chain by analysing political, economic, social, technological, environmental and legal factors. This consideration makes it possible to identify and assess dependencies along with potential risks and opportunities at an early stage.

Material direct and indirect impacts are assessed in collaboration with internal departments and stakeholders. The assessment of the materiality of impacts is based on a semi-quantitative model in accordance with the requirements set out in ESRS. The severity of the impact, which results from the sum of the assessments of scale, scope and – for negative impacts – irreversibility, is recorded and multiplied by the likelihood of occurrence for potential impacts. For negative impacts, the materiality threshold is defined in consideration of due diligence processes, in particular the human rights risk analysis. The materiality threshold is set in such a way that the highest impact on human rights in the company's own business is categorised as material. All negative impacts that achieve at least three-fifths of the maximum rating are therefore material. Since irreversibility is not taken into account, positive effects are assessed using a threshold that is one third lower.

Jungheinrich integrates findings from human rights and environmental risk analyses both from its own business and its supply chains in the materiality assessment. There is a focus here on particularly risky product groups and geographic focal areas for suppliers and materials in supply chains. Attention is also given to own locations and sales markets. In the materiality assessment, Jungheinrich focusses on products that can impact humans and the environment both during production and during product use. This extensive analysis allows targeted actions to be implemented that serve to lessen the impacts.

As part of the assessment, Jungheinrich actively involves internal and external stakeholders to ensure that the impacts on stakeholders are known and taken into account. This dialogue is carried out directly and with representatives to ensure that all relevant perspectives are considered. Users of the sustainability statement are also included in the process to review the completeness and relevance of the impacts identified.

Any potential risks and opportunities for Jungheinrich are derived from the analysis of sustainability matters, dependencies and the identified impacts. The risks and opportunities reported to Group risk management are also included in the assessment. Sustainability risks and opportunities are assessed in accordance with ESRS, where the probability of occurrence and the potential scope of financial impacts are evaluated. The maximum expected gross impact on EBIT is assessed for each risk and each opportunity to ensure a uniform assessment. The impact represents the deviation from planning or the current projection and is not assessed cumulatively. The financial impact is assessed for short-, medium- and long-term time horizons. A scale of five steps is used for this, while the probability of occurrence is determined on a four-step scale. Further information on the classification can be found in the Risk and opportunity report [page 115]. The materiality threshold for risks and opportunities has been set in accordance with the two highest impact classes from the Risk and opportunity report, with a maximum possible expected gross impact on EBIT of more than €10 million. As ESRS require the gross impact to be shown relative to the net impact in the Risk and opportunity report, the materiality threshold of €10 million is higher than the materiality threshold in the Risk and opportunity report.

Opportunities have been analysed in the materiality assessment in relation to sustainability matters, but not categorised as material. The opportunities identified include reducing dependencies on raw materials markets by promoting the circular economy. A strong corporate culture and good working conditions can result in a stronger employer brand and increased productivity. Market trends owing to increased safety requirements may result in increased demand for safe products. At the same time, a high level of IT and data security in business processes may boost the reputation of Jungheinrich.

The identification and management of material risks are integrated into the Group-wide risk process, which involves structured risk management by monitoring the control measures used to reduce risk. In addition to identifying risks and opportunities at regular management meetings, the risk managers perform a comprehensive inventory of risks and opportunities three times a year during the planning and projection processes. Management measures are systematically documented and monitored after the assessment. As part of the company's strategic decision-making, all sustainability risks and opportunities are treated equally and are taken into account alongside operational and financial risks. Jungheinrich ensures a comprehensive risk assessment by using internal and external sources such as climate models, supplier assessments and stakeholder dialogues.

The information to be reported in accordance with ESRS was determined on the basis of the material sustainability matters identified. The company generally reports on all disclosure requirements that are assigned to individual material sustainability matters. In accordance with ESRS, the materiality principle is applied to certain data points and reporting is waived in consideration of the materiality of the information and its relevance for decision-making by users.

The company employs a number of sources to identify material impacts, risks and opportunities. These include internal product and purchasing data, information from employee meetings, customer queries, stakeholder dialogues and supplier assessments. Internal competitive analyses and international standards are also taken into consideration.

The materiality assessment covers all subsidiaries and business processes worldwide, in addition to the upstream and downstream value chain. It includes all of the company's locations, facilities and operational activities. Jungheinrich assessed the geographic location of business activities in the analysis, taking regional stability, local regulations and legal framework conditions into account. Moreover, the company's business model and sector were analysed with regard to specific risks such as the risk of corruption, market regulation and competition rules.

With regard to the circular economy, the analysis focusses on the materials used, their use in the company and the products and services that leave the company. The entire product life cycle is considered when assessing the impacts. Here, there is a particular focus on the lifespan, energy consumption, substance prohibitions and restrictions, dismantling capacity, recyclability and packaging of products. All business activities are also taken into consideration, including the purchase of goods, production and refurbishment processes and the sale of in-house products and merchandise. The repair and maintenance of products used by customers are also considered. The environmental impacts resulting from the use of the relevant property, plant and equipment for business activities, such as buildings and machinery, are included in the assessment. Types and volumes of waste generated by business activities are also considered.

The Group-wide corporate carbon footprint (CCF), which identifies all major sources of greenhouse gases, climate risk data from the Intergovernmental Panel on Climate Change (IPCC), climate scenario data from the Network for Greening the Financial System (NGFS), scientific findings and estimates made by experts serve as the basis for assessing material impacts, risks and opportunities as regards climate change. In addition, assumptions on future regulations, such as the level of carbon pricing, are also made in the context of climate scenarios in order to assess the potential impacts on the company.

The findings from the Group-wide climate scenario analysis on material physical and transition climate risks and opportunities are also incorporated in the materiality assessment. Physical climate risks include potential damage to buildings due to climate hazards such as storms or heavy rainfall. Climate-related transition risks can impact companies in the form of changes in demand for lower-emission technology, among other things. The classification of climate-related physical and transition risks is based on statutory requirements.

The climate scenario analysis assesses the impacts of physical and transition climate risks and opportunities on assets and business activities. The analysis takes various time horizons into account to allow climate risks to be assessed in a targeted manner and corresponding measures to reduce risks to be planned.

- Short term (current financial year): direct climate-related risks are identified in this period and short-term actions are taken to manage them. Risk predictions are based on short-term market developments, political framework conditions and the analysis of immediate physical and transition risks.
- Medium term (up to 2030): this time horizon serves to account for strategic planning cycles and investment plans. It covers the implementation of emission reduction targets by 2030 that have been determined in accordance with the Science Based Targets initiative (SBTi), for example. At the same time, this horizon includes important economic requirements that will be implemented by 2030.
- Long term (up to 2050): in the long term, the focus is on assessing the resilience of strategies and business models with respect to the impacts of climate change. The long-term time horizon considers the achievement of net zero emissions in the Group and long-term risks and opportunities in connection with a climate-neutral economy, such as changed consumer habits, market changes due to renewable energies or electrification.

Jungheinrich combines climate data from software and in-house information to assess physical climate risks. This includes geographic and sectoral factors, which are used to identify climate risks at specific locations and regionally in the supply chains. The projections are a hybrid composition of local high-resolution models and global models that account for the scope, duration and frequency of climate risks. If a climate hazard 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 hazard based on optimistic and pessimistic IPCC climate scenarios up to 2030 and 2050.

- SSP[1]1-2.6 – The two degree path: this low-emissions scenario describes a quick and comprehensive reduction in greenhouse gas emissions in order to limit global warming to two degrees Celsius or less. It can be achieved through ambitious climate policy measures, the expansion of renewable energies and technological progress. This highlights the importance of a low-carbon energy system that results in lower energy costs and higher efficiency in the long term. Adapting to changing climate regulations requires continuous investment in new technologies and materials in order to ensure that the products and processes meet high sustainability standards. Plants and supply chains are also exposed to regional weather events, even if the frequency of extreme events is lower as compared to pessimistic scenarios.
- SSP5-8.5 – The fossil fuel path: in this high-emissions scenario, it is assumed that fossil fuels continue to be used at a high level with strong economic growth. High demand for energy and the slow expansion of renewable energies would result in an increase in CO_2e emissions, which could cause the earth to warm by more than four degrees Celsius by 2100. The high dependency on fossil fuels may lead to higher carbon costs and energy prices. Moreover, high physical risks may result in increased costs for adaptation measures and possible interruptions to operations.

[1] Shared socioeconomic pathways (SSP) outline possible economic and social development paths that could result in different future greenhouse gas emissions and, consequently, different concentrations of greenhouse gases.

The identified risks are categorised as high, medium and low together with employees at the relevant locations, depending on their economic relevance. The impacts on assets and business activities are also assessed here, among other things. An assessment of the regional natural hazards is performed for key suppliers and for upstream and downstream transport routes.

High risks certain manufacturing plants face include storms, floods, heavy rainfall and drought. The same risks are classed as medium for other sites. Heatwaves and cold snaps are also medium risks. Following risk identification, it was assessed whether any adaptation measures are already in place for high and medium climate risks in order to reduce any 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 hazard of heavy rainfall or floods is countered through seepage reservoirs or mobile protection systems (for example, sandbags). 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 location. Jungheinrich categorises the risk of interruptions to operations due to physical climate risks at its own locations as material.

The analysis of transition climate risks and opportunities in the company serves to assess the impacts of climate change on the business model and strategy, and to proactively develop measures to both minimise risks and make use of new business opportunities. Jungheinrich uses an optimistic and a pessimistic scenario from the NGFS to assess the impacts in qualitative terms.

- Net Zero 2050 scenario: this scenario describes the path to achieving net zero emissions worldwide by 2050 in accordance with the Paris Climate Agreement. It requires extensive regulatory measures and a drastic shift in the energy mix towards renewable energies. Although strict emissions reductions and increasing carbon prices are expected to result in high costs in the short term, the scenario offers long-term opportunities by introducing emission-free technologies and renewable energies at an accelerated pace.
- Nationally determined contributions (NDC) scenario: this scenario is based on the national contributions to climate change mitigation made by signatories to the Paris Agreement and is expected to lead to global warning of around 2.6 degrees Celsius by 2100. In the long term, stable carbon prices and moderate cost increases are to be expected, while increasing carbon prices and changes in the energy sector may result in higher costs in the medium term. The long-term stability of costs ensures continued demand and facilitates steady growth for traditional product segments.

In the Net Zero 2050 scenario, there is a high likelihood of stricter regulatory requirements and higher carbon prices as climate objectives have been tightened and investment in green technology encouraged. In this scenario, assets and business activities, in particular ones that heavily depend on fossil fuels, would be exposed to transition risks. Rising material and energy prices may increase production costs and new regulatory requirements, such as carbon pricing, could cause additional costs. The need to invest in climate-friendly technologies could result in increased investment costs in the medium term. In the NDC scenario, these risks are less pronounced but could occur in the long term and be equally as significant. At the same time, the expansion of the used material handling equipment business in both scenarios offers opportunities as more resource-efficient processes reduce internal costs, and stricter environmental requirements on the market and ambitious climate objectives on the part of customers may encourage the purchase of used trucks.

The climate scenarios applied were chosen to assess both physical and transition risks that may have potentially significant financial impacts on the company. The scenarios were developed on the basis of IPCC reports and NGFS projections that are regularly updated to account for the most recent scientific findings. The scenario analysis corresponds to the assumptions used in the financial reporting regarding the value and lifespan of assets, in particular with regard to investments in long-lived assets such as property and their potential depreciation due to physical climate risks. The assumptions made in the scenarios regarding future energy prices, carbon prices and material costs reflect potential cost increases or reductions which may impact business forecasts.

Combining local high-resolution models and global models allows for an appropriate assessment of global trends and location-specific risks. Although there are uncertainties regarding long-term political decisions and local climate forecasts, these are largely offset by the variety of scenarios used. The analysis of climate scenarios accounts for uncertainties associated with climate projections, particularly for long-term physical risks. Adapting to local conditions helps to reduce these uncertainties, but this still depends on global emissions trends and technological advances. The scenarios comprehensively cover future climate-related risks and opportunities by assessing both physical climate risks such as extreme weather events and their impacts on supply chains and infrastructure and transition climate risks such as market changes and new regulatory requirements.

The double materiality assessment pursuant to ESRS requires sustainability topics to be identified and assessed both in terms of the materiality of their impact and also from the perspective of financial materiality. This extended approach ensures that both financial and non-financial impacts are systematically integrated into the sustainability strategy and the company's operational processes. In the double materiality assessment process, no material impacts, risks or opportunities were identified for the topics of environmental pollution, water and marine resources, or biodiversity and ecosystems. The company's locations and business activities and the upstream and downstream value chain were considered.

- Environmental pollution: Jungheinrich manufactures most of its products in countries with strict environmental regulations that minimise impacts on the environment. The suppliers are also primarily based in Europe and are therefore subject to strict regulations. Through internal consultations, the concerns of external stakeholders such as local residents were included in order to incorporate their perspectives into the assessment.
- Water and marine resources: the assessment of risks and dependencies with regard to water shows that the company does not conduct any water-intensive processes. Groundwater is primarily withdrawn at two locations where the water is used in closed loops and returned. The water-related processes at all plants are also certified in accordance with DIN EN ISO 14001. Risks relating to water scarcity and water quality are monitored by the environmental management system.
- Biodiversity and ecosystems: Jungheinrich locations were analysed and prioritised based on the state of nature, the assessment of long-term changes and the impacts, dependencies, risks and opportunities resulting from business activities. The fact that risks are likely to increase in highly nature-dependent areas was taken into account in this process. At the same time, it is assumed that new legislation will be introduced and consumer behaviour will change if nature is already severely damaged. The analysis revealed that several locations are in the vicinity of biodiversity sensitive areas and are dependent on ecosystem services such as climate regulation and flood or storm protection. At the same time, it was determined that there are no material impacts on natural habitats or disturbance of animal or plant species. No remediation measures are therefore required at present. Biological diversity is taken into account in existing environmental sustainability targets such as the net-zero target, as these help to tackle the causes behind the loss of diversity.

The Board of Management gives final approval of the double materiality assessment, which is reported to the Supervisory Board and consequently monitored by the Supervisory Board. The annual evaluation of the materiality model ensures that impacts, risks and opportunities remain complete and up to date.

Sustainability organisation

Role of the administrative, management and supervisory bodies

The Board of Management of Jungheinrich AG runs the business and, in consultation with the Supervisory Board, is responsible for the strategic alignment of the company, which also includes environmental, economic and social targets. The Board is composed of six (executive) members with a wealth of expertise in industry and material handling. They bring specialist knowledge on the company's products, in particular material handling equipment and solutions, including automation solutions. The members of the Board of Management are also familiar with the geographic markets of Jungheinrich.

The Supervisory Board appoints the members of the Board of Management, monitors their work and advises the Board of Management on the Group's strategic matters, including sustainability issues. It is composed of twelve (non-executive) members in accordance with the provisions of the German Co-Determination Act and the articles of association, with six members elected by employees. The Supervisory Board was composed of only eleven members as of 31 December 2024 due to the resignation of a member in November 2024. Accordingly, 35 per cent of the members of the Board of Management and Supervisory Board were women as at the balance sheet date. Women made up 33 per cent of the Board of Management, which corresponds to a ratio of two women to four men. Furthermore, women made up

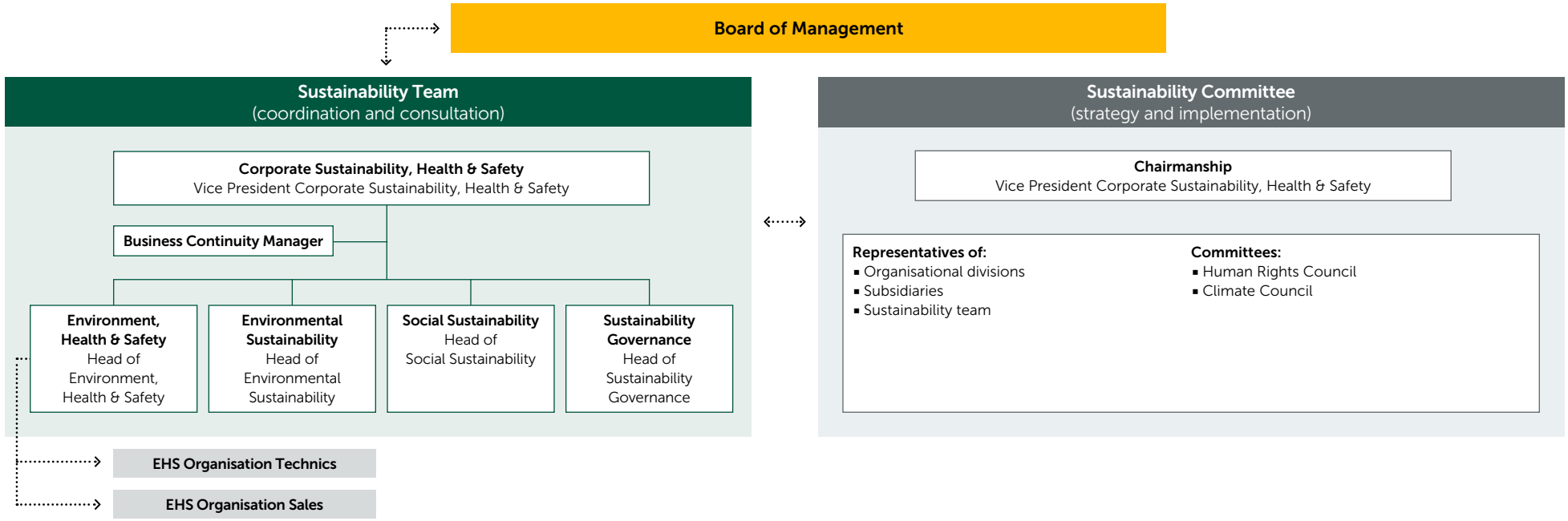
36 per cent of the Supervisory Board, which corresponds to a ratio of four women to seven men. A new member of the Supervisory Board was appointed on 7 February 2025, meaning that the Board is once again complete. The share of women in the Supervisory Board has returned to the previous level since this date.

The Supervisory Board also has a wealth of knowledge on the business environment. Two members on the shareholder side have detailed insights into business activities as a result of their previous work at the company. Four of the members elected by employees are also active employees in the company in addition to their work on the Supervisory Board and are therefore also familiar with operational activities. Other members also bring international industry experience from their previous work to the Board. The members of the Supervisory Board are also familiar with the geographic markets of Jungheinrich.

67 per cent of the members on the shareholder side of the Supervisory Board are independent as defined by the German Corporate Governance Code (GCGC). This corresponds to 36 per cent of the eleven members of the entire Supervisory Board as of 31 December 2024. The recommendations set out in the GCGC regarding independence on the Supervisory Board have therefore been satisfied.

Further details on the tasks and composition of the Board of Management and Supervisory Board can be found in the ↗ Corporate Governance Statement, which is published on the company's website.

Sustainability organisation at Jungheinrich



Responsibility for managing and monitoring impacts, risks and opportunities related to sustainability primarily lies with the Board of Management as the management body of Jungheinrich AG. The Board makes use of the sustainability organisation in this regard, namely Corporate Sustainability, Health & Safety, and Corporate Controlling as the division responsible for risk management, both of which report directly to the Board of Management. Major decisions, such as the establishment of strategic sustainability targets, are made by the Board of Management and confirmed by the Supervisory Board, insofar as required by statutory or internal regulations.

A Sustainability Committee which meets quarterly has also been established. The Committee is composed of representatives from relevant divisions such as purchasing, HR, sales and production, subsidiaries and the sustainability team. The Sustainability Committee plays a key role in passing sustainability decisions and directives throughout the organisation. The Committee also monitors and manages progress made on projects. The Human Rights Council was also set up as a committee board to implement ethical targets. Furthermore, the Climate Council assists with the implementation of Group-wide actions on climate change mitigation and climate adaptation.

Impacts, risks and opportunities are also taken into account in the risk management system (RMS). The Jungheinrich Board of Management is responsible for the development and maintenance of an effective RMS. The Group's RMS is organised across the organisational structure of Jungheinrich, including the decentralised organisational units and is closely linked to the internal control system (ICS) and the compliance management system (CMS) as part of the Corporate Controlling division. The findings of risk analyses are reported in the Group Risk Committee, which is attended by the Board of Management. The Board of Management is also informed of all probable and highly probable risks and opportunities that would have a moderate impact or higher. This enables the Board of Management to manage impacts, risks and opportunities efficiently and effectively. In its capacity as an independent authority, the Corporate Internal Audit division, checks that the RMS functions and is effective. An appropriate, effective CMS is a relevant component in this process. The Board of Management is responsible for establishing the structures necessary for compliance with statutory and ethical requirements and is also responsible for designing the CMS required for this. The Head of Corporate Legal Affairs, Compliance, Data Protection & Insurances is responsible for the operational control and management of the CMS, including the Group Reporting Office. Regular reports are provided to the Board of Management as a means of effectively managing and monitoring compliance structures. The company's Compliance Committee met as scheduled in financial year 2024 with a view to further developing the CMS. This comprehensive governance and compliance structure guarantees that Jungheinrich minimises material risks arising from its business activities and continuously monitors and develops its CMS.

The Supervisory Board of Jungheinrich AG is responsible for overseeing all business activities, including impacts, risks and opportunities, with some of this work undertaken by the Board's Finance and Audit Committee. The Supervisory Board's Finance and Audit Committee is also responsible for reviewing accounting, including non-financial reporting. The Chairperson of the Finance and Audit Committee reports to the Supervisory Board at each of its ordinary meetings on the Committee's previous meetings and the material matters discussed. Monitoring of the RMS, ICS and risks as well as reporting on these topics are outlined in the Risk and opportunity report [page 110]. The Supervisory Board, supported by its Finance and Audit Committee, also monitors the appropriateness and effectiveness of the CMS and receives regular reports on this – at three meetings of the Supervisory Board in financial year 2024 and at four meetings of its Finance and Audit Committee. The Supervisory Board, or the Finance and Audit Committee, also regularly addresses sustainability topics and sustainability reporting in particular – the Supervisory Board at one meeting and one workshop in financial year 2024, the Finance and Audit Committee at five meetings and two additional hearings.

The Board of Management defines strategic sustainability targets in the course of strategy development which are then approved by the Supervisory Board. The Board of Management and the Supervisory Board monitor target achievement on an ongoing basis, relying on the regular reports provided to them. The Board of Management's primary responsibility as regards managing impacts, risks and opportunities results from its legal management function. The Supervisory Board's oversight competence also stems directly from the statutory allocation of competences. The corresponding responsibilities are set out in the relevant guidelines and organisational rules within the Jungheinrich Group.

The members of the Board of Management and the Supervisory Board possess in-depth knowledge regarding business conduct and sufficient expertise to define sustainability targets and monitor the implementation thereof. Regular training events serve to improve expertise on sustainability topics, such as an external training session on sustainability reporting in 2023 for all members of the Board of Management and Supervisory Board. Two members of the Supervisory Board also have particular expertise in governance, accounting and sustainability reporting and have extensively examined non-financial reporting. Other members of the Supervisory Board have expertise in social and environmental matters. The Board of Management makes use of the sustainability team and external consultants to obtain additional expertise. The Head of Corporate Sustainability, Health & Safety regularly informs the Board of Management about the latest sustainability developments. New members of the Board of Management also receive individual introductions to sustainability topics at Jungheinrich and general sustainability developments. The skills and knowledge at its disposal allow the Board of Management to make decisions on the definition of targets and actions for management with regard to material impacts, risks and opportunities, and to monitor progress made towards achieving these targets. The Supervisory Board uses the expertise at its disposal to review the identified material impacts that business activities have on people and the environment as well as to assess risks and opportunities.

The Board of Management and Supervisory Board are also responsible for ensuring that external sustainability reporting is complete and accurate. The Board of Management regularly reviews whether the personnel and professional resources in the Corporate Sustainability, Health & Safety division are sufficient to achieve the sustainability targets set. Additional capacities can be created or external expertise sought as required. Moreover, the Supervisory Board regularly reviews the efficiency of its work (most recently in 2024) and scrutinises its composition and the competences of its members.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The Board of Management of Jungheinrich considers sustainability matters based on their material impacts, risks and opportunities when developing the corporate strategy. Forming the strategy is the responsibility of the Board of Management as the management body and it is approved by the Supervisory Board. The corporate strategy includes policies and actions to allow the company to achieve economic, environmental and social targets. Actions are monitored as part of the Group-wide risk management process, particularly with regard to sustainability risks and opportunities. Both the Board of Management and the Supervisory Board ensure that these risks and opportunities are systematically integrated into the corporate strategy and the RMS.

Sustainability matters are also taken into account in decisions made by the Board of Management and the Supervisory Board on material transactions. In certain cases, internal processes require the sustainability team to comment on the sustainability matters related to the respective business transactions as standard. Jungheinrich carries out environmental assessments for M&A transactions on a case-by-case basis in order to evaluate sustainability risks.

The Board of Management and Supervisory Board take economic considerations and sustainability matters into account in a balanced manner. They are assessed and weighted on a case-by-case basis against the background of consciously value-oriented business conduct designed to ensure efficient, responsible, sustainable decision-making and implementation of actions geared towards the long-term success of the company.

The Board of Management and Supervisory Board addressed the materiality assessment carried out by Jungheinrich in the reporting year and all impacts, risks and opportunities identified as material in the process [page 41]. This takes place at least once a year in the course of reviewing the non-financial reporting.

Integration of sustainability-related performance in incentive schemes

The remuneration paid to the members of the Board of Management of Jungheinrich AG comprises non-performance-related and performance-related remuneration components. The performance-related remuneration is composed of short-term and long-term variable remuneration. The amount of the variable remuneration is calculated on the basis of financial and non-financial performance criteria, including sustainability targets. The short-term variable remuneration makes up 15 to 25 per cent of the target total compensation and rewards the operational implementation of the corporate strategy within a financial year. The long-term variable remuneration, which amounts to 20 to 30 per cent of the target total compensation, incentivises continuous growth and the long-term increase of the value of Jungheinrich AG. The share of variable remuneration in the target total compensation for members of the Board of Management is around 35 to 55 per cent. Incorporating sustainability targets into short- and long-term variable remuneration gives greater priority to social and environmental issues and promotes sustainable action by the company.

As a non-financial performance criterion, the lithium-ion equipment ratio also forms part of the short-term and long-term variable remuneration, comprising 20 per cent in each case. This indicator measures the share of selected products fitted with lithium-ion batteries in comparison to products with lead-acid batteries. The expansion of the product portfolio to include vehicles with lithium-ion batteries is a central strategic initiative that contributes to the sustainability strategy of Jungheinrich. The criterion has an impact on the greenhouse gas balance of Jungheinrich as trucks with lithium-ion batteries cause fewer CO_2e emissions over their entire life cycle than trucks with lead-acid batteries.

Unlike the Board of Management, the members of the Supervisory Board do not receive performance-related remuneration. This meets the recommendations set out in the GCGC and ensures that the remuneration paid to the Supervisory Board remains independent of the company's financial or non-financial results, which guarantees objective oversight.

Resolutions on the remuneration system for the Board of Management are passed by the Supervisory Board in accordance with the statutory requirements set out in the German Stock Corporation Act and approved by the Annual General Meeting. The non-financial target is defined annually in the context of the long-term variable remuneration and can be selected from a catalogue of criteria. This catalogue includes the reduction of CO_2e emissions and the lithium-ion equipment ratio, among other things. The Supervisory Board's Personnel Committee supports this process by preparing the Supervisory Board's decisions and reviewing the appropriateness of the remuneration every two years. The Annual General Meeting decides on the remuneration paid to the Supervisory Board. Further details can be found in the remuneration system for the Board of Management, the remuneration system for the Supervisory Board and in the Remuneration Report 2024, all of which are published on the ↗ company's website.

Risk management and internal controls over sustainability reporting

The processes and systems for the RMS and ICS as regards sustainability reporting are explained in the Risk and opportunity report [page 110]. The report also outlines how the findings from the risk assessment and controls are integrated into the relevant internal functions and processes, and are regularly reported to the Board of Management and Supervisory Board. The material sustainability risks identified are allocated to various risk areas in the RMS, with the corresponding mitigation strategies and controls described and the current and expected financial impacts illustrated as well. Material individual risks and opportunities with net impacts from €5 million upwards in each risk area are described. The gross impact is categorised and the probability of occurrence for material sustainability risks is determined based on the scales used in the Risk and opportunity report. The cyber security risk, data protection risk and risk of interruptions to production as a result of fire or business interruptions are all considered improbable over all time horizons, but are nevertheless assessed as very high. The risks resulting from climate change and skills shortages are assessed as improbable in the short- and medium-term with very low financial impact. In the long term, both risks are assessed as having a high gross impact, with the risks of climate change categorised as possible and the risks of skills shortages categorised as probable.

Sustainability reporting is monitored by the Supervisory Board and its Finance and Audit Committee. An independent auditor also reviews the content of the sustainability statement on a limited-assurance basis.

Statement on due diligence

Core elements of due diligence	Paragraphs in the sustainability statement	Disclosure requirement
a) Embedding due diligence in governance, strategy and business model	Jungheinrich has drawn up a Group guideline to ensure due diligence along the value chain. The Board of Management is responsible for observing due diligence processes. The managers of the organisational units are responsible for taking account of and implementing the guideline, and also ensuring it is adhered to. Moreover, they are responsible for monitoring compliance within the subsidiaries and their suppliers. The Human Rights Council also monitors the development of the underlying management system.	■ ESRS 2 SBM-1.40 (g) ■ ESRS 2 SBM-3.48 (a)(c) ■ ESRS 2 GOV-2.26 (a) ■ ESRS S1-1.20
b) Engaging with affected stakeholders in all key steps of the due diligence	The Group guideline defines the roles and responsibilities of various internal stakeholders with regard to corporate due diligence obligations. The interests of potentially affected parties and their legitimate representatives are taken into account in the planning, implementation and review of preventive and remedial actions. This also applies to the organisation of the grievance procedure.	■ ESRS 2 SBM-2.45 (b) ■ ESRS S1-2.26 ■ ESRS S1-3.32 et seq. ■ ESRS S2-2.21 ■ ESRS S2-3.27 et seq. ■ ESRS S4-2.19 ■ ESRS S4-3.25 et seq.
c) Identifying and assessing adverse impacts	The findings from the human rights risk analysis and the Group-wide risk and opportunity management are incorporated into the materiality analysis. This ensures that the interests and perspectives of potentially affected parties and other stakeholders are also taken into account. Adopting this holistic approach ensures that the insights gained are also incorporated into strategic decisions.	■ ESRS 2 IRO-1.53
d) Taking actions to address those adverse impacts	Jungheinrich defines preventive and remedial actions to prevent and/or mitigate adverse human rights impacts. These include, among other things, regular safety training for the company's own employees and on-site audits at suppliers. Actions to mitigate negative environmental impacts include reducing greenhouse gas emissions and promoting a circular economy.	■ ESRS E1-3.28 et seq. ■ ESRS E5-2.19 et seq. ■ ESRS S1-3.32 ■ ESRS S2-3.27 ■ ESRS S4-3.25
e) Tracking the effectiveness of those efforts and communicating	The human rights risk management of Jungheinrich is subject to annual and ad hoc effectiveness reviews, taking into account information from the grievance procedure and external sources. The effectiveness of environmental measures is assessed on the basis of measurable targets and their achievement. Regular reporting on corporate due diligence is provided in both the sustainability statement and the Policy Statement to Respect the Human Rights.	■ ESRS S1-3.32 ■ ESRS S1-4.38 et seq. ■ ESRS S2-3.27 ■ ESRS S2-4.32 et seq. ■ ESRS S4-3.25 ■ ESRS S4-4.31 et seq.

THE ENVIRONMENT

Climate change

Material impacts and risks and their interaction with strategy and business model

The company's material impacts on the climate arise from various activities. In the upstream value chain, emissions are generated, among other things, by the production and transportation of purchased goods. In its own business area, the company generates direct emissions, in particular through the fuel consumption of its vehicle fleet and the energy consumed for heating and electricity at its locations. Further emissions arise in the downstream value chain when the products are used and when they are disposed of and recycled at the end of their life cycle. At the same time, Jungheinrich has a positive impact by manufacturing low-carbon products and offering consulting on energy-efficient warehouse design. In addition to the impacts described, climate change also poses significant risks. One transition risk is the possible increase in energy and material prices, as carbon prices for fossil fuel energy and carbon-intensive raw materials may rise. The potential for more frequent and more severe extreme weather events poses a physical climate risk as these events can lead to business interruptions. For this reason, a resilience analysis was carried out in 2024 to assess the company's resilience to significant climate-rated physical and transition risks.

Risk and opportunity drivers along the value chain were identified for short-, medium- and long-term periods based on selected climate scenarios [page 44]. These findings were used as a basis to assess the financial impact of material climate risks. This analysis included calculating the potential impact on income and expenses based on scenario data on the extent and duration of the transitional events, market

assumptions on price and demand changes, and internal business data such as revenue and expense forecasts. Actual developments may differ from the assumptions made. The financial impacts of transition risks and opportunities was analysed across the Group by combining the various data and modelling income and expenses for the defined time horizons. The financial implications of physical risks were assessed for the manufacturing plants, the refurbishment plant in Dresden, the central spare parts centre in Kaltenkirchen and the Group headquarters in Hamburg. The analysis will be extended to further locations in the future. For the analysis, the possible duration of an interruption of operations at these locations and the associated revenue losses were determined for each relevant climate risk. In addition, measures that have already been implemented or are in the process of being implemented to minimise risks and take advantage of opportunities have been qualitatively analysed in order to assess the resilience of the business model. In future, these should also be included quantitatively in the resilience analysis.

The resilience analysis has shown that the resilience of the business model varies depending on the underlying scenario. In terms of transition risks and opportunities, the Net Zero 2050 scenario expects significant medium-term cost increases due to rising energy costs, strict emissions reductions and sharply rising carbon prices for emission-intensive materials such as steel. This requires strategic management of the purchasing process, geared towards low-carbon raw materials. Investing in self-produced renewable energies at an early stage can minimise costs arising from energy price increases. In the long term, the more rapid spread of emission-free technologies and renewable energies offers advantages, as the amount of greenhouse gases released per unit of energy generated or product manufactured can be reduced, thereby stabilising costs.

In the NDC scenario, moderate to high cost increases are predicted in the medium term due to rising carbon prices and changes in the energy sector. In the long term, only small cost increases are expected because carbon prices remain stable and no additional climate change mitigation measures beyond national targets are implemented. This may weaken demand and thereby the commitment to reducing emissions and increasing energy efficiency. At the same time, the cost stability ensures continuous demand and enables steady growth in the current product range. Gradual adjustments to environmental standards offer opportunities to tap into new market segments without making radical changes.

In the NDC scenario, the resilience of Jungheinrich is higher than in the Net Zero 2050 scenario due to lower cost risks. In both scenarios, more stringent regulations and political measures could increase the demand for zero-emission technologies, such as electric industrial trucks, as well as for a used material handling equipment business that conserves resources, and thus represent growth opportunities. The close alignment of climate change adaptation and climate change mitigation measures makes it possible to make risky assets and business activities more resilient. Jungheinrich is pursuing the vision of climate neutrality, i.e. a global situation in which human activities have no net impact on the climate system. Investments in energy-efficient buildings, green infrastructure, renewable energies and low-emission materials not only reduce CO_2e emissions, but also improve adaptability to extreme weather events, material price fluctuations, market shifts towards sustainable products and regulatory requirements. These actions, which are included in the decarbonisation strategy of Jungheinrich [page 55], will be incorporated into the further development of the resilience analysis. It is expected that the implementation of the actions will lead to a reduction in the financial impact in both scenarios.

With regard to physical climate risks, both IPCC scenarios can lead to losses of assets and sales. The amount depends on the frequency and intensity of climate-related hazards such as droughts and flooding. While lower financial impacts from physical risks are expected under the SSP1-2.6 scenario, these impacts may increase under the SSP5-8.5 scenario due to more frequent and more intense extreme weather events. These can damage assets such as buildings and production facilities, disrupt supply chains and production, and thus lead to a loss of revenue. The measures required to manage the risks include improved wastewater infrastructure, additional drainage systems, emergency plans and stronger building structures. Expanding in-house energy generation and developing emergency plans can increase energy autonomy and reduce downtime. Overall, the company is resilient to physical climate risks due to the adaptation actions it has already taken [page 61] and substitution options in production and supply chains. Further investments are planned to minimise damage and control risk, particularly in relation to high physical climate risks.

Jungheinrich is in a position to adapt its own business model to climate change, and is already doing so. No assets or business activities have been identified that are incompatible with the transition to a carbon-neutral economy. Jungheinrich is already demonstrating a good ability to adapt to climate change by focusing on electric trucks and existing business fields, such as rental and used material handling equipment.

Physical climate risks are already being taken into account in the strategic selection of locations. At locations that are threatened by climate risks, appropriate adaptation actions are implemented. Nevertheless, further actions are required to minimise the costs of transition risks and to make the building infrastructure resilient to physical climate risks. The implementation of further actions is to some extent dependent on the availability of funds, although no detailed information is available on the extent of this dependency. The company sees no risks in obtaining affordable funding.

Policies related to climate change mitigation and adaptation

Jungheinrich takes a comprehensive approach to tackling climate change. The guiding vision is to achieve global climate neutrality. The term "climate neutrality" describes a state in which human activities have no net impact on the climate system. In order to contribute to this vision, Jungheinrich addresses various aspects of the climate system. In addition to decarbonisation and the environmental management of Jungheinrich, topics such as biodiversity, the circular economy and resource utilisation as well as energy management are integrated and addressed with a holistic approach. Climate change adaptation is also vital in order to prepare for existing and future climate changes.

With respect to the implementation of the decarbonisation targets that have been set, Jungheinrich is guided by external standards and initiatives such as The Climate Pledge and the SBTi, and certifications such as DIN EN ISO 50001. All underlying data are in line with international standards such as the Greenhouse Gas Protocol. Jungheinrich is involved in business networks such as Econsense to promote dialogue with other companies.

CLIMATE

Reduction targets in accordance with SBTi	Base year and value
By 2030: ■ 42% reduction in absolute Scope 1 emissions ■ Increase in procurement of renewable electricity from 70% to 100% per year (Scope 2) ■ 25% reduction in absolute Scope 3 emissions	**2021:** ■ Scope 1: 55.7 thousand tonnes of CO_2e ■ Scope 2: 9.3 thousand tonnes of CO_2e ■ Scope 3: 2,555.9 thousand tonnes of CO_2e
By 2050: ■ Reduction in absolute Scope 1, 2 and 3 emissions by 90% each	

Neutralisation targets

By 2030:
■ Net zero emissions in Scopes 1 and 2 including neutralisation of emissions in accordance with internal guidelines

By 2040:
■ Net zero emissions in Scopes 1, 2 and 3 including neutralisation of emissions in accordance with The Climate Pledge[1]

By 2050:
■ Net zero emissions[2] in Scopes 1, 2 and 3 including neutralisation of residual emissions in accordance with SBTi

[1] 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.

[2] Jungheinrich understands net zero greenhouse gas emissions to mean balancing out emissions of the greenhouse gases CO_2, CH_4, N_2O, SF_6, HFCs, PFCs and NF_3, which are listed in the Kyoto Protocol.

Climate change mitigation and energy

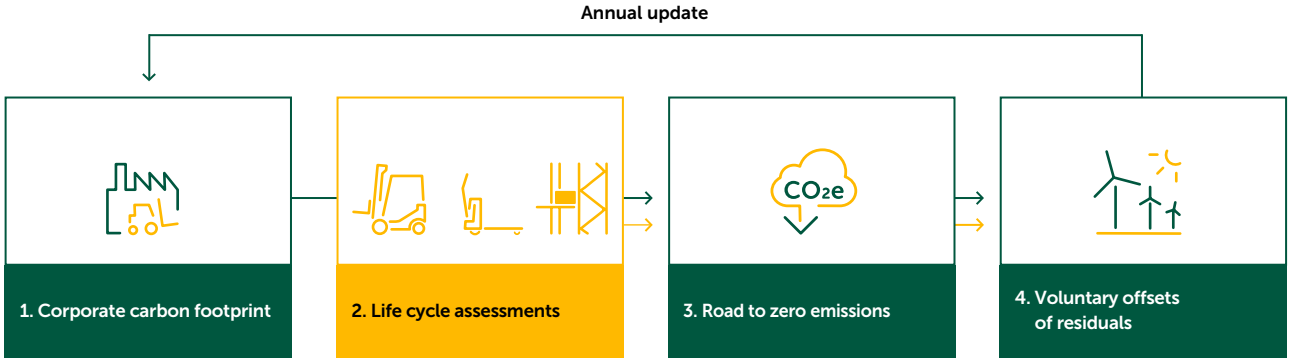
Policy and transition plan for climate change mitigation
The strategic transition plan for achieving the decarbonisation targets is based on a four-step greenhouse gas management approach:

1. Annual calculation of the Group-wide greenhouse gas emissions by calculating the CCF
2. Step-by-step creation of product life cycle assessments for the product and service portfolio
3. Definition of central actions and milestones for the systematic reduction of emissions and their implementation
4. In the long term, neutralisation of remaining greenhouse gas emissions

Group-wide energy management also contributes to the achievement of the decarbonisation targets. The aim of this is to reduce energy consumption at the Group's own locations, expand the infrastructure for electric mobility, economically expand the generation and use of electricity from renewable energy sources, and reduce the energy consumption of Jungheinrich products by continuously optimising their energy efficiency.

Four-step greenhouse gas management approach
The transition plan of Jungheinrich encompasses the entire value chain and all business activities around the globe. The CCF therefore covers Scopes 1, 2 and 3 and does not exclude any activities in the value chain. The Scope 3 categories of processing of sold products and franchises are not part of the business model.

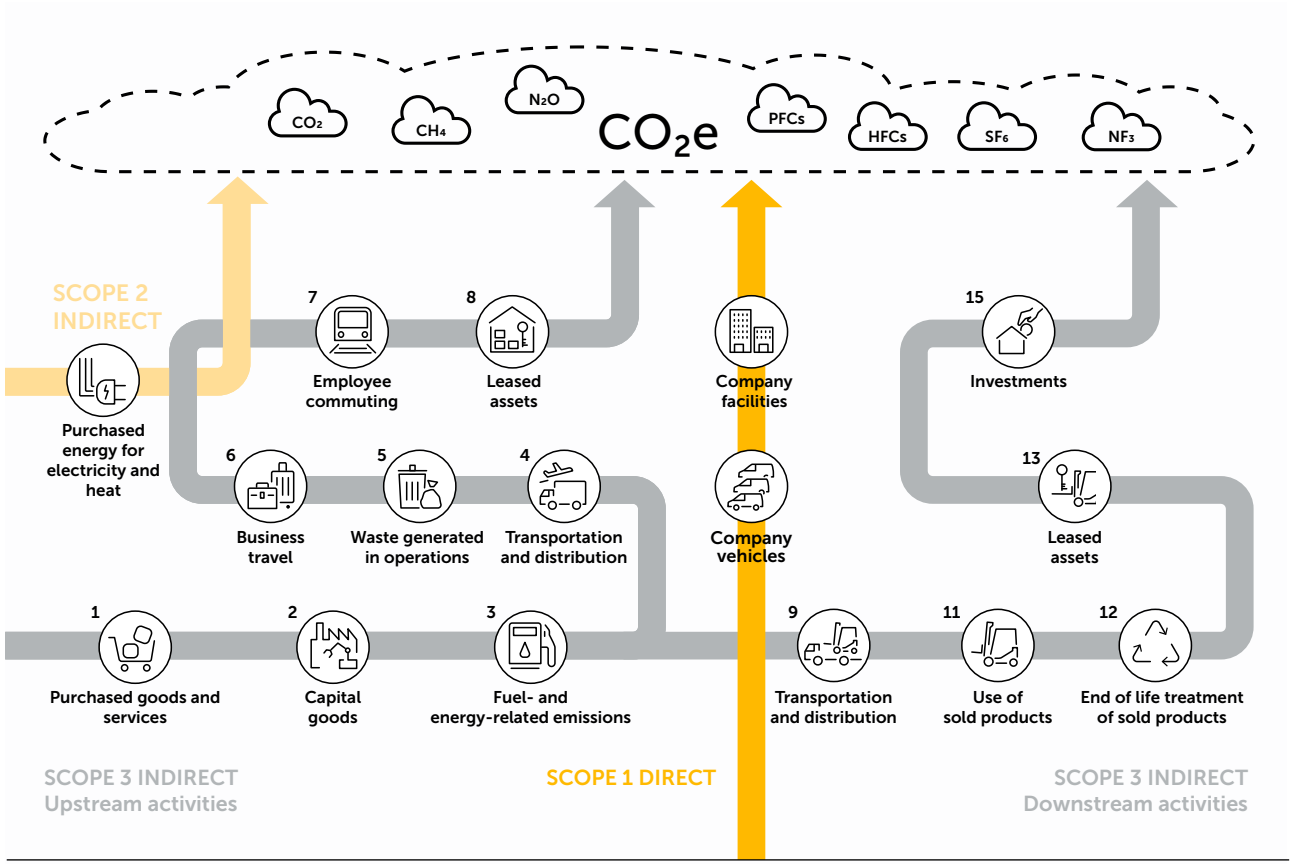
Greenhouse gas management in four steps



The transition plan was developed in response to social and corporate responsibility factors and regulatory requirements, and was approved by the Board of Management. As part of the sustainability strategy, the achievement of the decarbonisation targets is embedded in the corporate strategy and factored into the financial planning. The plan was validated by the SBTi to ensure that the emissions targets align with the objectives of the Paris Climate Agreement. The implementation of the plan is not jeopardised by locked-in greenhouse gas emissions, as all significant assets are included in the balance sheet and therefore in the targets.

Internal and external stakeholders, such as customers, suppliers and external partners, are actively involved in organising climate change mitigation activities, for example through the Sustainability Committee or regular meetings on topics such as the electrification of the vehicle fleet, the renovation of buildings and supplier engagement. Employees are involved in the processes through a global communications platform and the company's internal environmental committee. A special ↗ net-zero website, which has been publicly accessible since 2024, informs external stakeholders about the progress and measures for decarbonisation at Jungheinrich.

Gross greenhouse gas emissions in the Jungheinrich Group according to the Greenhouse Gas Protocol



The strategic responsibility for implementing the decarbonisation targets lies with the Board of Management. Strategic decisions, such as the switch to renewable energies at all locations and the electrification of the company's own vehicle fleet, are made by the Board of Management. Actions are taken at various management levels, with the Sustainability Committee involved in key decision-making processes and the Climate Council – part of the Sustainability Committee – coordinating actions and topics for implementing decarbonisation targets. The Board of Management and Supervisory Board are regularly informed about the progress of activities and, through their central role in managing and monitoring objectives, ensure that all relevant measures are coordinated and implemented.

Actions and resources

As part of its decarbonisation strategy, Jungheinrich is implementing comprehensive measures to reduce its greenhouse gas emissions across all scopes. These measures are designed to achieve the ambitious targets for 2030 and 2050.

With regard to Scope 1, Jungheinrich has implemented various actions to achieve an emissions reduction of 11.0 per cent compared to the base year 2021, thereby emitting 49.6 thousand tonnes of CO_2e. Actions include the progressive electrification of the company's own vehicle fleet and the expansion of the associated charging infrastructure worldwide, which is in line with the criteria of the EU Taxonomy Regulation for Activity 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings [page 74]. In Europe, efficiency-oriented driver training is continuously offered for after-sales service technicians, and process- and building-related emissions are reduced worldwide. The complete conversion of electricity procurement to renewable energy sources is a central lever for reducing Scope 2 emissions.

Jungheinrich obtains renewable electricity from energy it generates itself (1,961.0 MWh) and from the grid (52,691.3 MWh). Almost all of the electricity purchased comes from sources with unbundled guarantees of origin, such as Energy Attribute Certificates (EAC). Less than 0.1 per cent of the energy comes from power purchase agreements (PPA). 78.8 per cent of the total electricity consumption of 66,866.6 MWh stems from sources with unbundled guarantees of origin. In 2021, Jungheinrich switched to electricity from renewable sources at all its German locations. The aim is to achieve this switch on a global scale by 2030. In the reporting year, 55 companies used electricity from renewable sources. Photovoltaic installations are also being installed on an ongoing basis at numerous locations, which is reflected in the capital expenditure reported under the EU Taxonomy Regulation in connection with economic activity 7.6. Installation, maintenance and repair of renewable energy technologies [page 75]. As a result of the actions taken, the company achieved a total reduction in Scope 2 emissions of 29.9 per cent compared to the base year 2021 and emitted a total of 6.5 thousand metric tonnes of CO_2e. Compared to 2023, Scope 2 emissions have therefore been reduced by 15.9 per cent. Jungheinrich is also striving to reduce its global Scope 3 greenhouse gas emissions, which were down 1.4 per cent in the reporting year compared to the base year. Factors including the use of low-emission production materials are reviewed on an ongoing basis in order to further reduce emissions. In Germany, the first shuttle transports were converted to fully electric goods vehicles in the reporting year. From 2024 onwards, customers around the globe will be continuously educated on the use of green electricity to minimise indirect emissions during product use.

The implementation of the decarbonisation strategy requires extensive human and financial resources, which are provided annually as part of the planning process. A dedicated financial plan for implementing the actions has not yet been developed because costs often cannot be clearly assigned to a decarbonisation action or because actions are not implemented exclusively to achieve the decarbonisation targets. A central mechanism for guiding decision-making is the introduction of an internal carbon price that supports the efficient allocation of resources and aligns strategic decisions with the achievement of decarbonisation targets. A corresponding policy is currently being developed, which is to be evaluated in a pilot project in 2025.

In the context of the EU Taxonomy Regulation, Jungheinrich reports on taxonomy-eligible and taxonomy-aligned economic activities to mitigate climate change [page 69]. The implementation of the decarbonisation strategy promotes taxonomy-aligned economic activities, such as the manufacturing of low-emission products, the installation of photovoltaic systems and charging infrastructure, and the use of sustainable buildings. No specific resources are planned for the expansion of taxonomy-aligned activities. Instead, the implementation of general sustainability actions is planned, which will contribute to taxonomy alignment.

Targets and metrics

The unit of measurement CO_2e plays a key role in evaluating decarbonisation performance and achieving the net-zero target. CO_2e encompasses various greenhouse gases, including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs) and others (PFCs, SF_6, NF_3), which are grouped together as CO_2e in an index to ensure comparability. This categorisation enables a comprehensive and consistent assessment of the greenhouse gas impact of all activities within the company.

By 2050, Jungheinrich aims to reduce Scope 1, Scope 2 and Scope 3 emissions by 90 per cent in each case and achieve net-zero emissions, including the neutralisation of residual emissions, in accordance with the SBTi. Key interim targets have also been set for 2030:

- 42-per-cent reduction in Scope 1 emissions
- Use of 100 per cent renewable energy in Scope 2
- 25-per-cent reduction in Scope 3 emissions

From 2030 onwards, the remaining emissions from business activities in Scopes 1 and 2 are to be neutralised, and by 2040 in all Scopes.

The base year for the targets is 2021, which was chosen because it is the most informative year compared to others in terms of adjusted working conditions and economic conditions. Total base-year emissions amounted to 2,620.9 thousand tonnes of CO_2e, divided into:

- Scope 1: 55.7 thousand tonnes CO_2e
- Scope 2: 9.3 thousand tonnes CO_2e
- Scope 3: 2,555.9 thousand tonnes CO_2e

The absolute decarbonisation targets were set and validated in accordance with the SBTi Corporate Net-Zero Standard on the basis of the cross-sector absolute reduction path. This framework helps companies to define science-based net-zero targets that are consistent with limiting the global temperature increase to 1.5 degrees Celsius. Due to the global recognition and effectiveness of the standard, its application is both required by external stakeholders and supported by internal stakeholders. The SBTi applies net-zero scenarios that include far-reaching changes, such as a drastic shift in the energy mix towards renewable energies. The targets apply across the Group and no greenhouse gas emissions are excluded. This ensures that all business activities contribute to achieving the net-zero targets.

The validation of the climate targets of Jungheinrich by the SBTi confirms the scientific basis of the reduction targets. In addition, the CCF for the years 2019 to 2021 was verified by an external body, which underlines the reliability of the calculation methodology. Regular audits in accordance with DIN EN ISO 14001 and ISO 50001 focus on the review of consumption data, energy and environmental performance indicators, as well as continuous improvement in the corresponding key areas. The introduction of a recalibration method for the baseline data in accordance with SBTi requirements ensures consistency in the emissions profile. Structural changes, such as acquisitions, divestitures, changes in accounting methodologies or significant errors, will result in a recalculation of base year emissions if the change exceeds 5 per cent of total emissions in 2021.

Jungheinrich systematically monitors the progress of its decarbonisation targets. The interim targets for 2030 serve as milestones on the path towards achieving net-zero greenhouse gas emissions in the long term.

Greenhouse gas emissions and decarbonisation targets

		Retrospective			Milestones[1] and target years			
Greenhouse gas emissions in thousand tonnes of CO_2e	2021 (base year)	2023	**2024**	% 2024/2023	2025	2030	2050	Annual % of target/ base year[2]
Scope 1 greenhouse gas emissions								
Gross Scope 1 greenhouse gas emissions	55.7	51.3	49.6	–3.3		32.3	–	4.7
Percentage of Scope 1 emissions from regulated emissions trading schemes (%)	–	–	–					
Scope 2 greenhouse gas emissions								
Gross location-based Scope 2 greenhouse gas emissions	24.6	26.7	23.9	–10.6				
Gross market-based Scope 2 greenhouse gas emissions	9.3	7.7	6.5	–15.9		0.0[3]	–	11.1
Significant Scope 3 greenhouse gas emissions								
Total indirect gross Scope 3 greenhouse gas emissions	2,555.9	2,674.2	2,519.3	–5.8		1,916.9	–	2.8
1 Purchased goods and services	1,037.5	962.1	994.0	3.3				
2 Capital goods	14.8	15.6	16.3	4.1				
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	16.2	18.1	17.6	–2.8				
4 Upstream transportation and distribution	118.4	90.2	88.9	–1.4				
5 Waste generated in operations	4.2	4.9	6.1	25.2				
6 Business travel	5.1	20.2	12.9	–36.4				
7 Employee commuting	13.7	16.0	15.7	–1.7				
8 Upstream leased assets	–	–	–	–				
9 Downstream transportation	39.5	57.6	19.3	–66.6				
10 Processing of sold products	–	–	–	–				
11 Use of sold products	1,198.3	1,232.2	1,095.0	–11.1				
12 End of life treatment of sold products	44.7	99.3	91.1	–8.3				

[1] The targets are reported in accordance with the SBTi and excluding the neutralisation of residual emissions.

[2] The calculation takes into account the target year 2030.

[3] In line with the SBTi target, 100 per cent renewable energy is to be used in Scope 2, thereby achieving an emission level of almost 0 tonnes of CO_2e.

Greenhouse gas emissions in thousand tonnes of CO_2e	Retrospective 2021 (base year)	2023	**2024**	% 2024/2023	Milestones[1] and target years 2025	2030	2050	Annual % of target/ base year[2]
13 Downstream leased assets	–	–	–	–				
14 Franchises	–	–	–	–				
15 Investments	63.5	158.0	162.5	2.9				
Total greenhouse gas emissions								
Total greenhouse gas emissions (location-based)	2,636.2	2,752.2	2,592.8	–5.8				
Total greenhouse gas emissions (market-based)	2,620.9	2,733.2	2,575.4	–5.8		1,949.2	262.1[3]	2.8

[1] The targets are reported in accordance with the SBTi and excluding the neutralisation of residual emissions.

[2] The calculation takes into account the target year 2030.

[3] In line with the SBTi target, 90 per cent of Scope 1, 2 and 3 emissions are to be reduced.

Table contains rounding differences.

Greenhouse gas intensity per net revenue

	2023	**2024**
Revenue in € million	5,545.9	5,391.9
Revenue from climate-intensive sectors in € million	5,545.9	5,391.9
Greenhouse gas emissions (location-based) per net revenue in thousand tonnes of CO_2e per € million	0.49	0.48
Greenhouse gas emissions (market-based) per net revenue in thousand tonnes of CO_2e per € million	0.50	0.48

As a manufacturer of material handling solutions, the company is categorised as a mechanical engineering company and is therefore active in a climate-intensive sector. In line with the business activities, 1,102.2 thousand tonnes of CO_2e are attributable to the plants, 1,250.9 thousand tonnes of CO_2e to the sales companies and the remaining 222.3 thousand tonnes of CO_2e to other activities such as administration. To calculate the intensity of greenhouse gas emissions, the Group revenue[4] is determined and set in relation to the greenhouse gas emissions.

The reported emissions are based on the methodology of the Greenhouse Gas Protocol. 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 balance sheet as investments (see Scope 3.15). There are no other companies over which operational control is exercised. Scope 1 and 2 emissions are therefore only reported for companies in which the Group holds more than 50 per cent of the voting rights and capital. There are no significant changes in the assumptions and methodology compared to the previous year.

The emissions factors to calculate CO_2e emissions correspond to the usual sources (for example, International Energy Agency (IEA), Department for Environment, Food and Rural Affairs (DEFRA), Environmental Protection Agency (EPA)). The database used for location-based emissions is the IEA database. This database does not take into account emissions from biogenic sources – with the exception of methane and nitrous oxide – to calculate CO_2e emissions for Scope 2, and is aligned with the Greenhouse Gas Protocol. For market-based emissions, company-specific emission factors, for example based on eco-tariffs, as well as the databases of the Association of Issuing Bodies (AIB) and the IEA are used. Neither database includes biogenic emissions in its emission factors. For Germany, the share of renewable energies subsidised under the Renewable Energy Sources Act was taken into account when calculating the share of renewable energies in line with the legal requirements for purchasing electricity. Biogenic CO_2e emissions from the combustion or biodegradation of biomass, which are not included in the greenhouse gas balance, are not reported. The reason for this is that, given the business activities of Jungheinrich, the information is not material to the decarbonisation strategy.

The metrics are partly based on commonly-used extrapolation logic and are determined, for example, pro rata on the basis of comparable companies or company types. Information on FTE, revenue and/or surface area is used for this purpose. In addition, certain data, such as the consumption of fossil fuels for December of the reporting year, are extrapolated linearly. No primary data is currently used to calculate Scope 3 emissions.

[4] The scope of consolidation for Group revenue differs from that of the CCF [page 35].

Scope	Method/estimate
Scope 1	▪ Measurement of direct emissions: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs) and others (PFCs, SF_6, NF_3). ▪ Direct carbon emissions include all relevant fossil energy sources: petrol, diesel, heating oil and natural gas.
Scope 2	▪ Calculation of indirect emissions, including purchased and consumed electricity, as well as heat and steam. ▪ Location-based emissions are calculated on the basis of average country-specific emission factors. ▪ Market-based emissions take into account the purchased electricity from renewable energy sources, assuming that these sources do not cause any emissions. The remaining electricity is considered to be regular electricity.
Scope 3.1	▪ Calculation based on financial and average-based data. ▪ Finance-based CO_2e emissions are calculated by distinguishing expenses based on a central product group logic and corresponding emission factors that are corrected for exchange rates and inflation factors. ▪ The calculation of the average-based CO_2e emissions is carried out using mass-based emission factors. To avoid double counting, the corresponding expenses were reduced in the finance-based calculation.
Scope 3.2	▪ Calculation similar to the finance-based data in Scope 3.1.
Scope 3.3	▪ Calculation based on actual fuel and energy consumption in accordance with Scopes 1 and 2.
Scope 3.4	▪ Consideration of CO_2e emissions from various transport services and from external warehousing. ▪ Calculation is mainly based on financial data. ▪ Where available, distance-based data, such as the tonne-kilometres of transport services or location-specific consumption for external warehouses, is used.
Scope 3.5	▪ Calculation based on actual waste data.
Scope 3.6	▪ Calculation based on distance-based data such as kilometres travelled per transport medium or, alternatively, on finance-based data.
Scope 3.7	▪ Calculation based on assumptions regarding distances travelled and means of transport used, based on an employee survey in 2023, which will also be used for the 2024 reporting year.
Scope 3.8	▪ Consideration of CO_2e emissions in Scopes 1 and 2.
Scope 3.9	▪ Estimate based on the CO_2e emissions calculated in Scope 3.4. ▪ Assumption of a share of purchased transport and distribution services based on an internal expert assessment.
Scope 3.10	▪ Not applicable to the business model.
Scope 3.11	▪ Calculation based on the number of products sold and leased to customers and assumptions about the normal use of individual products, such as operating hours, energy consumption and expected lifespan.
Scope 3.12	▪ Calculation based on the number of products sold and leasing transactions concluded with customers, as well as assumptions about the usual volume of waste, the type of waste, such as metal or plastic, and how the waste is treated, such as recycling, landfill and incineration.
Scope 3.13	▪ Accounted for by scopes 3.11 and 3.12.
Scope 3.14	▪ Not applicable to the business model.
Scope 3.15	▪ Consideration of investments over which the company cannot exercise operational control, such as joint ventures. ▪ Calculation based on the revenues of these companies, multiplied by finance-based emission factors, using the share and duration of the capital investment in the reporting year.

Jungheinrich focusses its climate and environmental protection efforts on avoiding and reducing greenhouse gas emissions. Purchased and retired CO_2e certificates are not included in the greenhouse gas balance and therefore currently play a minor role in the decarbonisation strategy. The company does not carry out its own projects for greenhouse gas emissions storage and removal. The company's goal is to offset only remaining emissions. From 2050 onwards, the SBTi guidelines stipulate that a maximum of 10 per cent of the remaining Scope 1, 2 and 3 emissions may be offset by certificates. Until then, Jungheinrich also plans to offset any remaining Scope 1 and 2 emissions from 2030 onwards, while continuing to prioritise compliance with the SBTi reduction pathways. The quality of the certificates purchased for offsetting emissions is assessed using a comprehensive internal catalogue of criteria that includes over 20 criteria, including compliance with the DIN EN ISO 14068 standard, adherence to SBTi requirements, and maximisation of transparency and socio-ecological effects.

In the reporting year, the company offset 46.9 thousand tonnes of CO_2e. The majority, amounting to 43.4 thousand tonnes of CO_2e, was offset by 19,441 certificates from the "Energising India" reduction project, a solar energy project in India. This project aims to avoid CO_2e emissions by using renewable energies. It is certified according to the internationally recognised Gold Standard VER. 92.5 per cent of all certificates in use in 2024 will therefore be subject to this standard. Jungheinrich also obtains 3,500 certificates from the Indonesian "Gula Gula" removal project. This gets local

communities involved in protecting reforested areas and implements nature-based solutions to ensure the long-term security of CO_2e storage. This includes, for example, the management of fire barriers and protection against illegal deforestation. The project is certified according to the Plan ViVo standard, and Jungheinrich is offsetting 3.5 thousand tonnes of CO_2e, or 7.5 per cent of the total number of certificates. All certificates acquired through this project were retired in 2024.

One example of the use of CO_2e certificates is the offsetting of the remaining cradle-to-gate-of-customer emissions from the POWERLiNE truck series by the end of the 2024 reporting year. The truck series is characterised by energy-efficient manufacturing processes, reduced material usage and the use of lithium-ion technology. At the same time, the CO_2e-neutral after-sales services project was rolled out in five countries in 2023. Emissions from after-sales services have since been reduced through optimised route planning, the use of electric after-sales services vehicles and driver training. The remaining emissions were fully offset. Starting in 2024, the emissions calculations have been rolled out in other countries and reduction measures have been derived from them, but without the implementation of any further compensation measures. Therefore, the project is no longer referred to as CO_2e-neutral after-sales services.

Energy consumption is recorded as an absolute and relative key figure for analysing energy efficiency. The ratio of the company's economic performance in the form of Group revenue to the total energy consumption in megawatt hours (MWh) is used to determine the Group's energy intensity. The key figures for energy consumption refer to fully consolidated companies. In some cases, extrapolations are made on the basis of data from the financial year or on the basis of comparable companies. The remaining share of energy consumption from renewable energy sources is used to determine the indirect energy consumption of electricity, heat, steam and cooling from fossil energy sources, as well as consumption from nuclear sources. To calculate the energy consumption from nuclear sources, the share of nuclear power in the electricity mix is determined for each country using public sources such as the International Atomic Energy Agency.

The total energy consumption of 291,537.2 MWh in the reporting year 2024 consists of 226,620.2 MWh of fossil fuel energy, which results in particular from consumption in production and the use of company vehicles and after-sales services vehicles. The share of renewable energies from electricity and district heating increased by 0.6 percentage points to 63,675.0 MWh in the reporting year 2024. This is largely due to the switch to and use of green electricity tariffs, EAC as well as the increase in self-generated energy production. The 1,242.0 MWh of nuclear energy were calculated as described above.

In the reporting year, Jungheinrich self-generated 1,599.9 MWh of non-renewable energy and 2,818.6 MWh of energy from renewable sources.

Energy consumption and mix

in MWh; unless otherwise stated		2023	**2024**
(1)	Fuel consumption from coal and coal products	–	–
(2)	Fuel consumption from crude oil and petroleum products	164,684.3	163,723.2
(3)	Fuel consumption from natural gas	51,407.6	48,821.5
(4)	Fuel consumption from other fossil sources	81.9	2.9
(5)	Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	15,132.4	14,072.6
(6)	**Total fossil energy consumption**	**231,306.2**	**226,620.2**
	Share of fossil sources in total energy consumption (%)	78.3	77.7
(7)	**Consumption from nuclear sources**	**2,145.9**	**1,242.0**
	Share of consumption from nuclear sources in total energy consumption (%)	0.8	0.4
(8)	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	–	–
(9)	Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	61,214.5	61,714.0
(10)	Consumption of self-generated non-fuel renewable energy	488.0	1,961.0
(11)	**Total renewable energy consumption**	**61,702.5**	**63,675.0**
	Share of renewable sources in total energy consumption (%)	21.2	21.8
	Total energy consumption[1]	**295,424.6**	**291,537.2**

[1] In contrast to the reporting for 2023, the DEFRA conversion factors are used for fuel properties. The recalculation resulted in a difference of 1,257.6 MWh for total energy consumption in 2024 compared to the conversion factors used for 2023.

Energy intensity per net revenue

	2023	**2024**
Net revenue from activities in high climate impact sectors in € million	5,545.9	5,391.9
Energy intensity in MWh/€ million	53.3	54.1

Climate change adaptation

Policy

Climate change adaptation is closely linked to the climate change mitigation strategy, as both aim to minimise the effects of climate change on Jungheinrich. Climate change adaptation and mitigation measures complement each other by both increasing resilience to climate change and reducing emissions. Climate change poses both transition and physical risks for Jungheinrich. Business interruptions resulting from extreme weather events have been identified as a material risk.

CLIMATE CHANGE ADAPTATION

Annual objective

- No interruptions to operations at Jungheinrich locations

Jungheinrich considers climate risks to be an essential part of risk management. Regular climate risk analyses help to identify potential threats and opportunities at an early stage, with the entire value chain, including suppliers, transport routes and sales markets, being included in the analyses. The recognised industry standard NGFS and the IPCC reports are used for this. The continuous review and adaptation of risk reduction measures make it possible to identify climate-related risks at an early stage and implement location-specific adaptations. This approach strengthens the company's resilience and enhances its ability to proactively exploit climate-related opportunities.

The Board of Management is responsible for the company's resilience to climate change. The sustainability team involves risk management and the managers of the affected locations in identifying and reducing risks. The Board of Management is regularly informed about measures and progress. The company follows the guidelines of the Task Force on Climate-related Financial Disclosures for the transparent and consistent disclosure of the financial implications of climate change.

Actions and resources

The company is taking specific actions to reduce material climate risks in order to adapt to climate change. Investments are made in the climate resilience of the production plants by continuously improving the physical infrastructure and technical systems so that they can withstand even extreme weather events. For example, a plant in a region with a high risk of drought will install tanks by 2028 to ensure the supply of process water. Compared to 2023, the project was already in the design phase in the reporting year 2024. In addition, renewable energies are used for site operations to reduce price increases for fossil energies. In the future, increased cost control will be achieved through the procurement of low-carbon materials and renewable energies, as well as through energy savings.

Within the framework of the existing governance structures, the Jungheinrich Board of Management and Supervisory Board receive regular reports on the company's climate resilience. In addition, the management of climate-related risks and opportunities is one of the tasks of the Climate Council, which reports to the Sustainability Committee. The integration of the climate-related risks and opportunities identified into Strategy 2030+ is intended to help increase the company's resilience.

The measures are implemented locally at the locations or at Group level. If there are high climate-rated physical risks at certain locations, an adaptation plan will be defined that must be implemented within five years. The current measures are not summarised in an action plan and no resource planning has been carried out for their implementation. In the coming reporting year, it will be determined whether a corresponding plan will be developed.

Targets and metrics

A key target in terms of climate change adaptation is to avoid business interruptions due to climate risks at the company's locations. The focus is on preventing severe disruptions caused by extreme weather events. The defined absolute target is as follows: no severe business interruptions at locations due to climate hazards. A severe interruption is an event that significantly impacts production, after-sales services or supply chains for a period of at least two weeks. Such disruptions can lead to material property damage to assets or to a loss of revenue, for example if a flood damages central parts of a building and requires a complete shutdown.

Both preventive and reactive measures are designed to minimise or prevent the effects of climate risks. There were no severe climate-related business interruptions in the financial year 2024. This could be an indicator of the effectiveness of the actions. Regularly recording and analysing incidents enables potential shortcomings to be identified at an early stage and the necessary adjustments to be made.

From 2024 onwards, target achievement will be reviewed and evaluated every year, although there will be neither a benchmark value nor a reference year due to the annual target setting. All locations where relevant business activities take place and employees are registered are taken into consideration. These are either owned or leased locations. If locations are used exclusively for storage, at least five employees must be registered. Locations that are part of a service contract are not taken into account. The target was developed by internal experts based on the results of the climate risk analysis, without the involvement of other stakeholders. Data is collected using a standardised template at location level, with only climate-related business interruptions being considered and other influences being excluded. This metric has not been externally validated because it was collected for the first time.

Circular economy

Material impacts and risks and their interaction with strategy and business model

The company achieves a positive impact on the circular economy by reducing resource consumption throughout the entire value chain. This is done by using secondary materials in products, refurbishing returned material handling equipment and providing durable products that are supported by the provision of spare parts and maintenance services. In addition, resource outflows and waste are reduced by using recyclable materials in products and packaging, and by refurbishing used trucks, which in turn reduces the amount of waste sent for thermal recovery or to the landfill. Potential negative impacts arise from inadequate waste prevention and management in the company's business area, which increases environmental pollution and reduces resource efficiency in the circular economy.

Resource inflows, including resource utilisation, and resource outflows related to products and services

Policy

In the reporting year 2024, Jungheinrich began developing a Group-wide circular economy strategy after conducting the materiality assessment with the aim of both further developing the circular economy in a targeted manner and complying with reporting requirements. Due to the ambition to develop a circular economy strategy for the entire Group and the need for coordination that this requires, the circular economy strategy will not be completed until the 2025 reporting year. In addition, Jungheinrich was simultaneously developing Strategy 2030+, the contents of which were developed in parallel and provide guidance for the circular economy strategy. As the circular economy is part of the sustainability field of action for Strategy 2025+, individual measures to promote the circular economy have already been implemented. The need for a Group-wide circular economy strategy had already become clear by the end of 2023. This was then reinforced in early 2024 when identifying materiality for CSRD reporting, resulting in the launch of a project to develop the circular economy strategy in August 2024. The strategy will be governed by the legal requirements and scientific recommendations. It will be based on a holistic definition of the circular economy along the entire value chain. The aim of the strategy is to reduce the use of resources along the value chain and to promote the use of sustainable raw materials. This includes both renewable and secondary raw materials. In addition, the value of products, materials and resources is to be maintained throughout their life cycle, their efficient use is to be promoted and waste and environmental pollution are to be minimised in all phases of their life cycle.

To develop its circular economy strategy, Jungheinrich draws on existing external frameworks that define the principles of the circular economy and serve to operationalise all activities along the value chain and to identify targeted measures. The strategy is designed to take into account the materials used, product design, maintenance in connection with the use of the products, refurbishment at the end of a usage phase and the disposal of the products at their end of life, as well as the associated transport, across the group.

RESOURCE INFLOWS AND RESOURCE USE

Qualitative objective

- Maintaining the current use of reused materials in refurbished material handling equipment

RESOURCE OUTFLOWS

Qualitative objective

- Maintaining the current recyclable proportion in products and their packaging

The analysis of resource inflows covers all the important products and materials used both in the company's own operations and along the value chain to manufacture products. Steel is the most important material in manufacturing. Material handling equipment is made primarily of steel components and other components that contain steel. In addition to steel, complex electronic components and various plastics are an important resource inflow. Stacker cranes also consist largely of steel. Even warehouse equipment that Jungheinrich does not manufacture itself is made almost entirely from steel. Property, plant and equipment in the company's own operations and in the upstream value chain, as well as water use, were not considered relevant for resource inflows in the materiality assessment and were therefore excluded. Jungheinrich defines the key products in the context of the circular economy as the best-selling material handling equipment series. These products are developed in accordance with the Group's internal guidelines for environmentally friendly and recyclable product design. Compliance with and the evaluation of the central principles of the circular economy are documented by an environmental impact assessment and are firmly anchored in the product development process. The evaluation employs the criteria of product lifespan, energy consumption, disassembly capability, reusability, material recycling and packaging. In addition, compliance with substance prohibitions and restrictions is monitored.

The planned Group-wide circular economy strategy is to cover all business areas along the entire life cycle of the products, including the value chain. The aim is to align the strategy with decarbonisation measures in order to use the circular economy as an important lever for reducing greenhouse gas emissions. In addition, reporting structures are being implemented to monitor the achievement of the circular economy targets.

In the first step of developing the circular economy strategy, regulatory requirements, standards and scientific studies on which the principles of the circular economy are based were taken into account. Jungheinrich has identified key internal stakeholders and involved them in the development process from the outset. To determine the status quo of the circular economy in the company, interviews were conducted with departments such as production, development, purchasing, product management, and marketing and sales. The results of this survey serve as a basis for defining objectives and measures that are consistent with and complement existing programmes and initiatives. The Board of Management has overall responsibility for implementing the circular economy strategy and monitors all strategic decisions and guidelines. The strategy will be communicated transparently to all relevant stakeholders, including those involved in its implementation. Regular information flows ensure that progress can be tracked. An implementation policy will ensure that the necessary resources are provided for the implementation.

Actions and resources

Jungheinrich has implemented various measures to increase resource efficiency and reduce resource outflows. These measures are to be further developed and combined in the future as part of a comprehensive circular economy strategy. As part of the development of the strategy, a catalogue of measures is being drawn up that contains all the main steps for promoting the circular economy. In the past reporting year, existing measures to promote the circular economy were continued:

- Implementing the guidelines on environmentally friendly product design
- Establishing reusable packaging systems with suppliers to reduce packaging waste from resource inflows
- Looking into alternative, recyclable materials
- Repair and maintenance of products by the Jungheinrich after-sales services
- Refurbishment of used equipment in refurbishment plants and workshops
- Refurbishment of used batteries for reuse in a used device

In addition, there are plans to employ used batteries in battery storage systems and to introduce recycling processes to recover lithium.

In the product development process, the principles of the circular economy are integrated into the design of new trucks through eco design criteria based on the guidelines for environmentally friendly construction. The environmental compatibility assessment of products makes it possible to evaluate their potential for energy and resource efficiency from the outset. 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 existing eco design requirements are to be further developed in collaboration with stakeholders as part of the development of the circular economy strategy and in the context of the new Ecodesign Regulation. As part of the environmental compatibility test, the packaging of Jungheinrich products is also evaluated in terms of its circularity. The electricity required for production processes has already been fully converted to renewable energy sources as part of the company's efforts to reduce emissions. Individual component packaging is already part of a multiple-use system in place with suppliers. The production materials required for the products are currently being analysed in terms of their sustainability on a case-by-case basis. The circular economy strategy will include further improving circularity by using alternative materials and components. This is to ensure the longevity of the products and the adequate and efficient use of resources right from the product development stage.

An important part of the circular economy at Jungheinrich is the maintenance of all products during use, both for material handling equipment and for stacker cranes and mobile robots, which extends the product lifetime. Since 2006, the refurbishment of material handling equipment has been carried out by the refurbishment plant in Dresden (Germany) and, since 2022, by a second plant in Ploiești (Romania). Both the maintenance of the products and the raw material- and energy-saving refurbishment of the material handling equipment serve to extend the product life cycle, intensify the use of resources and minimise the use of new parts. The refurbishment in the plants takes place in a six-stage process. In addition, Jungheinrich carries out less extensive refurbishment work in its local workshops. The refurbishment processes in place there are based on those employed at the refurbishment plants. Due to increasing demand and higher flexibility requirements, refurbishment is also carried out by a Slovenian joint venturer.

Refurbishment process for used trucks

Initial inspection	Dismantling	Refurbishment of components	Treatment of the surface	Assembly	Final inspection
▪ Determining the truck's condition	▪ Dismantling and cleaning of the truck ▪ Environmentally friendly disposal of non-reusable components and operating materials	▪ Refurbishment of engine, gearbox and mast ▪ Refurbishment or replacement of the battery ▪ Replacement of wearing parts and safety-relevant components with new parts	▪ Repainting, for example of the chassis and the mast	▪ Assembly of chassis, mast and all other components	▪ Testing the functionality of the truck at rated load

As part of the further development of lithium-ion technology, Jungheinrich is developing a process for assessing the residual capacity of returned batteries in order to extend their lifespan and identify alternative uses. In the future, alternative uses may include the use of batteries with limited capacity in stationary energy storage systems, among other things.

An external recycling process, specially developed for the cell technology of Jungheinrich batteries, is to be tested from 2025 onwards and will help to achieve a recycling rate of up to 95 per cent.

All the measures described are ongoing measures that were initiated independently of a circular economy strategy.

Targets and timeframes for new measures are being defined in order to have a positive impact on the identified material impacts in relation to the circular economy. The progress of the key activities is documented annually in the sustainability statement. No statement can be made regarding the resources required to implement the strategy until the strategy has been finalised.

Targets and metrics

The setting of measurable targets for resource inflows and resource utilisation as well as resource outflows forms an integral part of the development of the circular economy strategy of Jungheinrich and is expected to be completed by 2025. The effectiveness of the measures taken in relation to resource inflows and resource utilisation is currently being monitored, among other things, by measuring the share of reused materials in refurbished material handling equipment each year. The aim is to maintain this share at least at the current level on an ongoing basis. By refurbishing material handling equipment, the company reduces the use of primary resources both within its own organisation and along the value chain. In order to minimise resource outflows, the current recyclable content of products and their packaging is to be maintained. This strengthens the circular economy by keeping products and materials in circulation for longer.

Involving stakeholders in the planned process of setting quantitative targets and ensuring that all targets are consistent with the strategy is intended to ensure that different perspectives are taken into account and that implementation occurs along the entire value chain. In addition, processes for controlling and monitoring the achievement of targets that continuously evaluate the effectiveness of the circular economy measures must be defined.

Jungheinrich records various metrics to measure the positive impact of promoting the circular economy. The collection of data is reviewed internally by the environmental management system, among other things; external validation does not take place. The most important commodity groups for resource inflows are batteries, warehouse equipment, steel components, logistics services and external services. Jungheinrich uses primary data as well as average and expenditure-based approaches to determine material consumption in the upstream value chain. Average weights for different product variants are used to calculate material requirements. This includes material handling equipment, mobile robots and stacker cranes. In addition, the total weight of the units produced is supplemented by the weight of production waste and auxiliary materials, for example welding gases and solvents. Packaging materials are identified and extrapolated on the basis of representative product analyses. Maintenance materials are documented centrally by after-sales services. In addition to its own products, Jungheinrich also sells third-party products, including warehouse equipment and catalogue items. The materials required for these products are extrapolated based on the available data. When disclosing the metrics, the company pays particular attention to materiality and the specific material used for production and services. Corresponding data is collected on material handling equipment, used trucks, mobile robots, stacker cranes, load-handling equipment, battery chargers and batteries, as well as products manufactured by third parties that Jungheinrich introduces to the market, including maintenance services and operating, factory and office equipment. In the reporting year, a total of 512,988.5 tonnes of material were used, of which 511,787.3 tonnes were technical material. Accordingly, 1,201.2 tonnes of biological material were used, which corresponds to 0.2 per cent of total material used. Jungheinrich only uses biological material in relation to packaging. Jungheinrich defines biological material as material that is both biobased and biodegradable. According to the German Federal Environment Agency, products are considered to be biobased if they are derived at least in part from renewable raw materials. Materials are biodegradable if they can be broken down into more than 90 per cent water, carbon dioxide and biomass within a specified timeframe (see DIN EN 13432). This includes all in-house and third-party production, as well as the associated packaging. In order to reduce the use of packaging materials, selected packaging materials are reused. In addition to Euro-pallets that are already in an established cycle, other wooden packaging materials are collected and returned to the suppliers. This is particularly the case with warehouse equipment. If reuse is not possible, the materials are recycled or incinerated for thermal recovery, depending on their composition. Jungheinrich does not have an established certification system in place to ensure the accuracy of the information on the quantity of biological materials used. The information published is based on supplier queries, internal master data and estimates.

The share of secondary materials in the products shows the extent to which recycled materials are used or components are reused through refurbishment. An increase in this share means lower raw material consumption and, at the same time, more efficient resource utilisation. In 2024, the share of secondary material used was 25.4 per cent, which corresponds to a weight of 130,453.5 tonnes. The metric is calculated based on the weight of the secondary material, consisting of the share of recycled steel in new production and the reuse of used components in connection with used trucks and the total weight of all materials used. Secondary material used in the packaging materials was not taken into account when calculating the share of secondary material in the total weight. Steel accounts for a large share of the total material in the products and is therefore a core material. Accordingly, the share of recycled material is calculated on the basis of the information available for specific components, such as counterweights or steel profiles. Due to the complexity of the supply chains, the share of recycling in steel components for which no information was provided by suppliers was assumed to be zero per cent and combined with available data to form a single figure. Used components are only used for refurbishment, not new production. The share of recycled material in the used components is not added to the recycled materials used in new production. In line with the cascading principle, used components are included in the metric as reused material.

The weight information for the products is determined on the basis of assumptions about the series, since individual vehicle configurations vary in weight. The assumed standard weights are used both for calculating the material used in new production and for calculating the reuse rate in refurbishment.

The refurbishment of used trucks helps to reduce resource outflows, as materials are reused or recycled. In the reporting year, trucks were processed in the refurbishment plants with a material reuse rate of 90.5 per cent (2023: 92.0 per cent[1]) and a share of recyclable components of 8.5 per cent (2023: 7.3 per cent). As a result, 99.0 per cent (2023: 99.3 per cent) of the materials used in a truck were recovered and returned to the loop. 39.1 per cent of the packaging material used for material handling equipment was recyclable. In the refurbishment workshops, the trucks were refurbished at a reuse rate of approximately 95 per cent, since the refurbishment processes are less extensive than in the refurbishment plants. A reuse rate of 100 per cent is assumed for used trucks that are sold without refurbishment, as they are reintroduced to the market without the further use of raw materials. In the reporting year, Jungheinrich achieved a reuse rate of 97.6 per cent across all used material handling equipment, which marks a reduction in the consumption of raw materials compared to the production of new material handling equipment. The high rates of reuse have significantly reduced the use of primary materials.

Jungheinrich will continue to expand its data collection and analysis to increase transparency regarding the use of materials, in particular recycled and biological materials, along the value chain.

To further minimise the outflow of resources, the reparability of material handling equipment identified as key products is planned to be 100 per cent. Thanks to continuous improvements, products are becoming easier to repair, which also helps to reduce downtime for customers. A systematic evaluation system for reparability is still pending. The introduction of a corresponding system could further promote transparency and the ability to track progress in the field of sustainable product development. By manufacturing durable and recyclable material handling equipment, Jungheinrich enables greater resource efficiency and reduced resource consumption throughout the entire value chain. This can be seen from the fact that it expects its key products to have a lifespan of at least ten years.

Waste

Policy

Jungheinrich has a Group-wide waste management policy in place to regulate how waste is handled, responsibilities and operational requirements throughout the Group. The guideline defines requirements for waste prevention, recycling and collection, and ensures that relevant data is recorded and that the contracted disposal companies are monitored. In addition, training measures and documentation are created to ensure compliance with the standards. The guideline applies worldwide to all employees and companies of the Jungheinrich Group. Responsibility for implementing and monitoring the policy lies with the Board of Management, with the aim of establishing uniform and transparent processes and meeting regional requirements.

[1] The materials reuse rate is stated as including packaging materials, in deviation from 2023, and is therefore only comparable to a limited extent.

WASTE

Targets	Base year and value
By 2025: ■ No landfill waste from German plants ■ Reduction of the proportion of landfill waste in the total waste volume by a third to 8.5%	**2019:** 12.7%
By 2030: ■ No landfill waste generated by internal work processes worldwide, at locations with established recycling systems	

The waste management of Jungheinrich is based on the international requirements of DIN EN ISO 14001 for environmental management systems. A total of 19 companies, including both production and sales units, are certified according to DIN EN ISO 14001. Systematic implementation of the requirements contributes to the continuous improvement of environmental management processes. The certifications are monitored by external certification organisations, which check compliance with the environmental management systems.

Jungheinrich fulfils its social and corporate responsibility with regard to waste with the help of its waste management policy. Central stakeholders, particularly from the relevant units such as the production plants, are actively involved in the further development of the guideline. The guideline is available throughout the Group via the intranet and is supplemented by site-specific regulations to account for local requirements.

Regular training sessions on the environmental management system are also provided to promote waste awareness. These sessions ensure that all employees understand the principles of waste prevention, separation and recycling and can apply them in their daily work.

Actions and resources

Jungheinrich is increasingly focusing on transparency and waste management measures with the aim of reducing waste and minimising environmental pollution. The key measures include the annual recording of waste figures and the gradual introduction of standardised waste statistics from 2025 onwards at all plants in order to produce consistent and comparable data.

Jungheinrich generates more than 50 different types of waste worldwide every year, including plastic, wood, paper and residual waste. Carefully recording waste ensures that all significant waste streams within the company are documented, properly managed and taken into account in sustainability management. The waste targets apply worldwide to all companies in which Jungheinrich has a majority stake. Among other things, the evaluation and management of waste are optimised in a comprehensive step-by-step plan, which entails a strengthening of the organisational and operational structure for Environment, Health and Safety (EHS). The implementation of the strengthened organisational structure, followed by the establishment of a unified operational structure, should be completed in the next two years.

Jungheinrich contributes to minimising the environmental impact of its products and the associated waste by taking into account local and country-specific waste management systems through its internal guidelines. The company does not operate any disposal or recycling plants and does not act as a waste disposal company. Waste management is carried out in partnership with municipal disposal companies and by using local waste management systems.

A specific action plan and financial planning for waste management are not available because they are part of the existing EHS organisation. Progress with regard to waste targets is continuously monitored and reported annually in both qualitative and quantitative terms.

Targets and metrics

As part of its sustainability strategy, Jungheinrich has set itself specific and measurable targets for reducing landfill waste:

1. No landfill waste from production processes at German plants by 2025: By 2025, there should be no landfill waste from production processes at any of the German plants.
   This target has already been met, except for one remaining fraction of waste. All types of waste that were formerly sent to landfill are now being substituted or channelled into other forms of disposal. The residual amount of landfill waste from production processes is 15.1 tonnes. This concerns blasting agent waste contaminated with paint residue from the Dresden refurbishment plant and waste from the Norderstedt plant.
2. Reducing the share of global landfill waste in total waste generation by a third to 8.5 per cent by 2025: Jungheinrich plans to limit the share of global landfill waste in total waste by a third to 8.5 per cent by 2025.
   In the base year 2019, the share of landfill waste was 12.7 per cent, and has since been reduced to 3.5 per cent. This means that the target was exceeded and achieved one year earlier than planned.
3. No landfill waste in countries with established recycling systems by 2030: By 2030, no landfill waste should be generated in countries with established recycling systems. Work on this objective continues. Initial progress has been made in reducing the share of global landfill waste by 72.2 per cent.

The waste targets apply worldwide to all companies in which Jungheinrich has a majority stake. The targets were developed in close partnership with internal stakeholders in dedicated workshops. The targets are aligned with legal requirements and the waste hierarchy, which prioritises internationally recognised approaches to promoting recycling and reuse in line with the waste framework policy. The waste hierarchy prioritises waste management measures. The best option is waste prevention, followed by reuse, then recycling, then thermal recovery, and finally thermal disposal. The least desirable option is to send waste to the landfill. The targets of Jungheinrich focus on reducing the lowest and least desirable form of disposal. The targets are primarily centred on the company's own activities within organisational units that can be directly influenced. Progress is monitored by continuous monitoring and internal waste statistics.

To measure the achievement of objectives, Jungheinrich records detailed quantitative key figures for various types of waste. Waste is categorised as either hazardous or non-hazardous and presented in both absolute quantities and relative metrics. In addition, the waste streams are categorised according to the recycling and disposal methods:

- Recovered waste: this includes recycling, preparing for reuse and other recovery methods
- Disposed waste: this category includes incineration (with and without energy recovery), landfill and other disposal operations

In addition, specific quantities for certain types of waste, such as plastic, paper and production waste, as well as residual waste, are collected to further increase transparency. Since not all waste data was available in full at the time the report was prepared, in certain cases available actual data was extrapolated to the full year. In addition, certain metrics were calculated on a pro rata basis using comparable companies or company types to ensure a consistent and complete presentation of the waste volumes. In some cases, this process is supported by software solutions. If no software solution is available, the quantities are recorded on the basis of the information on the invoice.

Waste generation

in tonnes	2024
Total amount of waste generated	**31,323.5**
Total amount of waste diverted from disposals	**25,853.1**
Total amount of hazardous waste recovered	7,303.0
Preparation for reuse	1,507.8
Recycling	5,616.4
Other recovery operations	178.8
Total amount of non-hazardous waste recovered	18,550.2
Preparation for reuse	835.6
Recycling	17,675.8
Other recovery operations	38.9
Total amount of waste for disposals	**5,470.4**
Total amount of hazardous waste disposed of	1,324.1
Incineration	626.0
Landfill	88.7
Other disposal operations	609.4
Total amount of non-hazardous waste disposed of	4,146.3
Incineration	1,040.8
Landfill	1,017.6
Other disposal operations	2,087.9

Table contains rounding differences.

In the reporting year, the total amount of waste was 31,323.5 tonnes, of which 8,627.0 tonnes was hazardous waste. No radioactive waste was generated. Non-recycled waste accounted for 25.6 per cent (8,031.4 tonnes) of the total waste volume.

EU Taxonomy Regulation

Background and targets

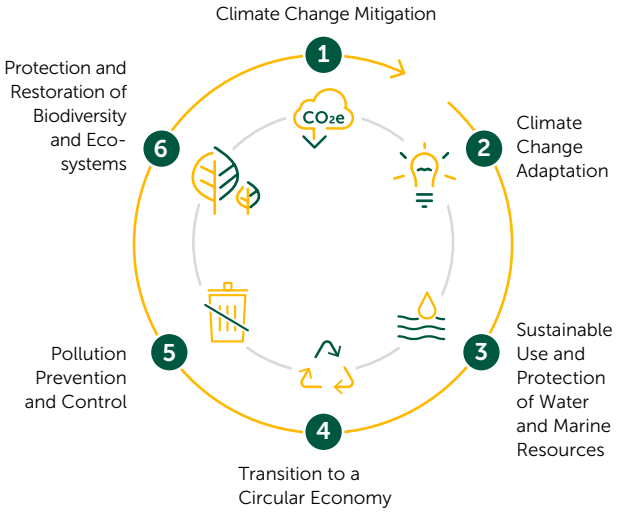
As part of the European Green Deal, the EU aims to create a modern, resource-efficient and competitive economy that will achieve net-zero greenhouse gas emissions by 2050, detach growth from the use of limited resources and not disadvantage people or regions. In order to achieve these targets, the EU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

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 revenue (turnover), as well as capital expenditure (CapEx) and operating expenses (OpEx) for environmental objectives 1 and 2 of the Climate Delegated Act and for environmental objectives 3 to 6 of the Environmental Delegated Act for the 2024 financial year. The disclosures on the key figures are aggregated, meaning that no distinction is made with regard to the relevant economic activities.

Implementation of regulatory requirements

The business model of Jungheinrich as a solutions provider for material handling equipment is relevant to environmental objectives Climate Change Mitigation and Transition to a Circular Economy. The manufacture of electric material handling equipment can contribute to climate change mitigation.

Environmental objectives of the EU Taxonomy Regulation



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 lithium-ion battery-powered trucks produced in-house in the reporting year.

In order to report on the taxonomy-eligible and taxonomy-aligned economic activities in the 2024 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 throughout the Group, support the companies 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
- Collection of taxonomy-eligible and taxonomy-aligned turnover, CapEx and OpEx at central and decentral levels
- Performed a test run for the first half of 2024 to optimise the Group-wide implementation of the EU Taxonomy Regulation and to test the initial assessment of the alignment of the Environmental Delegated Act

Assessment of taxonomy-eligible economic activities

Economic activities that are described in the Climate Delegated Act or Environmental Delegated Act are taxonomy-eligible. Jungheinrich examined relevant, taxonomy-eligible economic activities for machine and plant construction and discovered that the Group can make significant 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 in the Climate Change Mitigation environmental objective

Number/Name	Description of the activity at Jungheinrich
3.4. Manufacture of batteries	■ Manufacture of lithium-ion batteries
3.6. Manufacture of other low-carbon technologies[1]	■ 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 by motorbikes, passenger cars and commercial vehicles	■ Leasing and operating passenger cars
6.6. Freight transport services by road	■ Purchase and operation of trucks
7.1. Construction of new buildings	■ Development and construction of non-residential buildings by third parties
7.2. Renovation of existing buildings	■ Major facade and roof renovation
7.3. Installation, maintenance and repair of energy-efficient equipment	■ 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 parking spaces attached to buildings)	■ 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	■ Installation and maintenance of building management technology ■ Installation of sensor technology
7.6. Installation, maintenance and repair of renewable energy technologies	■ Installation of photovoltaic equipment
7.7. Acquisition and ownership of buildings	■ Rental and maintenance of buildings
8.1. Data processing, hosting and related activities	■ Data processing via a data centre[2]

[1] In contrast to the sustainability statement, the section on the EU Taxonomy Regulation uses the term "carbon" (CO_2) as carbon equivalents (CO_2e) 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 in the Transition to a Circular Economy environmental objective

Number/Name	Description of the activity at Jungheinrich
1.2. Manufacture of electrical and electronic equipment	■ Purchase, lease and operation of electrical and electronic equipment for industrial, commercial and consumer use
5.1. Repair, refurbishment and remanufacturing	■ 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	■ Sale of used material handling equipment
5.5. Product-as-a-service and other circular use- and result-oriented service models	■ 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 amount. 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 significantly lower direct greenhouse gas emissions (Scope 1 emissions) in other economic sectors.

- The electric material handling equipment of Jungheinrich makes a contribution to the reduction of greenhouse gas emissions in retail and wholesale and logistics, among other sectors. This also encompasses mobile robots.
- 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.

The activities of Jungheinrich in the field of circular economy [page 62] are taxonomy-eligible in terms of the Environmental Delegated Act. These relate to the after-sales services, 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 product life cycle and an increase in the use of recycled components. The truck rental models ensure that ownership rights to raw materials and materials remain with Jungheinrich and thus the rest of the material handling equipment's life cycle can be monitored and managed.

Jungheinrich is reporting on the taxonomy-eligible economic activity 1.2. for the first time in the 2024 reporting year as it purchases, leases and operates electrical and electronic equipment such as laptops and computer accessories.

Assessment of taxonomy-aligned economic activities

Following the identification of taxonomy-eligible economic activities, it was examined whether they were taxonomy-aligned. According to Article 3 of the EU Taxonomy Regulation, this is the case if an economic activity

1. complies with the technical screening criteria for a substantial contribution to an environmental objective,
2. complies with the technical screening criteria for preventing substantial harm to the other environmental objectives (also known as Do No Significant Harm [DNSH] criteria) and
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 criteria is not met. The compliance with minimum safeguards was reviewed centrally. The DNSH criteria outlined in Annex A, B and D of the Climate and Environmental Delegated Act were evaluated at the level of the locations relevant to the economic activity. The review of the significant 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 with the parties responsible in the various areas.

In the ↗ 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 United Nations Guiding Principles on Business and Human Rights (UNGP), the OECD Guidelines for Multinational Business and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The processes for complying with human rights due diligence obligations are described in the Policy Statement to Respect the 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 [page 48]. 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 showed 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, the Transition to a Circular Economy environmental objective and the Do No Significant Harm to other environmental objectives is based on the Climate Delegated Act, respectively the Environmental Delegated Act.

The first step involves reviewing the alignment of the economic activity related to the development and manufacture of taxonomy-eligible products and services. For the Climate Change Mitigation environmental objective, the production of lithium-ion batteries (economic activity 3.4.) and electric material handling equipment (economic activity 3.6.) are relevant. Regarding the circular economy, the maintenance, repair and refurbishment of equipment (economic activity 5.1.), the sale of used material handling equipment (economic activity 5.4.) and the lease and rental of new and used material handling equipment (economic activity 5.5.) are relevant.

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

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 emission 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. The core business with battery-powered material handling equipment, in contrast to IC engine-powered trucks, enables a reduction of greenhouse gas emissions during customer use. Lithium-ion batteries in particular 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, which are a common means of electrochemical energy storage and are considered a mature technology. 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 15 per cent less carbon during the use phase of the material handling equipment. 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 life cycle assessments for series manufactured by the Group in accordance with DIN EN ISO 14067 and had the assessments audited externally by a certification body. The analyses compare the life-cycle greenhouse gas emissions of trucks with lithium-ion technology with those of lead-acid trucks. The results show that lithium-ion technology emits 9 per cent fewer greenhouse gases during their life cycle on average. Material handling equipment fitted with lithium-ion batteries therefore makes a substantial contribution to climate change mitigation.

In the context of economic activity 5.1., the service life of material handling equipment already in use by customers is extended by repairing and maintaining them. The refurbishment of used trucks in the refurbishment plants in Dresden and Ploiești (Romania) and in local workshops allows material handling equipment to be used longer. In a Group-wide waste management guideline, Jungheinrich stipulates that the waste hierarchy must be adhered to [page 66]. The processes in refurbishment plants thus fulfil the criteria for making a substantial contribution to promotion of the circular economy. The following shows that the material handling equipment spare parts used in maintenance and at the refurbishment workshops do not fulfil the DNSH criteria of environmental objective 5. In addition, the climate risk and vulnerability assessments for the sales companies required under environmental objective 2 are not complete, meaning after-sales services activities do not fulfil DNSH criteria. As no alignment can be achieved due to non-compliance with the criteria, the assessment was terminated for these activities.

Jungheinrich sells used material handling equipment (economic activity 5.4.) and rents and leases both this and new material handling equipment (economic activity 5.5.). In order to be able to prove the contribution to the circular economy, the packaging used must fulfil certain criteria for both economic activities. Since the company uses packaging consisting of more than one material when delivering the products, both economic activities are not taxonomy-aligned.

The next step will be examining the DNSH criteria for economic activities 3.4., 3.6. and 5.1.

The review of DNSH criteria for environmental objective 1, Climate Change Mitigation, is performed at the level of economic activity 5.1. The taxonomy-eligible repair and refurbishing activities of Jungheinrich do not include the generation of heat or cold or combined heat and power generation, meaning this DNSH criterion is met.

To prevent significant harm to environmental objective 2, Climate Change Adaptation, a climate risk and vulnerability assessment is required for all taxonomy-eligible economic activities. These assessments were performed for all manufacturing and refurbishment plants, the spare parts centre and most of the German sales locations to identify which physical climate risks may affect activities [page 44]. The assessments for the sales companies are currently being processed. The climate hazards defined in Annex A of the Delegated Acts 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 and for the assumptions about future development. These are based on an optimistic and pessimistic IPCC scenario to 2050. An assessment of the regional natural hazards is also performed for key suppliers, transport routes and sales markets. The risk analyses are carried out using processed climate risk data from an external software and data provider. Adaptation solutions for minimising risk 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 economic activities 3.4., 3.6. and 5.1.

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., 3.6. and 5.1. Environmental management systems in line with DIN EN 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 in economic activities 3.4., 3.6. and 5.1.

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. The implementation of 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. Substances classed as substances of very high concern by REACH[1] (Registration, Evaluation, Authorization and Restriction of Chemicals) can be transparently traced in an IT system. 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 Delegated Acts is performed at the level of economic activities 3.4., 3.6. and 5.1. The requirements relate to compliance with European chemical regulations and guidelines. Jungheinrich products fulfil the legal requirements on prohibitions, restrictions, and declaration obligations for regulated hazardous substances through established processes for material compliance. The applicable European and national laws relating to the manufacture and circulation of batteries are complied with. A Group-wide hazardous substance management system has also been implemented to control and document the release, use and substitution of hazardous substances and mixtures. According to an internal assessment, the use of these hazardous substances and mixtures and the products concerned does not currently result in a significant risk of exposure for the user or the environment. A number of spare parts are used during repairs and refurbishment in the sales companies which are not yet fully integrated in the central material compliance process. These activities, as part of economic activity 5.1., do not fulfil the DNSH criteria of environmental objective 5 and are therefore not taxonomy-aligned. For the manufacture of products (economic activities 3.4. and 3.6.) and the refurbishment of returned material handling equipment in the plants (economic activity 5.1.), Jungheinrich fulfils the requirement to prevent significant harm to environmental objective 5.

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, manufacture or refurbishment of taxonomy-eligible products, was done separately.

Jungheinrich purchases, leases and uses electrical and electronic equipment (economic activity 1.2.) and company vehicles (economic activity 6.5.). These activities are classed 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 products are not taxonomy-aligned. This means that economic activity 1.2. of environmental objective 5 and the economic activity 6.5. of environmental objective 1 are not taxonomy-aligned in the 2024 financial year.

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

Jungheinrich is planning to construct an Experience Center near the Degernpoint plant (economic activity 7.1.). The building will combine a modern office space with an innovative exhibition space in which practical and customer-specific solutions for complex material flow processes, software applications and automated systems are presented. Construction is scheduled to begin in 2025. Costs were incurred for the planning of the building in 2024. In order to be taxonomy-aligned, the new building must fulfil certain criteria, including presentation of an energy certificate which is not yet available due to the current development phase. The new construction project is therefore not taxonomy-aligned in the reporting year.

Jungheinrich has installed e-charging stations (economic activity 7.4.) and photovoltaic equipment (economic activity 7.6.) at various locations in 2024 in order to make a contribution to decarbonisation targets [page 56]. To achieve taxonomy alignment, the DNSH criteria of environmental objective 2 must be met. The company has performed an assessment of the climate risks at all locations with e-charging stations in accordance with Annex A of the Climate Delegated Act. This means that economic activity 7.4. is taxonomy-aligned in the 2024 financial year. A vulnerability and climate risk analysis must be performed for photovoltaic equipment due to its longer service life. This was done for all manufacturing and refurbishment plants, the central spare parts centre, the Group headquarters, and the majority of German sales locations [page 44]. Thus, significant harm to environmental objective 2 was prevented at these locations and economic activity 7.6. is taxonomy-aligned, taking into account the minimum safeguards analysis, in the reporting 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 yet to check the technical assessment criteria. One building occupied by the Swedish sales unit does fulfil the substantial contribution criteria to climate change mitigation. In order to prevent significant harm to environmental objective 2, a corresponding 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 2024.

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 assessment criteria cannot be considered fulfilled, and economic activity 8.1. is reported as not taxonomy-aligned in the reporting year.

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

Key performance indicators pursuant to EU Taxonomy Regulation

The relevant key performance indicators (KPIs) for 2024 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 and Environmental Delegated Acts' objectives. The proportion of capital and operating expenditure related to assets or processes associated with environmentally sustainable economic activities must also be reported. The taxonomy-aligned disclosures on the Climate Delegated Act objectives are new compared with the previous reporting period and are reported by Jungheinrich 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 companies.

Key performance indicators for the 2024 financial year

The share of taxonomy-aligned turnover amounted to 4.9 per cent (2023: 8.7 per cent). The decrease in comparison with the previous year is due to a change in the data collection process to improve data accuracy. This change enabled material handling equipment that was not be assigned to the rental and lease business of Jungheinrich (economic activity 5.5.) to be identified and correctly classified. For this reason, taxonomy-aligned turnover from economic activity 3.6. was partially categorised as taxonomy-eligible turnover from economic activity 5.5. At €263,894.6 thousand, the majority of the taxonomy-aligned turnover came from electric trucks with lithium-ion batteries (economic activity 3.6.) in the business field of new business of the "Intralogistics" segment. The share of taxonomy-eligible turnover was 73.0 per cent (2023: 71.7 per cent). Due to the unchanged requirements compared to the previous year, this figure remained constant. 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 [page 130, 135 and 152].

The share of taxonomy-aligned CapEx amounted to 6.2 per cent (2023: 1.6 per cent). The increase was primarily due the expansion of product life cycle assessments to all manufactured material handling equipment with lithium-ion batteries in order to prove that they were taxonomy-aligned. Of the €32,781.7 thousand of taxonomy-aligned CapEx in connection with the manufacture and development of trucks with lithium-ion batteries (economic activity 3.6.), €32,234.6 thousand is attributable to property, plant and equipment and €474.6 thousand to capitalised development costs. The remainder is attributable to right-of-use assets. 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 a plant. €5,567.1 thousand of CapEx related to the manufacture of lithium-ion batteries (economic activity 3.4.). €542.5 thousand was attributable to property, plant and equipment, €4,971.1 thousand to capitalised development costs and the rest to rights of use. The refurbishment of material handling equipment in the refurbishment plants is taxonomy-aligned for the first time. CapEx amounted to €1,052.5 thousand, of which €831.9 thousand was attributable to property, plant and equipment and €220.6 thousand to right-of-use assets. For the economic activities 7.4. and 7.6. the taxonomy-aligned CapEx of €338.1 thousand and €281.8 thousand were each attributable to additions to property, plant and equipment. The share of taxonomy-eligible CapEx amounted to 22.8 per cent (2023: 21.8 per cent). The increase is partially due to the first-time reporting of economic activity 1.2. The CapEx KPI denominator represents the sum of the additions to intangible assets [page 158] and property, plant and equipment [page 161] as presented in the notes to the consolidated financial statements.

The share of taxonomy-aligned OpEx amounted to 44.0 per cent (2023: 3.1 per cent). The increase is primarily the result of the expansion in taxonomy-aligned material handling equipment. The taxonomy-aligned OpEx in the amount of €92,710.9 thousand included €86,428.5 thousand related to research and development costs for taxonomy-aligned products in the economic activities 3.4. and 3.6. and €5,437.2 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 a plant. €808.4 thousand is attributable to taxonomy-aligned OpEx for the refurbishment of material handling equipment in the refurbishment plants and is linked to maintenance costs. For the economic activities 7.4. and 7.7. the taxonomy-aligned OpEx of €35.1 thousand and €1.6 thousand were each attributable to the maintenance of e-charging stations and buildings. The share of taxonomy-eligible OpEx amounted to 71.7 per cent (2023: 65.9 per cent). This increase is partly due to economic activity 1.2. being included. 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 159] as well as expenses for short-term leases calculated in accordance with IFRS 16 as presented in the notes to the consolidated financial statements [page 163]. 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 (economic activities 4.26.-4.31.) pursuant to the templates [page 109], the company does not use the other templates from the supplemental Delegated Act for activities in certain energy sectors.

SOCIETY

Own workforce

Material impacts and risks and their interaction with strategy and business model

The findings of the human rights risk analyses, which are conducted regularly and form an essential aspect of human rights due diligence management, were included in the materiality assessment process to determine the impacts, risks and opportunities for the company's own workforce. With these analyses, Jungheinrich takes into account the interests of all employees either directly or indirectly through the employee representatives. The materiality assessment process determined that the following risks and impacts were of material significance in connection with its own workforce:

- Occupational health and safety: the company's own employees and temporary workers in production as well as employees in the after-sales services are subject to increased occupational and health risks. Based on the business model, these areas of work are associated with a higher physical burden and a certain risk of injury.
- Diversity and skills development: the material risk of a shortage of skilled labour affects both specialised positions and management positions in the Group. This is especially true for the recruitment of young engineers and IT workers, who are essential for developing and manufacturing material handling solutions.
- Data protection: data protection breaches can have negative consequences for employees, for example through the loss of data, as well as representing a financial risk for Jungheinrich.

Jungheinrich aims to implement sustainable and environmentally friendly business processes without risking the safety or well-being of its workforce. The adjustments that this requires have so far not had significant negative impacts on the company's own employees. Various measures are being taken to promote employee satisfaction, actively support professional development and create a positive working atmosphere:

- Promotion of occupational health and safety
- Zero tolerance for violence and harassment in the workplace
- Promotion of equal treatment and fair pay
- Support of a work-life balance, which leads to healthier and more productive employees
- Safe employment with Jungheinrich, a crisis-resistant employer
- Regular training and development to ensure the ability to work

These measures can also promote employment stability by retaining employees and attracting new talent.

Characteristics of the undertaking's employees

The global employee turnover rate of 8.3 per cent equates to 1,739 departures in the reporting year. The figure is based on all departures versus the average headcount of employees over the entire reporting year. The following tables show other characteristics of the company's own employees that are also presented in a similar manner in the economic report [page 34]. The figures are based on the reporting date of 1 December 2024 and apply to fully consolidated subsidiaries, excluding locations with fewer than ten employees.

Number of employees by gender

Headcount	**2024**	2023
Female	4,339	4,326
Male	16,730	16,502
Other	0	0
Not reported	0	0
Total	**21,069**	**20,828**

Number of employees by region

Headcount	**2024**	2023
Germany	8,441	8,548
France	1,224	1,246
Italy	1,276	1,212
UK	791	807
Poland	617	638
Spain	676	666
Rest of Europe	5,101	4,957
China	755	804
Other countries	2,188	1,950
Total	**21,069**	**20,828**

Number of employees by type of employment and gender 2024

Headcount	Female	Male	Other	Not reported	**Total**
Number of employees	4,339	16,730	0	0	**21,069**
Number of employees with permanent employment contracts	4,162	16,185	0	0	20,347
Number of employees with temporary employment contracts	177	545	0	0	722
Number of non-guaranteed hours employees[1]	0	0	0	0	0
Number of full-time employees	3,539	16,338	0	0	19,877
Number of part-time employees	800	392	0	0	1,192

[1] Non-guaranteed hours employees are defined as employees employed without any guaranteed minimum working time who are available on-call as needed without the company being obliged to offer a certain number of working hours.

Characteristics of non-employee workers in the undertaking's own workforce

As at the balance sheet date of 31 December 2024, the Group had 607 temporary workers (FTE) (2023: 438), which corresponds to the total number of external employees.

Policy for compliance with human rights

Jungheinrich is committed to complying with international standards such as the UNGP, ILO core labour standards and the OECD Guidelines. These principles are established in the Code of Conduct, which is applicable throughout the Group, and the Code of Human Rights and Occupational Health and Safety, and form the foundation for fair working conditions, anti-discrimination, and health and safety in the workplace.

Managers act as role models in this regard and are responsible for actively living these values within the company. The company is committed to the inclusion of people with disabilities. A comprehensive inclusion agreement with the Group representative for severely disabled people ensures equal participation and integration in day-to-day working life. Managers receive regular training to help them dismantle barriers and promote an inclusive working environment.

The Code of Human Rights substantiates the obligations that arise in everyday work from the protection and promotion of human rights. 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 with environmental obligations
- Fair working conditions and working hours
- The right to data protection and privacy

The company regularly carries out training and takes other action to raise awareness among employees for the standards in the Code of Human Rights and Occupational Health and Safety.

Jungheinrich performs at least one human rights risk analysis per year that covers its own business area. The purpose of this analysis is to identify and assess potential risks for employees and to develop measures to prevent or minimise risk. These analyses determined that there is no relevant risk of forced or child labour. The regular assessment ensures that all international standards and human rights standards are complied with. Additional risk analyses are performed if there is a material change in the risk situation, such as through new products and business models or internal or external complaints. The assessment is carried out by internal experts, and external indices on human rights risks are used to take into consideration the individual national risks for the locations in question. The company also has a comprehensive complaints mechanism that employees can use to report violations directly and anonymously. The complaints mechanism includes defining remedial measures and tracking implementation as part of processing the reports.

Incidents, complaints and severe human rights impacts

No serious human rights issues or incidents relating to the company's own workforce were detected during the reported period. Similarly, no fines, penalties or compensation were imposed for serious human rights violations or incidents.

	Total
Number of incidents of discrimination reported in the reporting period, including harassment	13
Number of complaints[1]	48
thereof submitted via the channels through which people from the company's own workforce can raise concerns	48
thereof submitted via National Contact Points for OECD Multinational Enterprises	0
Amount of material fines, penalties and compensation payments resulting from violations of social and human rights issues (in €)	0

[1] Number of complaints reported pursuant to ESRS less number of cases of discrimination reported in the reporting period, including harassment.

The necessary information is collected using incident management software in which reported incidents are documented. It is assumed that compliance reports are communicated proactively. The software records complaints, discrimination and harassment incidents based on predefined categories. The correct category allocation is then checked. Data relating to fines, compensation and penalties is currently not recorded in the software. All organisational units were therefore questioned about fines and compensation. In addition, the local number of incidents of discrimination or harassment was reported by the compliance officers of the organisational units as part of this survey.

Processes for engaging with own workers and workers' representatives about impacts

Jungheinrich promotes open and transparent collaboration between employer and employees. This is supported by strong workers' representation. At various locations, employee interests are represented by works councils that work closely together with the employer on social and economic issues. In line with the German Co-Determination Act, employee representatives elected on a parity basis are also on the Supervisory Board to ensure that the interests of the workforce are represented at all levels.

Jungheinrich has developed the Jellow Way to promote a forward-looking culture of cooperation. This corporate mission statement, developed with more than 200 employees from around the world, defines guiding principles for the organisation of everyday work processes and cooperation. During the development phase, the Jellow Way was presented at various events and discussed and optimised together with employees worldwide. This resulted in a global guideline that reflects the diversity of the company. The Jellow Way provides a foundation for reflection, feedback and feedforward, discussion and orientation in everyday working life. Easy to understand, focussed and forward-looking, it forms the basis for continuous cooperation within the company. The "Leading the Jellow Way" motto obliges managers to actively promote communication and cooperation among employees. Responsibility for implementing the corporate mission statement lies with the Labour Director, who is the Board of Management member for personnel and social matters. Within the framework of a thematic month, different aspects of the Jellow Way were presented each week. Virtual and in-person events allowed all employees to actively engage with the mission statement values.

Processes to remediate negative impacts and channels for own workers to raise concerns

Jungheinrich has implemented a comprehensive compliance management system (CMS). A complaints mechanism is a vital CMS element that allows employees and external parties to report violations against legal requirements or company regulations. Transparent processes for recording and clarifying information and remedying possible grievances safeguard the reliability of the system. The regular analysis and development of existing reporting channels and processes increases employee confidence in the existing structures. Employees are also made aware of the existing reporting channels during mandatory training.

The rules of procedure were finalised and adopted internally in May 2024 and can be viewed publicly on the Jungheinrich website since July. They outline the available reporting channels, the workflow for processing incoming information, and principles for clearing up incidents. The company protects people who provide information in good faith, in line with internal regulations.

Jungheinrich provides a number of reporting channels through which employees and external parties can report violations. In addition to the option of reporting violations to superiors or designated compliance officers directly in person, the ↗ OpenLine-Portal is available as an anonymous reporting platform. This portal is constantly being developed and new language options are being added in order to reach as many whistleblowers as possible.

Reports are received by the Group Reporting Office in the Corporate Legal Affairs, Compliance, Data Protection & Insurances division, which validates incoming information and starts the next steps of clarifying and remedying the situation, and includes third parties where necessary. An independent incident management system is used to document and manage the information. Regular reports concerning the information received are forwarded to predefined contacts in the company, such as the Board of Management or the Compliance Committee.

Jungheinrich is committed to resolving reported grievances long term. In addition to clarifying the facts, targeted remedial measures are developed that are specifically tailored to the information received. Continual efficacy controls are in place to regularly examine and optimise measures to prevent future violations. To support employees and raise awareness, Jungheinrich also regularly offers Group-wide online training courses on the Code of Conduct in which all employees are informed of the existing reporting channels.

Health and safety

Policy
Jungheinrich attaches great importance to the health and safety of its employees and pursues a systematic strategy for implementing EHS measures. The Group-wide health, safety and quality policy, which includes both EHS and quality aspects, safeguards the integration and coordination of internal management systems. It forms the foundation for handling risks and threats and is in line with the zero-harm strategy, the aim of which is to completely prevent accidents and work-related illness. The policy outlines responsibilities, roles, approaches and processes. Local guidelines also substantiate these regulations in order to implement specific requirements at individual locations. The head of the Corporate Sustainability, Health & Safety division is responsible for implementation of the EHS-related guidelines.

The company is actively working on expanding the DIN EN ISO 45001 and OHRIS standards for certified occupational health management systems in order to safeguard global occupational health and safety standards. In 2024, the nine locations already certified were joined by the refurbishment plants in Dresden and Ploiești (Romania) as well as the Qingpu (China) plant.

Jungheinrich promotes active and open dialogue with internal and external stakeholders in order to ensure transparency in the EHSQ targets and activities. Regular EHS workshops enable employees and managers to provide information about current developments and best practice in the field of health and safety and to help form the new standards. Training and briefings relating to occupational health and safety are carried out both virtually and in person and cover the contents of the hazard assessments and the operating and work instructions. Target group-specific awareness training is also provided. Communication on topics relating to safety takes place via established channels to ensure that all employees are regularly informed.

Actions and resources
Jungheinrich continually implements EHS measures to promote and improve employee health and safety long term. Implementation is structured via a step-by-step plan, annual action plans and a variety of operational tools that are used at the company's locations. The step-by-step EHS plan provides for gradual implementation of health and safety measures for organisational units in the Board-level Technics division by 2025 and in the Board-level Sales division by 2028. In addition, annual EHS action plans are developed to ensure that the targets set for occupational health and safety are achieved. The progress made in implementing these plans is documented in the sustainability statement. The delegation of responsibilities ensures that managers can fulfil their responsibility for occupational health and safety. It is crucial that sufficient resources are provided overall, so that managers can fulfil the tasks assigned to them effectively and reliably. A detailed action plan with corresponding financial resource planning is not available as the measures are the responsibility of the local locations and are integrated into the local planning of all EHS activities.

To promote a high level of health and safety standards in the Jungheinrich Group, employees receive regular general, workplace and activity-focussed training. Jungheinrich offers in-person and online training as well as special training courses on workplace conditions at all locations. This includes the training of safety officers, first aiders, and fire safety and evacuation officers. Awareness of health topics is also raised among managers through the ongoing series of workshops, "Yes I Care" and consciousness training has been performed for managers and individual divisions since 2023.

WORK SAFETY

2025 target	Base year and value
■ Group-wide improvement of LTIR (accident rate) to 12.5	**2019:** 16.8

To raise transparency and awareness of EHS issues, existing means of communication were optimised and harmonised. EHS visits across different locations to exchange best practice and increased cooperation between locations will be carried out in 2025. Together with the dissemination of findings across locations, this promotes an effective exchange and learning process.

Jungheinrich also offers employees a comprehensive prevention programme to promote physical and mental health. This programme includes:

- Subsidised occupational health check-ups, vaccination advice and general check ups
- Offers such as company sports, health days and fitness advice
- Promoting mental health through mindfulness training
- JobRad, a programme that subsidises the use of bicycles
- Intranet articles and podcast episodes on the topic of health
- Professional external advice and coaching for dealing with crises and/or conflict

Jungheinrich uses a comprehensive risk identification and assessment system to derive EHS measures. This was developed and documented with the help of all relevant parties, including managers, EHS experts and company doctors. Physical and mental risk analyses and work safety committee meetings are held regularly and findings are derived from accident and incident analyses. Regular audit and site visits are carried out, along with safety inspections, technical safety inspections, SOS patrols and fire safety inspections.

The introduction of EHS software is scheduled for 2025. This is intended to standardise material processes and to provide more efficient reporting. These processes include the documentation of hazard assessments and the recording and evaluation of accidents and incidents. Moreover, transparent and uniform reporting results in higher quality data.

Jungheinrich uses a risk matrix to assess risk in the field of work safety in order to evaluate risks and to derive and safeguard the oversight of appropriate action plans. This double assessment allows the company to check the efficacy of the measures taken and to develop follow-up plans if risk is not sufficiently reduced. If an imminent threat is discovered in the risk analysis, immediate action is taken and follow-up action is derived using the STOP principle (substitution before technical, organisational and personal measures).

Promoting health and safety offers Jungheinrich the opportunity to improve employee satisfaction and well-being. This can increase employee loyalty and efficiency. External impacts, such as the end of business relationships and its impact on the workforce is taken into account through external certification to develop suitable countermeasures.

Targets and metrics

The objective of the Group-wide zero harm strategy is to prevent work accidents. This is measured systematically using the lost time injury rate (LTIR) and the severity of accidents. LTIR measures the frequency of work accidents from one lost day and excludes commuting accidents. The LTIR is calculated as the ratio of accidents at work with lost time to the number of hours worked. Reporting is monthly and is based, wherever available, on the actual number of hours worked. If this information is not available, the average FTE is used. Work safety metrics apply to fully consolidated subsidiaries, excluding locations with fewer than ten employees. The metrics cover all employees, including dual-studies employees, trainees, apprentices, and temporary workers pursuant to DIN EN ISO 45001. Employees on parental leave, in passive semi-retirement or on disability are excluded.

The LTIR is to be reduced to 12.5 by 2025, which equates to a maximum of 12.5 work accidents resulting in lost days per one million hours worked. The objective will be reached through the reduction of the absolute numbers of accidents resulting in lost days. In the reporting year, the LTIR was 11.4 (2023: 13.7), meaning the objective was achieved one year early. This progress is to be confirmed in the coming year. In the 2019 base year, the LTIR was 16.8. In addition to this target at Group level, individual locations have set themselves further targets such as reducing the severity of accidents. The severity of accidents is calculated based on the rate of lost days and reportable work accidents. The compliance and efficacy of the work safety management system and the constant improvement of work safety performance is assessed at certified locations during audits.

Workshops with stakeholders from the Board-level Technics and Sales division were held to find common definitions for the above objectives. External stakeholders have so far not been included in the process. Transparent communication of actions, projects and incidents, such as work accidents or near-misses, ensures that all employees are informed about current developments and actions. Compliance with objectives and progress in the field of work safety is regularly audited externally and tracked in a management review at Group level.

Progress in work safety is documented – in accordance with data protection requirements – through comprehensive accident statistics, which are visualised in overviews. These overviews provide a clear indication of the work safety metrics and enable continual monitoring against the objectives. Employees are actively included in recording and evaluating these metrics to ensure that work accidents are kept to a minimum and suitable preventative action is taken. The company relies on the exchange of best practices and regular communication cascades to improve safety standards and promote a high level of safety throughout the Group.

An accident in France in March 2024 resulted in the death of an after-sales services technician during an assignment with a customer. The local authorities' investigation into the exact circumstances of the accident are ongoing. Jungheinrich is in close contact with the authorities and the customer in question to clear up the causes of the accident. The necessary action will be taken as soon as the findings of the investigation are available. So far, Jungheinrich has examined the work processes and introduced necessary improvements. After-sales services employees were again instructed on their activities and workplaces and sensitised to the incident. All employees in the sales unit of the affected after-sales services technician were informed and offered psychological counselling.

Health and safety metrics

Percentage of people in the workforce covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines[1]	100.0
Percentage of people in the workforce covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines and that has been internally audited and/or audited or certified by an external party[1]	29.0
Number of fatalities due to work-related injuries[2]	1
thereof own employees	1
thereof non-employees (temporary workers)	0
Number of recordable workplace accidents	415
thereof own employees	402
thereof non-employees (temporary workers)	13
Rate of recordable workplace accidents – Lost Time Injury Rate (LTIR)	11.4
Rate: own employees	11.3
Rate: non-employees (temporary workers)	17.5
Number of lost days due to work-related injuries and deaths resulting from workplace accidents[2]	9,059
thereof own employees	8,864
thereof non-employees (temporary workers)	195
Rate of average accident severity	21.8
Rate: own employees	22.1
Rate: non-employees (temporary workers)	15.0

[1] Based on number of employees.

[2] Information regarding work-related illness was not considered.

Diversity

Policy

Diversity is the foundation for fair and inclusive work environments where differences are appreciated. It is a central component of the corporate strategy to ensure the company's success and to attract and retain talented specialists in the long term. The labour shortage can pose a risk for Jungheinrich if the company fails to recruit or retain qualified staff in sufficient numbers. This can have a negative impact on the achievement of strategic and operational targets. Diversity creates an attractive working environment and promotes access to a broader pool of talented individuals. The targeted approach of applicants with different personal backgrounds and from different cultures opens up opportunities for the company to increase the proportion of qualified staff. Teams that are more diverse have a variety of perspectives and solutions available to them. Employees whose views and experiences are appreciated remain loyal to a company longer and are more committed. Companies that actively promote diversity enjoy a more attractive image as employers. This not only attracts talented individuals but also increases employee identification with the company.

Jungheinrich strives to promote an open-minded and inclusive corporate culture that appreciates the individual and is characterised by a strong sense of belonging. The company's values with regard to diversity and equal opportunities are established in the Code of Conduct and the Code of Human Rights. These codes are publicly available and apply throughout the Group. Every two years, all employees undergo mandatory online training to help them understand the content of the Code of Conduct and ensure compliance.

DIVERSITY

2025 target	Base year and value
■ Increase in the proportion of female employees in management positions throughout the Group to 14%	**2024:** 13.6%[1]

[1] The target and base value were adjusted in the reporting year compared to 2023 due to a change in the calculation basis.

The Code of Conduct is a guideline for conduct within the Group, reflects the company's values and includes compliance with labour laws and human rights. Jungheinrich is fully committed to promoting equal opportunities with the selection, training and promotion of employees. The Code of Human Rights, based on international standards, strictly rejects discrimination based on age, gender, ethnic background, physical or mental disability, sexual orientation, religion, social background or other characteristics. Every employee is treated with respect regardless of their type of employment. The company does not tolerate any type of discrimination, harassment or coercion. Jungheinrich implements clear guidelines to prevent discrimination, starting with the recruitment process. The Board of Management is responsible for the implementation of both codes.

Actions and resources

When recruiting and retaining specialised talented individuals, the focus is on fair and transparent selection processes and the promotion of diversity throughout the company. Jungheinrich has defined the values and the conduct that the company expects through codes and is committed to equal opportunities and anti-discrimination.

Initiatives to promote diversity include:

- Adjusting job offer descriptions and application processes to address a variety of talented individuals, for instance through the use of inclusive language
- Offering flexible working times, part-time opportunities and remote working to better include employees with a variety of life circumstances
- Creating an inclusive workplace where all employees feel accepted and able to voice their opinions, regardless of their background or identity
- Promotion of understanding and discussion of everyday conduct and global cooperation through centralised and decentralised discussion formats about the Jellow Way

Measures to promote diversity and to reduce the risk of a shortage of skilled labour are implemented and developed on an ongoing basis. They are not bound to a specific time frame. An action plan and resource plans are not available since the actions taken to promote diversity to date are integrated into the general activities of personnel management.

Targets and metrics

Jungheinrich strives to achieve a 14 per cent Group-wide share of women in management positions by 2025. A gender balance at management level contributes to the increased attractiveness of Jungheinrich as an employer. This facilitates the recruitment of qualified staff, promotes a positive working atmosphere, and strengthens employee loyalty.

The target was adjusted in the reporting year compared to 2023 due to a change in the calculation basis. Based on the parameters from the 2023 financial year, the share of female employees in management positions in the 2024 financial year would be 16.1 per cent and thus higher than in the previous year (2023: 15.1 per cent), when the target was 20 per cent. Due to the changed definition of the upper management levels and the corresponding decrease in the total number of management positions from 500 to 180, the share of female employees in management positions came to 13.6 per cent in the reporting year. The Board of Management has therefore decided to adjust the 2025 target for the share of female employees in management positions to 14 per cent. The diversity indicators apply to fully consolidated subsidiaries, excluding locations with fewer than ten employees. Data collection follows a defined process and was not externally validated.

Diversity metrics

Age distribution 2024

	< 30	30–50	> 50	**Total**
Employees (headcount)	2,654	12,982	5,433	21,069
Percentage of employees (in %)	12.6	61.6	25.8	100.0

Gender distribution 2024

	Female	Male	Other	**Total**
Employees in management positions (headcount)	22	140	0	162
Percentage of employees in management positions (in %)	13.6	86.4	0.0	100.0

Training and skills development

Policy
Training and skills development measures ensure continuous development and guarantee that everyone has equal professional development opportunities. A working environment is created through training and opportunities for skills development that attracts qualified staff and increases loyalty in the existing workforce. The opportunity to continuously improve job-relevant skills can reduce the risks associated with labour shortages. A varied and needs-based range of qualification options also makes the company's image as an employer more attractive and draws new talented individuals to the company.

TRAINING

Annual objective

- Safeguarding employees' ability to work and personal development

As part of the sustainability strategy and in line with the Code of Human Rights, the company promotes the long-term performance and employability of its employees worldwide with tailored training and qualification measures, with a particular focus on personal development. Access to training programmes is guaranteed in accordance with the principles of equal treatment. The Board of Management is responsible for implementing the code, which is based on international standards. A supplementary Group guideline outlines the basic training requirements within the Group. The training development process guarantees that the relevant interest groups are included when new training courses are being designed, ensuring that the content meets user requirements and needs.

Actions and resources
Jungheinrich offers a comprehensive range of qualification opportunities for employees. These include specialised programmes such as the creation of a network of change facilitators to actively support the change processes. Jungheinrich offers tailored qualifications through online training courses and in-person courses, employing innovative learning methods such as augmented and virtual reality to maximise learning success. These offers, which provide flexible, virtual and modular learning formats for needs-based training, can be accessed through the internal learning platform of Jungheinrich. Specific topics for after-sales services and sales are covered in own training centres around the world, supplemented by training in other specialist areas such as HR, finance, IT, sustainability and production. An international train-the-trainer programme ensures that the training standards are uniform. Jungheinrich pursues various approaches in order to keep the quality of the training courses and the trainers level of knowledge up-to-date, needs-based and target group-specific. Participants and supervisors regularly receive satisfaction surveys to ensure that the content meets practical requirements and that employees can use the skills that they have learned efficiently. All in-person training courses are reviewed annually on the basis of criteria of topicality, relevance to requirements, target group suitability and learning success. The trainers' expertise is also continually developed through further qualification and communication with product managers. A comprehensive assessment of the trainers is performed every two years to ensure that tasks such as visiting classes, practical assignments and recertification are completed.

The training policies are standardised at the international level and certified on a country-specific basis in order to ensure the same high quality standards around the world. Mandatory training, such as on explosion protection, is repeated at set intervals in order to meet legal requirements.

During annual performance reviews, employees and managers define individual development measures that promote employability and personal development. This process was systematically revised and globally harmonised in connection with the Jellow Way. The process enables a forward-looking assessment of employee and manager performance. The focus is on reflecting on and developing the contributions of teams and individuals to the company's success based on the Jellow Way values. An open dialogue approach based on trust and the encouragement of mutual feedback and future-oriented feedforward form the basis for an efficient and at the same time personally enriching exchange. This process is accompanied by the training of managers and personal development professionals to ensure long-term learning success and a common understanding of cooperation. As part of the revision of employee reviews, an appraisal process based on the corporate mission statement and digital appraisal documentation were rolled out in 37 countries. This tool allows HR employees to better evaluate employees' individual training needs in order to tailor the training programme accordingly.

One central aspect of the personnel strategy are the identification and development of talented employees in order to boost the company's internal talent pool. This internal development ensures that qualified staff are available for key positions long term. Jungheinrich also specifically develops young talented individuals, especially in the fields of engineering and computer sciences, through international training programmes. 34 talented young individuals took part in the Jungheinrich International Graduate Programme in 2024. Participants came from Germany and other countries, contributing to the company's international orientation.

Another core element of the company's personnel strategy is the training of young people. The number of trainee positions has been continually increased and the range of training occupations expanded as needed. Jungheinrich offers more than 22 apprenticeships, including commercial and technical apprenticeships as well as dual-studies courses. Particularly noteworthy is the after-sales services apprenticeship, where Jungheinrich ensures high levels of service availability for the future with a specific training programme for after-sales service technicians. Currently, around 70 young people are being trained in mechatronic engineering for agricultural and construction machinery, with the practical content taught directly on the machine and during customer deployment – an approach that is appreciated by the trainees and apprentices.

The measures are implemented on an ongoing basis and are not bound to any schedule. There is no detailed financial planning for skills development, as the overarching talent and resource management system ensures that sufficient resources are available for continued development of the workforce.

Targets and metrics

Jungheinrich pursues the goal of ensuring the employability and personal development of its employees, although this has not yet been quantified. Objective achievement is measured using the average hours of learning per employee. This figure came to 19.0 in the reporting year. A high level of training hours indicates that employees' skills are continually improved, which promotes the retention of qualified specialists. A strong culture of learning signals to potential new talent that the company attaches great importance to personal and professional development, which makes it easier to recruit skilled staff. Development measures to ensure employability and personal development are defined during annual performance reviews.Training managers and personal development professionals provide employees with advice regarding their qualification needs in order to guarantee long-term learning success. As training hours are being reported for the first time pursuant to the new legal requirements, 2024 is set as the base year. A target figure will be developed in 2025.

The learning hours are systematically recorded for all fully consolidated companies using the internal learning platform without external validation. Temporary workers, trainees and apprentices, and working students are excluded as far as possible. The amount of employees that cannot be excluded is estimated to be less than 0.2 per cent. External persons who take part in training courses are not included in this figure.

Training and skills development metrics

Training hours own employees 2024

	Female	Male	Other	**Total**
Total number of training hours	38,912.5	361,426.8	0.0	400,339.3
Average number of training hours per person	9.0	21.6	0.0	19.0

Data protection

Policy

At Jungheinrich, the data protection guideline forms the central set of rules for the processing of personal data in compliance with data protection laws. It ensures compliance with data protection requirements, in particular those arising from the GDPR, throughout the Group. The data protection guideline is an integral part of the company's data protection strategy.

In addition to the data protection guideline, the guidelines on IT security and on the handling of records and documents contribute significantly to the company's comprehensive data security strategy. All guidelines are published Group-wide on the intranet to ensure that all relevant information is provided in a transparent and accessible manner. As a whole, these guidelines safeguard the processing, storage and management of data, ensuring a high level of security within the Group's structures.

DATA PROTECTION

Annual objective

- No fines for data protection violations

The data protection guideline applies to all organisational units in the Jungheinrich Group and covers the processing of all personal data, including employee, customer, applicant, supplier and partner data. The aim of the guideline is to ensure that personal data is processed legally, safely and transparently in accordance with the strict requirements of GDPR.

Implementation of the data protection guideline and compliance with GDPR, as well as all other provisions relating to data protection law, is the responsibility of the organisational units' managing directors. Compliance with the data protection management system is monitored by Group data protection officers and employees from the Corporate Legal, Compliance, Data Protection & Insurances division, who also inform and advise the organisational units about all data protection issues and the implementation of requirements. Employees are regularly made aware of the contents of the guideline and trained to ensure compliance.

Actions and resources

Within the framework of the data protection guideline, Jungheinrich has planned comprehensive action to ensure compliance with data protection regulations and raise employee awareness about dealing with personal data responsibly. Classification of data, implementation of protection action plans and determination of whether a data protection impact assessment is required are key elements of the data protection management process. These steps ensure that the risks of handling sensitive data are minimised and the rights of data subjects are upheld. This applies to internal processes as well as collaboration with external service providers.

Jungheinrich carries out regular training in order to guarantee that data protection guidelines are complied with throughout the company. Employees who work with personal data are made aware of the guidelines at least once a year by their supervisors. In addition, mandatory online training on data protection is held every two years, and on IT security every year, for employees who have access to the internal learning platform. This training is key to raising data protection awareness throughout the company and ensuring compliance with legal requirements. According to the Group data protection guideline, employees' employment contracts oblige them to comply with data protection regulations.

In addition, the company's standard contract terms require business partners to have comparable data protection standards in order to ensure the security of personal data beyond the company's boundaries. Personal data that is transferred to data processors must be returned or deleted once agreements are terminated according to the standard contract terms. In order to transfer personal data to third countries, the data protection guidelines require extra safety steps to be taken to ensure that the data remains protected. The inclusion of the works council is an essential element of the decision-making process when introducing new software applications in the company. If the works council has a right of co-determination, the council is involved at an early stage of the decision-making process in order to ensure that workers' interests are represented. The works council receives a data protection statement from the Corporate Legal, Compliance, Data Protection & Insurances division when software is introduced and implemented. If a works agreement is entered into, it will include rules relevant to data protection, such as the permissibility of evaluations at a personal level.

Data protection is included in the audit performed by the company's Corporate Internal Audit division. The division assesses whether data protection documentation, such as for CCTV, is available or if data processing agreements have been entered into with service providers. Actions are monitored through audit processes in order to ensure that data protection requirements are being complied with and to determine if there is any necessity for improvements.

Action tasks related to data protection are implemented on an ongoing basis. As no specific targets were defined in the last sustainability report, progress in this area cannot currently be measured. A detailed action plan, including resource planning, has not yet been developed but is planned for the future.

Targets and metrics

The objective of the data protection guideline is to ensure that personal data is processed in line with the applicable data protection laws. Violations against legal data protection requirements may result in financial losses and a considerable loss of reputation as well as violate the rights of the data subjects. In order to prevent this, Jungheinrich has tasked its Group Data Protection Officer, who was appointed for the full reporting year, to set an absolute and measurable objective for all companies. The objective is to receive no fines as a result of data protection violations. The objective should be met every year. It was set without the involvement of external stakeholders and not validated externally.

The metric is based on the amount of fines received, which clarifies the financial risks and the risks to its reputation for the company and measures the performance and efficacy of the action taken to protect data. The fines received for data protection violations amounted to zero € in the reporting year. The objective was therefore met. This data was collected for the first time in 2024.

The actions that Jungheinrich has decided to take are aimed at ensuring that the requirements are permanently fulfilled. Training courses to raise awareness of data protection issues were held in the reporting year and compliance with data protection requirements was checked.

Workers in the value chain

Material impacts and risks and their interaction with strategy and business model

Jungheinrich is committed to monitoring the working conditions for workers along the entire value chain. The focus is not only on its own employees, but also on external workers contracted by the company as well as the employees of direct and indirect suppliers and in the downstream value chain. Jungheinrich will concentrate particularly on vulnerable groups which includes migrant workers, people in low-qualification or low-pay positions, young workers, women and people with disabilities. A risk analysis performed according to the requirements of the Act on Corporate Due Diligence focussed on direct suppliers has identified five main product groups with high human rights risks: logistics, assembly services, event marketing, facility management and electronics. Especially vulnerable groups of people are employed in these areas, including subcontractors. More in-depth analyses along the supply chains unearthed increased risk in the product groups logistics, batteries, electronic components and steel products, especially in connection with the extraction and processing of raw materials. For the groups of products and people determined to be at particularly high risk, the materiality assessment process found potential negative impacts in the legal positions protected by the Act on Corporate Due Diligence with regard to working conditions, fair pay and occupational health and safety.

The risk analysis of Jungheinrich also showed that in certain countries such as China, Malaysia, Russia, Thailand and Türkiye and due to the war also Ukraine, there is a medium to high risk of forced labour. Significant child labour risks have not been discovered so far. Jungheinrich has been using risk management software and working closely together with external partners since mid-2024 to better monitor and assess these risks. The external partners include Econsense and the Initiative for Responsible Mining Assurance (IRMA). The latter supports the socially and environmentally friendly extraction of raw materials, focussing especially on lithium. Extracting this resource is associated with risks that are dependent on the local extraction process. The objective of Jungheinrich in joining IRMA is to discover ways to make improvements locally and make sure the necessary action is taken.

Working conditions in the value chain

Policy

As part of the sustainable supply chain management system, Jungheinrich has established comprehensive guidelines to safeguard human rights along the entire value chain. These include the internal Group guidelines on corporate due diligence, the Policy Statement to Respect the Human Rights and the Supplier Code of Conduct. These guidelines are based on the German Supply Chain Act laws and international standards such as the UN Human Rights Charter, the UNGP, the OECD Guidelines for Multinational Business and the ILO core labour standards. There were no incidents relating to human rights violations nor non-compliance with the standards listed above in the reporting period.

The Group guidelines on corporate due diligence outline the scope of application, responsibilities and the general principles for managing human rights due diligence within the Jungheinrich Group and along the supply chains. They include detailed regulations for risk management, prevention and remedial action, complaints processes and reporting on human rights issues. The guidelines apply globally for all employees and fully consolidated organisational units and cover the legal positions protected by the German Supply Chain Act as related the company's own business operations and supply chains. The due diligence areas outlined above are monitored in accordance with the processes set out in the policy statement.

The policy statement is an external commitment to comply with human rights that applies throughout the Group. Jungheinrich also strives to implement its standards in supply chains, ventures in which it holds a minority interest and joint ventures. A particular focus is to avoid and reduce negative impacts on human rights and the environment. For Jungheinrich, due diligence includes taking the interests of those potentially affected into consideration. The policy statement is regularly updated, published and communicated to all employees.

The Supplier Code of Conduct substantiates the requirements arising from the policy statement for the suppliers of Jungheinrich and is passed on to them during supplier registration. The Code states that suppliers must comply with labour laws and environmental protection standards and specifically prohibits child labour, forced labour and human trafficking. It also covers aspects such as ensuring work safety and fair working conditions like contractual agreements, working hours, employee health and safety, income and social benefits, as well as the right to association and freedom of speech. The Supplier Code of Conduct is based on internationally recognised guidelines and principles on environmental and social responsibility and the Ten Principles of the United Nations Global Compact, the UNGP, ILO core labour standards and environmental standards.

The Board of Management is responsible for the implementation of the guidelines. Compliance with due diligence is regularly communicated and monitored via internal reporting channels and external publications such as on the company's ↗ human rights' website.

WORKING CONDITIONS IN THE VALUE CHAIN

2025 target	Base year and value
■ 80% of globally relevant purchasing volume is sustainable spend	**2022:** 70%

Specific action plans are implemented to communicate with employees in the supply chains directly. Jungheinrich discusses sustainability topics with suppliers regularly. Occupational health and safety are addressed during the first audit, which indirectly involves the workforce on site. In some cases, supplier employees are involved in the context of remedial actions. In the future, Jungheinrich plans to involve stakeholders more closely, especially when it comes to the risk product groups and the future EU Corporate Sustainability Due Diligence Directive (CSDDD). Membership of IRMA is a first step in this direction, because the initiative represents all stakeholders – from the mine to the purchasing company – and all are committed to improving extraction conditions.

Actions and resources

Jungheinrich has established a Group-wide process to introduce remedial action quickly if human rights violations are discovered. This will be supported by case management that sets out clear responsibilities and ensures a rapid response to human rights violations in the supply chains. As soon as the company discovers an actual negative impact in its supply chains – for example through risk management software or media reports – clearly structured processes and responsibilities come into play to deal with such incidents quickly and efficiently. These processes include the evaluation of the impact by internal, and if necessary external, experts. Remedial action will then be determined and implemented based on these evaluations. The action to be taken may vary depending on the incident and include social audits, discussions with the affected suppliers and following up on corrective action plans. The entire process will be fully documented in order to ensure full traceability.

Jungheinrich offers special channels to report problems, where employees and external stakeholders can report their concerns, even anonymously if they wish [page 78]. Procedural rules that are available to all stakeholders have been published in order to explain the use of the complaints mechanism. The efficacy of the reporting channels is monitored by systematically reporting, tracking and documenting all reports. Substantiated reports are forwarded to the relevant contacts. Persons making reports are also protected by internal guidelines designed to prevent retaliation against people who make reports in good faith.

Jungheinrich sees fulfilling its human rights due diligence obligations as an ongoing process that is implemented as part of a comprehensive sustainable supply chain management system. Action and resource planning is not prepared for sustainability matters in particular, but as part of the general purchasing process management. A four-step model is used as the main instrument to manage and monitor human rights due diligence obligations. This model follows a risk-based approach and is continually developed and rolled out. In the first two steps, compliance with the Supplier Code of Conduct is examined using agreements and sustainability assessments, while in later steps evidence-based audits and social audits are performed.

The company has implemented audit processes to evaluate the efficacy of the preventive action in the business activities of Jungheinrich – with both direct and indirect suppliers. The completeness, suitability and efficacy of the human rights risk assessment has been evaluated by external human rights experts and through consultation with the Helpdesk on Business and Human Rights.

In order to better detect and address the potential risks in specific product groups, raw materials or geographic regions along the supply chain, the company introduced risk management software in the reporting year. A personnel expansion was also carried out in the Group's global organisational structure compared to the previous year, in order to implement and develop sustainable supply chain management actions throughout the Group. The management system is also constantly being rolled out to more organisational units. Future steps to be taken include employee training on sustainable procurement in 2025. Jungheinrich will also refine its sustainable supply chain management system to better meet the requirements of future Europe-wide regulations.

The reduction of CO_2e emissions in the supply chains will also remain an essential aspect of the strategy. Jungheinrich is planning to substantiate and push forward with approaches to reduce CO_2e in the supply chain. The progress made in sustainable supply chain management is in line with the Group's overall strategy, whereby specific challenges remain, particularly in managing suppliers where the contact is decentralised and further along the supply chains.

Targets and metrics

As part of the sustainability strategy, Jungheinrich has set itself the objective of being able to classify 80 per cent of global purchasing as sustainable spend by 2025. This objective involves suppliers that the company has a direct business relationship with and thus can exert direct influence over. The methodology for determining sustainable spend was checked by an external body in order to guarantee the reliability and accuracy of the data used. Internal stakeholders, such as the heads of the purchasing departments, were involved in setting the objective. No external stakeholders were involved, as this was not considered necessary at the time.

The purchasing volume relevant to calculating sustainable spend includes purchasing volumes from suppliers that are classified as medium or high risk by the human rights risk analysis and/or the purchasing volume exceeds a threshold determined by the company. The supplier risk classification results from a combined analysis of product group risk, country risk and purchasing volume. The identified suppliers are asked to complete supplier self-assessments, which include categories such as anti-corruption, work safety, energy management, human rights and environmental protection. They are completed using a software solution and this enables continual monitoring of supplier performance. The efficacy of the solution was confirmed in an independent legal opinion, taking into account German Supply Chain Act requirements.

In terms of sustainable spend, a supplier is considered to be sustainable if the self-assessments completed by the supplier have no deviations or only slight deviations. It is assumed that parent companies account for their subsidiaries in completing the supplier self-assessments. This metrics provide insights into the maturity of the suppliers' sustainability management and highlights room for improvement. This allows comparisons to be made over time and provides transparency in terms of improving sustainability performance in the supply chains. The sustainable spend metric was 78 per cent in 2024, following 75 per cent in 2023 and 70 per cent in 2022.

The objective of sustainable spend is part of the Strategy 2025+ sustainability field of action, where sustainable procurement is an essential component. This approach is expected to increase the sustainability performance in the supply chains. At the same time, it is assumed that suppliers that are classed as sustainable have taken action to improve working conditions and reduce health and safety risks. A continuous rise in sustainable spend thus shows that Jungheinrich makes a real contribution to reducing negative impacts in the supply chains.

Consumers and end-users

Material impacts and risks and their interaction with strategy and business model

Impacts and risks that could have a material impact on the customers and users[1] of the products or services of Jungheinrich or the company itself were investigated during the materiality analysis. Data protection and customer safety were determined to be material topics. Everyone whose personal data is processed as part of the company's operating activities could be affected by the negative impacts of a potential data protection violation. This includes customers that use Jungheinrich platforms or after-sales services. A data protection violation can lead to the loss of data, unauthorised publication or changes to personal data. Processing personal data in a way that does not comply with data protection regulations also poses a material financial risk in the form of fines for the company. In order to minimise both the impacts and risk, Jungheinrich ensures that personal data is processed in line with the applicable data protection laws. The focus is on customers' concerns and ensuring the rights of the data subjects and this shapes the approach to data protection.

Even occasional improper use of material handling equipment bears possible health and safety risks for users. In order to reduce safety risks, user-friendly and easy to understand operating instructions are essential. To minimise risks for customers and their employees in the warehouses further, for instance to protect against collisions with material handling equipment or other incidents, Jungheinrich offers regular maintenance for equipment, safety inspections of warehouse processes and a number of assistance systems. These solutions are continually developed and expanded with a focus on the specific needs of customers and through their feedback.

Data protection

Policy

The Group-wide data protection guidelines is intended to safeguard the proper processing of personal data by all organisational units within the Group and outline the implementation of data protection regulations, especially GDPR. It obliges the Group to process personal data, including that of customers and users, in compliance with data protection regulations. The management approach described for the protection of employee data is also employed for customer data [page 84]. The managing directors of the organisational units are responsible for implementation.

DATA PROTECTION

Annual objective

- No fines for data protection violations

The Group data protection guideline states that customers must be informed that their data is being collected, what the purpose of the data processing is and of their rights to information and to be given contact information for the data protection officer. Customer employees and users can request information about the personal data stored about them and contact the data protection officer with their concerns. Data protection officers are responsible for ensuring that the findings of these processes are entered into the data protection management system.

Jungheinrich is committed to safeguarding human rights and complying with international standards when dealing with customers and users. In addition to data protection regulations, the focus is on dealing with customers in a respectful and fair manner. The company has established processes for ensuring regular human rights risk analyses and reporting violations in order to protect the rights of those concerned [page 76]. Human rights violations are systematically documented and remedial action is taken immediately. The remedial action to be taken includes providing support and compensation for affected customers or users.

Actions and resources

Data protection regulations are covered and comprehensively implemented through the data protection guideline to protect customer data and minimise the risk of data protection violations. Specific processes for adopting software, requirements to involve external service providers and regulations on responding to customer queries have been implemented. Further action will be taken to guarantee data security. Specific obligations for handling recordings and important documents have also been determined to meet data protection requirements. This includes the obligation to set storage deadlines for and the subsequent deletion of data that is no longer required. The resilience of the IT system against cyber attacks will be increased by the introduction of an IT security management system and by strengthening the IT infrastructure throughout the Group. The aim is to prevent negative impacts and risks from data protection violations.

[1] The company uses the terms customers and users, deviating from the terms consumers and end-users used in ESRS, but they have the same meaning.

The guidelines also contain regulations and action plans to ensure that customers' personal data is processed securely. The confidentiality and integrity of the data is of foremost importance in this regard. The action plans will be set based on the classification of data and how much protection is necessary, and upon assessment of the risk is involved. The guidelines and action plans will be regularly evaluated in future to monitor and continually improve the security and protection of personal data. The standard employment contract and standard contract terms state that all employees and external stakeholders are obligated to comply with the confidentiality and data protection provisions. In this way, Jungheinrich ensures that high data protection standards are complied with internally and externally through the contracts, supported by clear guidelines on handling personal data responsibly.

A process that has been transparently communicated and applies internationally is in place at Jungheinrich for compliance issue reports and the notification of suspected violations. This process includes the ability of employees and external third parties to use an anonymous reporting channel as well as a direct contact at Group level and in the local Jungheinrich units [page 78]. The protection of persons making a report at Jungheinrich is set out in internal regulations. For reports concerning data protection, customers and users can also contact the data protection officer. Violations against the Code of Human Rights or the underlying corporate principles can also be reported via the reporting channels.

No reports were made in the reporting year. To inspect suspected cases of violations against legal or internal requirements fairly and confidentially, incoming reports are checked and processed. Employees are informed of the existing reporting channels in mandatory training.

Management training on processing personal data was held in 2024 for internal purposes. The aim of the training was to raise awareness for handling personal data responsibly and to improve managers' skills. Regular, mandatory training for all employees was also held on the Code of Conduct, data protection topics and IT security. The purpose was to ensure that all employees are aware of the current data protection regulations and apply them in their everyday work.

The ensure that action plans are carried out, Jungheinrich provides personnel resources in the form of a data protection officer from the Corporate Legal, Compliance, Data Protection & Insurances and the Corporate Internal Audit divisions and a data protection coordinator for fully consolidated organisational units. There are no specific action or resource plans, but these are planned for the future.

Targets and metrics

The focus of the data protection management system is on preventing data protection violations in order to avoid negative impacts for customers and financial risks from fines and potential damage to reputation. The absolute objective therefore is for the company as a whole to receive no fines due to data protection violations [page 85]. Fines from data protection violations in 2024 amounted to €0, so the objective was achieved.

Customer safety

Policy

Jungheinrich aims to make its products as safe as possible while at the same time taking action to increase efficiency in a way that contributes to customer safety overall. The Board of Management is responsible for implementation. The current focus is on introducing a concept to develop assistance systems that will be further developed and formalised in the coming years. The objective is to reduce occupational and safety risks during proper use. The target groups are commercial customers and their employees, who should be provided with the best possible support when using material handling equipment to move goods, thereby minimizing the risks to which they are exposed. The inspection and evaluation of the risks can result from legal requirements or in-house function testing and testing under a variety of deployment conditions.

In terms of customer safety, Jungheinrich uses the legal requirements, including CE guidelines, as the minimum benchmark. These regulations and country-specific requirements are carefully examined, integrated into product development and inspected during production to ensure that they are being met. To support this process, the manufacturing and refurbishment plants are certified in accordance with the quality management standard DIN EN ISO 9001 in order to ensure that completeness and functionality of the equipment systematically. This certification includes the processes for developing and manufacturing products and confirms compliance with functionality inspections and quality controls in the supply chains.

A particular focus is on developing, providing and continually expanding assistance systems that go beyond the legal requirements. These systems support the use of the products and reduce potential hazards. The assistance systems increase customer safety by warning users or others of approaching material handling equipment, for example through floor lighting, or by reducing speed or braking to reduce the risk of incidents.

CUSTOMER SAFETY

Annual objective

- Improved customer safety through increased use of assistance systems, among other measures

In working together with customers, the company adopts a uniform approach that focuses on complying with high safety and quality standards. Commercial customers are involved especially before and after products are introduced and feedback flows straight into the product optimisation process. Customers and sales partners' interests are taken into account by gathering feedback, which is included in the development of the products. This allows the early detection of potential improper use and the implementation of corresponding corrective action in product design or additional training. Customers provide confidential data to assess the efficacy of the assistance system, which makes the effectiveness of the action taken transparent. Product management ensures that customer feedback is included in the ongoing optimisation process. Sales employees are given an overview of the assistance systems for customer consultations and in order to ensure that additional support systems are introduced and made available alongside the safety standards.

Actions and resources

Jungheinrich has established a comprehensive service network for customer safety, designed to support customers' use of the products. If customers run into a problem while using the products, the technical support of Jungheinrich can provide comprehensive help. This includes helping with the delivery and installation of the equipment, as well as providing training, maintenance and repair. The support team also answers queries relating to function or any adaptations of the equipment.

Customers can communicate their queries through a variety of channels, such as the technical service or via telephone or online forms. Numerous customer queries regarding operation, maintenance, repair and spare parts were processed during the reporting period. No reports of serious human rights violations were received during this time. The company's general approach and commitment to human rights and complying with international standards can be found in the section with the title Policy for compliance with human rights [page 76]. In order to protect the rights of customers and users, processes have been implemented to regularly analyse human rights risks and to report violations. Immediate remedial action is taken if human rights are violated. This action includes support and compensation for persons affected.

The queries Jungheinrich receives cover a broad spectrum of products and services and are not limited to assistance systems. Incoming queries are systematically documented and processing is monitored by an internal system. This ensures that problems are not just solved temporarily, but analysed and documented for the long term in order to improve the efficiency of the service and improve processes in the future. In this way, Jungheinrich monitors the effectiveness of the communication channels and guarantees that customers' queries are always handled professionally. There are no extra action plans to examine customer awareness or confidence in the communication channels. The technical service processes all queries in strict compliance with data protection regulations.

Products should be safe if used properly by the customer. Jungheinrich therefore has all plants certified in accordance with the quality management standard DIN EN ISO 9001. The regular maintenance of the certification in due time is a fundamental principle that is ensured through sufficient resources in the quality organisation.

Although the use of Jungheinrich products is designed to be intuitive and safe, improper use poses a risk, for example by disregarding the user manual, or in line with regulations that apply in the customer's company or incorrect use. Comprehensive action has been taken to effectively counter such risks. This includes clearly formulated and user-friendly user manuals, and training for users aimed at ensuring correct and careful use of the products in order to minimise potential safety risks. Only trained personnel should be allowed to use the products, which is the aim of the instruction and training. Assistance systems in particular lower potential safety risks to users further. The systems increase the safety of operating material handling equipment and help to prevent improper use.

The approach described is designed to detect potential health and safety risks for users at an early stage and prevent them in order to ensure that Jungheinrich always offers the highest safety standards. The efficacy of this approach is safeguarded by collecting customer feedback and continually monitoring the technology deployed. There is no action or resource plan, as the concept for developing assistance systems is currently being prepared and formalised.

Targets and metrics

One of the objectives of Jungheinrich is increasing safety for customers by continually increasing the use of assistance systems, which have a preventive effect and support users. Objective achievement is continually recorded through the annual increase in built-in assistance systems in the material handling equipment. A specific target will be set once a policy is introduced.

The assistance display, a specially developed computer with an operating system at the core of the assistance systems, is a platform development that is being used to qualify and bring to market an ever-increasing number of assistance systems for different applications. The annual increase in sales of assistance displays reflects the market penetration of this innovative solution and thus the improvement in the safety of customers' material handling processes. At 103.6 per cent, the number of assistance displays installed in new material handling equipment more than doubled in comparison with 2023. This figure includes the initial equipping of new devices as well as retrofitting by after-sales services. This figure is not externally validated, but it is based on market analyses and findings from discussions with customers and internal experts.

GOVERNANCE

Business conduct

Material impacts and risks and their interaction with strategy and business model

The sustainable supply chain management system sets out actions to be taken to reduce incidents in supply chains that impact the environment or human rights and thus achieve a significant positive impact. The action plans aim to establish environmental and social standards in supply chains, especially by means of corporate due diligence processes.

Corporate culture and business conduct policies

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 Jellow Way describes the common understanding of sustainable conduct in everyday life and thus shapes the corporate culture. The mission statement is the foundation for cooperation in the company. The company also makes binding guidelines and standards, including a Group guideline for compliance, with clearly defined responsibilities, processes and structures, available to all employees. This includes the guideline on preventing corruption that are applicable throughout the Group. The guideline lays out specific action plans to avoid corruption and provides clear rules for combating unethical business practices. Jungheinrich has a zero tolerance approach to corruption.

MANAGEMENT OF SUPPLIER RELATIONSHIPS

2025 target	Base year and value
■ 80% of globally relevant purchasing volume is sustainable spend	**2022:** 70%

Responsible governance covers the entire value chain of Jungheinrich and especially includes procurement processes. Jungheinrich strives to be a reliable partner for customers, suppliers, employees, shareholders and all other stakeholders.

Management of relationships with suppliers

Policy
Sustainable procurement is an integral part of the sustainability strategy. The majority of the procurement volume originates from European, and especially German, suppliers. The direct suppliers are based primarily in Central and Western Europe, while some are in China. With its holistic supplier management, Jungheinrich strives to guarantee stability of supply and build up long-term partnerships with suppliers that share the commitment of Jungheinrich to sustainability. Potential suppliers must fulfil Group-wide approval criteria that are set out both in the Supplier Code of Conduct and the supplier manual [page 86].

Specific regulations to avoid payment delays, especially to small and medium-sized enterprises, are currently not part of the company's procurement guidelines. However, the company's comprehensive supplier management system ensures fair and responsible dealings with suppliers.

Actions and resources
Sustainable supply chain management focusses on reducing negative impacts on human rights and the environment in the supply chains by deriving action plans based on regular risk assessments. Policies, actions, metrics and targets for the Group-wide management of working conditions in the value chain all play an important role in this regard [page 86]. Suppliers must accept the Supplier Code of Conduct of Jungheinrich and – depending on the risk position – complete a sustainability assessment in order to enter into a partnership with Jungheinrich. The findings of the sustainability assessment are examined and integrated into internal reporting to allow a continual assessment of the sustainability performance.

These actions, such as the Supplier Code of Conduct, supplier self-assessments, supplier discussions, social audits at the suppliers' premises and membership in initiatives, are particularly relevant to minimising negative impacts in the supply chains. There is also an established process that allows the company to respond to supplier violations rapidly and appropriately.

Targets and metrics
Jungheinrich uses sustainable spend, as described above, to determine the efficacy of its actions. Sustainable spend should amount to 80 per cent by 2025 [page 87]. This figure indicates the share of suppliers that fulfil various ESG criteria. An increase in sustainable spend can contribute to the reduction of negative human rights and environmental effects in the supply chains.

ANNEX

ESRS index

List of disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2 – General disclosures

Disclosure requirement		Section in report	Page	Further information
BP-1	General basis for preparation of sustainability statements	General basis for preparation of sustainability statements	[35]	
BP-2	Disclosures in relation to specific circumstances	Disclosures in relation to specific circumstances	[36-37]	
GOV-1	The role of the administrative, management and supervisory bodies	Role of the administrative, management and supervisory bodies	[46-49]	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	[49]	
GOV-3	Integration of sustainability-related performance in incentive schemes	Integration of sustainability-related performance in incentive schemes	[50]	
GOV-4	Statement on due diligence	Statement on due diligence	[51]	
GOV-5	Risk management and internal controls over sustainability reporting	Risk management and internal controls over sustainability reporting	[50]	
SBM-1	Strategy, business model and value chain	Strategy, business model and value chain	[37-38]	
SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	[39]	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities and their interaction with strategy and business model	[40-42]	
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Disclosures on the materiality assessment process	[42-46]	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Material impacts, risks and opportunities and their interaction with strategy and business model Disclosures on the materiality assessment process List of disclosure requirements in ESRS covered by the undertaking's sustainability statement	[40, 42-43, 94-99]	

ESRS E1 – Climate change

Disclosure requirement		Section in report	Page	Further information
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	Integration of sustainability-related performance in incentive schemes	[50]	
E1-1	Transition plan for climate change mitigation	Policy and transition plan for climate change mitigation	[54]	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate change	[51-53]	
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Disclosures on the materiality assessment process	[44-46]	
E1-2	Policies related to climate change mitigation and adaptation	Climate change	[53-55, 61]	
E1-3	Actions and resources in relation to climate change policies	Climate change	[55-56, 61]	
E1-4	Targets related to climate change mitigation and adaptation	Climate change	[56-58, 61]	
E1-5	Energy consumption and mix	Energy consumption and mix	[60]	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Greenhouse gas emissions and decarbonisation targets	[57-59]	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Climate change mitigation and energy	[59-60]	
E1-8	Internal carbon pricing	Climate change mitigation and energy	[56]	
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not applicable (n/a)	n/a	n/a [phase-in]

ESRS E2 – Environmental pollution

Disclosure requirement		Section in report	Page	Further information
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities in connection with environmental pollution	Disclosures on the materiality assessment process	[46]	

ESRS E3 – Water and marine resources

Disclosure requirement		Section in report	Page	Further information
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities in connection with water and marine resources	Disclosures on the materiality assessment process	[46]	

ESRS E4 – Biodiversity and ecosystems

Disclosure requirement		Section in report	Page	Further information
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities in connection with biodiversity and ecosystems	Disclosures on the materiality assessment process	[46]	

ESRS E5 – Circular economy

Disclosure requirement		Section in report	Page	Further information
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities in connection with resource use and circular economy	Disclosures on the materiality assessment process	[43-44]	
E5-1	Policies related to resource use and circular economy	Circular economy	[62-63, 66-67]	
E5-2	Actions and resources in relation to resource use and circular economy	Circular economy	[63-64, 67]	
E5-3	Targets related to resource use and circular economy	Circular economy	[65-66, 68]	
E5-4	Resource inflows	Resource inflows, including resource utilisation, and resource outflows related to products and services	[65-66]	
E5-5	Resource outflows	Resource inflows, including resource utilisation, and resource outflows related to products and services	[66]	
E5-6	Anticipated financial effects from resource use and circular economy-related risks and opportunities	n/a	n/a	n/a [phase-in]

ESRS S1 – Own workforce

Disclosure requirement		Section in report	Page	Further information
ESRS 2 SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	[39]	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Own workforce	[75-76]	
S1-1	Policies related to own workforce	Own workforce	[79, 81-85]	
S1-2	Processes for engaging with own workers and employee representatives about impacts	Processes for engaging with own workers and workers' representatives about impacts	[78]	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Processes to remediate negative impacts and channels for own workers to raise concerns	[78]	
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Own workforce	[79-85]	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Own workforce	[80-82, 84-86]	
S1-6	Characteristics of the undertaking's employees	Characteristics of the undertaking's employees	[76]	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Characteristics of non-employee workers in the undertaking's own workforce	[76]	
S1-8	Collective bargaining coverage and social dialogue	n/a	n/a	Not material
S1-9	Diversity metrics	Diversity metrics	[82]	
S1-10	Adequate wages	n/a	n/a	Not material
S1-11	Social protection	n/a	n/a	Not material
S1-12	Persons with disabilities	n/a	n/a	n/a [phase-in]
S1-13	Training and skills development metrics	Training and skills development metrics	[84]	
S1-14	Health and safety metrics	Health and safety metrics	[81]	
S1-15	Work-life balance metrics	n/a	n/a	Not material
S1-16	Compensation metrics (pay gap and total compensation)	n/a	n/a	Not material
S1-17	Incidents, complaints and severe human rights impacts	Incidents, complaints and severe human rights impacts	[77]	

ESRS S2 – Workers in the value chain

Disclosure requirement		Section in report	Page	Further information
ESRS 2 SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	[39]	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Workers in the value chain	[86]	
S2-1	Policies related to value chain workers	Working conditions in the value chain	[86-87]	
S2-2	Processes for engaging with value chain workers about impacts	Working conditions in the value chain	[86-87]	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Working conditions in the value chain	[87-88]	
S2-4	Taking action on material impacts, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	Working conditions in the value chain	[87-88]	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Working conditions in the value chain	[88]	

ESRS S4 – Consumers and end-users

Disclosure requirement		Section in report	Page	Further information
ESRS 2 SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	[39]	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Consumers and end-users	[89]	
S4-1	Policies related to consumers and end-users	Consumers and end-users	[89-91]	
S4-2	Processes for engaging with consumers and end-users about impacts	Consumers and end-users	[89-91]	
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Consumers and end-users	[89-92]	
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Consumers and end-users	[89-92]	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Consumers and end-users	[90, 92]	

ESRS G1 – Business conduct

Disclosure requirement		Section in report	Page	Further information
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	Role of the administrative, management and supervisory bodies	[46-48]	
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Disclosures on the materiality assessment process	[43]	
G1-1	Corporate culture and business conduct policies	Corporate culture and business conduct policies	[92-93]	
G1-2	Management of relationships with suppliers	Management of relationships with suppliers	[93]	
G1-3	Prevention and detection of corruption and bribery	n/a	n/a	Not material
G1-4	Incidents of corruption or bribery	n/a	n/a	Not material
G1-5	Political influence and lobbying activities	n/a	n/a	Not material
G1-6	Payment practice	n/a	n/a	Not material

List of data points in cross-cutting and topical standards that derive from other EU legislation

The following table contains all data points that result from other EU legislation, as shown in ESRS 2 Annex B, and lists where these data points can be found in this sustainability statement and which data points are classified as not material.

Disclosure requirement	Data points		SFDR reference	Three pillars reference	Benchmark regulation reference	EU Climate Act reference	Section	Page
ESRS 2 GOV-1	21 (d)	Board's gender diversity	x		x		Role of the administrative, management and supervisory bodies	[46-47]
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent			x		Role of the administrative, management and supervisory bodies	[47]
ESRS 2 GOV-4	30	Statement on due diligence	x				Statement on due diligence	[51]
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	x	x	x		Not relevant	n/a
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	x		x		Not relevant	n/a
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	x		x		Not relevant	n/a
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			x		Not relevant	n/a
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x	Policy and transition plan for climate change mitigation	[54]
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks		x	x		Not relevant	n/a
ESRS E1-4	34	GHG emission reduction targets	x	x	x		Climate change mitigation and energy	[56-58]
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x				Energy consumption and mix	[60]
ESRS E1-5	37	Energy consumption and mix	x				Energy consumption and mix	[60]
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	x				Energy intensity per net revenue	[60]
ESRS E1-6	44	Gross Scopes 1, 2 and 3 and total GHG emissions	x	x	x		Greenhouse gas emissions and decarbonisation targets	[57-58]
ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x		Greenhouse gas intensity per net revenue	[58]
ESRS E1-7	56	GHG removals and carbon credits				x	Climate change mitigation and energy	[59-60]
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		n/a [phase-in]	n/a
ESRS E1-9	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk		x			n/a [phase-in]	n/a
ESRS E1-9	66 (c)	Location of significant assets at material physical risk		x			n/a [phase-in]	n/a
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		x			n/a [phase-in]	n/a
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		n/a [phase-in]	n/a

Disclosure requirement	Data points		SFDR reference	Three pillars reference	Benchmark regulation reference	EU Climate Act reference	Section	Page
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	x				Not material	n/a
ESRS E3-1	9	Water and marine resources	x				Not material	n/a
ESRS E3-1	13	Dedicated policy	x				Not material	n/a
ESRS E3-1	14	Sustainable oceans and seas	x				Not material	n/a
ESRS E3-4	28 (c)	Total water recycled and reused	x				Not material	n/a
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	x				Not material	n/a
ESRS 2 SBM-3-E4	16 (a) i		x				Not material	n/a
ESRS 2 SBM-3-E4	16 (b)		x				Not material	n/a
ESRS 2 SBM-3-E4	16 (c)		x				Not material	n/a
ESRS E4-2	24 (b)	Sustainable land/agriculture practices or policies	x				Not material	n/a
ESRS E4-2	24 (c)	Sustainable oceans/seas practices or policies	x				Not material	n/a
ESRS E4-2	24 (d)	Policies to address deforestation	x				Not material	n/a
ESRS E5-5	37 (d)	Non-recycled waste	x				Waste generation	[68]
ESRS E5-5	39	Hazardous waste and radioactive waste	x				Waste generation	[68]
ESRS 2 SBM-3-S1	14 (f)	Risk of incidents of forced labour	x				Policy for compliance with human rights	[77]
ESRS 2 SBM-3-S1	14 (g)	Risk of incidents of child labour	x				Policy for compliance with human rights	[77]
ESRS S1-1	20	Human rights policy commitments	x				Policy for compliance with human rights	[76-77]
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8			x		Policy for compliance with human rights	[76-77]
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x				Policy for compliance with human rights	[76-77]
ESRS S1-1	23	Workplace accident prevention policy or management system	x				Health and safety	[79]
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	x				Processes to remediate negative impacts and channels for own workers to raise concerns	[78]
ESRS S1-14	88 (b)(c)	Number of fatalities and number and rate of work-related accidents	x				Health and safety	[81]

Disclosure requirement	Data points		SFDR reference	Three pillars reference	Benchmark regulation reference	EU Climate Act reference	Section	Page
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	x				Health and safety	[81]
ESRS S1-16	97 (a)	Unadjusted gender pay gap	x		x		Not material	n/a
ESRS S1-16	97 (b)	Excessive CEO pay ratio	x				Not material	n/a
ESRS S1-17	103 (a)	Incidents of discrimination	x				Incidents, complaints and severe human rights impacts	[77]
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	x		x		Incidents, complaints and severe human rights impacts	[77]
ESRS 2 SBM-3-S2	11 (b)	Significant risk of child labour or forced labour in the value chain	x				Workers in the value chain	[86]
ESRS S2-1	17	Human rights policy commitments	x				Working conditions in the value chain	[86-87]
ESRS S2-1	18	Policies related to value chain workers	x				Working conditions in the value chain	[86-87]
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		Working conditions in the value chain	[86]
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8			x		Working conditions in the value chain	[86-87]
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x				Workers in the value chain	[86-87]
ESRS S3-1	16	Human rights policy commitments	x				Not material	n/a
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		Not material	n/a
ESRS S3-4	36	Human rights issues and incidents	x				Not material	n/a
ESRS S4-1	16	Policies related to consumers and end-users	x				Consumers and end-users	[89-91]
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		Consumers and end-users	[90-91]
ESRS S4-4	35	Human rights issues and incidents	x				Consumers and end-users	[90-91]
ESRS G1-1	10 (b)	United Nations Convention against Corruption	x				Not material	n/a
ESRS G1-1	10 (d)	Protection of whistle-blowers	x				Not material	n/a
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	x		x		Not material	n/a
ESRS G1-4	24 (b)	Standards of anti-corruption and anti-bribery	x				Not material	n/a

Templates in accordance with the EU Taxonomy Regulation

Template: Proportion of turnover from products or services associated with taxonomy-aligned economic activities
Disclosure covering year 2024

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**Turnover (3)**	Proportion of turnover, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		in € 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	604.1	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
3.6. Manufacture of other low-carbon technologies	CCM 3.6	263,290.6	4.9%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	8.7%	E	
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1.)		**263,894.6**	**4.9%**	**4.9%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**8.7%**		
of which enabling		263,894.6	4.9%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	8.7%	E	
of which transitional		0.0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y	0.0%		T
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	–	–	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
3.6. Manufacture of other low-carbon technologies	CCM 3.6, CCA 3.6	483,825.7	9.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								8.3%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	1,323,739.3	24.6%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								22.4%		
5.4. Sale of second-hand goods	CE 5.4	207,330.3	3.8%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								3.8%		
5.5. Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	1,655,166.4	30.7%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								28.5%		

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**Turnover (3)**	Proportion of turnover, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)		**3,670,061.8**	**68.1%**	**9.0%**	**0.0%**	**0.0%**	**0.0%**	**59.1%**	**0.0%**								**63.0%**		
A. Turnover of taxonomy-eligible activities (A.1.+A.2.)		**3,933,956.4**	**73.0%**	**13.9%**	**0.0%**	**0.0%**	**0.0%**	**59.1%**	**0.0%**								**71.7%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of taxonomy-non-eligible activities (B)		**1,457,927.6**	**27.0%**																
Total (A+B)		**5,391,884.0**	**100.0%**																

Table contains rounding differences.

Extent of taxonomy eligibility and alignment by environmental objective

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	4.9%	13.9%
CCA	0.0%	9.0%
WTR	0.0%	0.0%
CE	0.0%	59.1%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

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 environmental 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 CapEx from products or services associated with taxonomy-aligned economic activities
Disclosure covering year 2024

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**CapEx (3)**	Proportion of CapEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		in € 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	5,567.1	0.9%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.8%	E	
3.6. Manufacture of other low-carbon technologies	CCM 3.6	32,781.7	5.1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.5%	E	
5.1. Repair, refurbishment and remanufacturing	CE 5.1	1,052.5	0.2%	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	338.1	0.1%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6	281.8	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2%	E	
7.7. Acquisition and ownership of buildings	CCM 7.7	10.3	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%		
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1.)		**40,031.6**	**6.2%**	**6.0%**	**0.0%**	**0.0%**	**0.0%**	**0.2%**	**0.0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**1.6%**		
of which enabling		40,031.6	6.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	1.6%	E	
of which transitional		0.0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y	0.0%		T
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
1.2. Manufacture of electrical and electronic equipment	CE 1.2	8,647.3	1.3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.0%		
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	–	–	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
3.6. Manufacture of other low-carbon technologies	CCM 3.6, CCA 3.6	23,862.4	3.7%	EL	EL	N/EL	N/EL	N/EL	N/EL								7.7%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	25,220.0	3.9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								3.4%		
6.5. Transport by motorbikes, passenger cars and commercial vehicles	CCM 6.5, CCA 6.5	20,987.8	3.2%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.9%		
6.6. Freight transport services by road	CCM 6.6, CCA 6.6	340.4	0.1%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**CapEx (3)**	Proportion of CapEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
7.1. Construction of new buildings	CCM 7.1, CCA 7.1, CE 3.1	1,265.9	0.2%	EL	EL	N/EL	N/EL	EL	N/EL								0.0%		
7.2. Renovation of existing buildings	CCM 7.2, CCA 7.2, CE 3.2	1,471.5	0.2%	EL	EL	N/EL	N/EL	EL	N/EL								0.2%		
7.3. Installation, maintenance and repair of energy-efficient equipment	CCM 7.3, CCA 7.3	2,717.3	0.4%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.2%		
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	–	–	EL	EL	N/EL	N/EL	N/EL	N/EL								0.2%		
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	780.8	0.1%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1%		
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6, CCA 7.6	103.5	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1%		
7.7. Acquisition and ownership of buildings	CCM 7.7, CCA 7.7	22,170.6	3.4%	EL	EL	N/EL	N/EL	N/EL	N/EL								5.3%		
8.1. Data processing, hosting and related activities	CCM 8.1, CCA 8.1	180.5	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)		**107,747.9**	**16.6%**	**11.4%**	**0.0%**	**0.0%**	**0.0%**	**5.2%**	**0.0%**								**20.2%**		
A. CapEx of taxonomy-eligible activities (A.1.+A.2.)		**147,779.4**	**22.8%**	**17.4%**	**0.0%**	**0.0%**	**0.0%**	**5.4%**	**0.0%**								**21.8%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of taxonomy-non-eligible activities (B)		**499,669.6**	**77.2%**																
Total (A+B)		**647,449.0**	**100.0%**																

Table contains rounding differences.

Extent of taxonomy eligibility and alignment by environmental objective

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	6.0%	17.4%
CCA	0.0%	11.4%
WTR	0.0%	0.0%
CE	0.2%	5.8%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

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 environmental 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 2024

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**OpEx (3)**	Proportion of OpEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		in € 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	3,118.8	1.5%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.4%	E	
3.6. Manufacture of other low-carbon technologies	CCM 3.6	88,746.9	42.2%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	2.7%	E	
5.1. Repair, refurbishment and remanufacturing	CE 5.1	808.4	0.4%	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	35.1	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
7.7. Acquisition and ownership of buildings	CCM 7.7	1.6	0.0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%		
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1.)		**92,710.9**	**44.0%**	**43.7%**	**0.0%**	**0.0%**	**0.0%**	**0.4%**	**0.0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**3.1%**		
of which enabling		92,710.9	43.7%	43.7%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	3.1%	E	
of which transitional		0.0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y	0.0%		T
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
1.2. Manufacture of electrical and electronic equipment	CE 1.2	488.4	0.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.0%		
3.4. Manufacture of batteries	CCM 3.4, CCA 3.4	–	–	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
3.6. Manufacture of other low-carbon technologies	CCM 3.6, CCA 3.6	21,715.4	10.3%	EL	EL	N/EL	N/EL	N/EL	N/EL								47.4%		
5.1. Repair, refurbishment and remanufacturing	CE 5.1	8,602.1	4.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								4.4%		
6.5. Transport by motorbikes, passenger cars and commercial vehicles	CCM 6.5, CCA 6.5	6,145.6	2.9%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.7%		
6.6. Freight transport services by road	CCM 6.6, CCA 6.6	4.2	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code(s) (2)	**OpEx (3)**	Proportion of OpEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Environmental Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Environmental Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Share of taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
7.2. Renovation of existing buildings	CCM 7.2, CCA 7.2, CE 3.2	3.5	0.0%	EL	EL	N/EL	N/EL	EL	N/EL								0.0%		
7.3. Installation, maintenance and repair of energy-efficient equipment	CCM 7.3, CCA 7.3	479.6	0.2%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
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	–	–	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1%		
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	246.4	0.1%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
7.6. Installation, maintenance and repair of renewable energy technologies	CCM 7.6, CCA 7.6	1.9	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1%		
7.7. Acquisition and ownership of buildings	CCM 7.7, CCA 7.7	18,553.9	8.8%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
8.1. Data processing, hosting and related activities	CCM 8.1, CCA 8.1	2,082.2	1.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								7.0%		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2.)		**58,323.2**	**27.7%**	**23.4%**	**0.0%**	**0.0%**	**0.0%**	**4.3%**	**0.0%**								**62.8%**		
A. OpEx of taxonomy-eligible activities (A.1.+A.2.)		**151,034.1**	**71.7%**	**67.0%**	**0.0%**	**0.0%**	**0.0%**	**4.7%**	**0.0%**								**65.9%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of taxonomy-non-eligible activities (B)		**59,490.5**	**28.3%**																
Total (A+B)		**210,524.5**	**100.0%**																

Table contains rounding differences.

Extent of taxonomy eligibility and alignment by environmental objective

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	43.7%	67.0%
CCA	0.0%	23.4%
WTR	0.0%	0.0%
CE	0.4%	4.7%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

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 environmental 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