

ESG FACTBOOK 2025

Turning goals into progress

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Sustainability strategy and implementation

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3 questions for: Gabriele Maurer, Vice President of Corporate Sustainability, Health and Safety

Why is sustainability a central component of the corporate strategy at Jungheinrich?

For Jungheinrich, sustainability is not just a matter of attitude, but also a decisive factor for long-term competitiveness. It influences investment decisions, access to markets, our customers' expectations, and how we are assessed by the capital markets and rating agencies. At the same time, it is closely linked to our core business: efficient, circular and safe are central performance promises of modern material handling and, for us, represent the future of the warehouse. With this ESG Factbook, we therefore aim to demonstrate clearly and transparently – even beyond regulatory requirements – where Jungheinrich stands. It supplements our CSRD-compliant reporting with visually presented data and topics which, whilst not considered material within the meaning of the CSRD, are of high relevance to Jungheinrich and our stakeholders.

Where do you see the greatest opportunity to make sustainability a reality?

The greatest opportunity lies in the consistent integration of sustainability into our products, solutions and processes. To us it is important to make the impact measurable across the entire value chain and to create genuine added value. This applies to our customers as well as to Jungheinrich itself. Our electrified, energy-efficient – and increasingly circular – solutions demonstrate how environmental and economic goals can work in tandem. Complemented by clear governance structures and transparent target systems, this creates a robust foundation for sustainable value creation.

What gives you confidence that Jungheinrich can successfully implement its sustainability ambitions in the long term?

Our clear strategic focus, verifiable targets, and a high level of innovation and implementation expertise in our core business are the best foundations for a successful long-term implementation. Furthermore, sustainability is firmly integrated into all key decision-making processes at Jungheinrich.



Gabriele Maurer,
Vice President Corporate Sustainability, Health and Safety

Our targets are regularly measured, externally assessed and further developed. This combination of ambition, transparency and operational integration builds trust among our stakeholders and, in our view, is the key to ensuring long-term stability, resilience and sustainable corporate value.

Sustainability highlights 2025



Advancing the circular economy

We have successfully established our global circular economy strategy. The high recycling rate of our used equipment is already a success today.



Improved occupational safety

The LTIR (lost-time injuries per million working hours) stands at 10.5. We have thus reduced it further and exceeded our 2025 target.



Less landfill waste worldwide

By 2025, we were able to reduce the proportion of our global landfill waste by just under 75% – a significant step towards our ambitious waste targets.



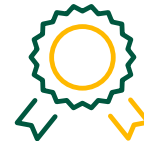
More women in leadership roles

The share of women on the Board of Management and Supervisory Board stands at 41% in 2025 (previous year: 35%).



Sustainable procurement volume increased

Our sustainable spend has risen further and now stands at 82%, meaning we have exceeded our target of 80% by 2025.



Outstanding sustainability

The renewed Platinum rating from EcoVadis and the top grade of A in the CDP rating confirm our steadily improving sustainability performance.

By winning the 2026 German Sustainability Award, we have received one of Europe's most prestigious awards for corporate responsibility. This achievement confirms that we are on the right track – harmonising economic efficiency with sustainability.



ESG ratings, initiatives and memberships

Jungheinrich uses ESG ratings to make progress measurable and transparent. The ratings show how we perform compared to the market and help us to identify external requirements at an early stage and address them in a targeted manner.

ESG Ratings



2025	Platinum (85 points)	A	B- Prime	20.8
2024	Platinum (82 points)	B	B- Prime	26.6
Scale	0 to 100; Medals Bronze to Platinum	A to F	A+ to D-	0 to 100 smaller number = lower risk
Trend	↗	↗	→	↗

EcoVadis assesses companies against 21 sustainability criteria across four core areas: the environment, labour and human rights, ethics, and sustainable procurement. Only the top 1% of assessed companies receive the Platinum medal.

CDP is an international disclosure programme for assessing environmental performance. It is based on standardised climate and environment-related data, which is disclosed by participating organisations and evaluated in a comparable manner.

ISS ESG assesses companies using sector-specific ESG analyses. The assessment is based on qualitative and quantitative indicators relating to environmental, social and governance factors, supplemented by controversy monitoring and materiality assessments.

Sustainalytics assesses companies according to their material ESG risks and the effectiveness of their risk management. The analysis is based on public data, sector-specific ESG issues and a regularly updated review process.

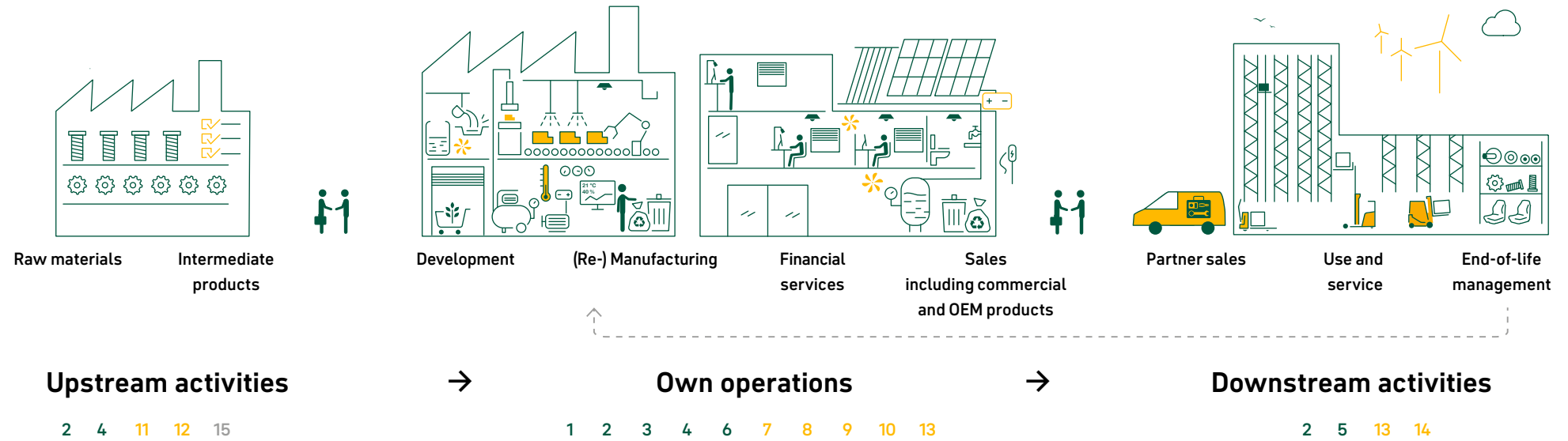
Initiatives and memberships



econsense



An overview of our value creation



Related material matters

Environment

Climate change

- 1 Climate change adaptation
- 2 Climate change mitigation
- 3 Energy

Circular economy

- 4 Resource inflows, including resource use
- 5 Resource outflows related to products and services
- 6 Waste

Social

Own work force

- 7 Health and safety
- 8 Diversity
- 9 Training and skills development
- 10 Data protection

Workers in the value chain

- 11 Working conditions
- 12 Other work-related rights

Consumers and end-users

- 13 Data protection
- 14 Health and safety

Governance

Business conduct

- 15 Management of relationships with suppliers, including payment practices

Sustainable material handling

We are shaping the future of warehousing for our customers:

**efficient,
circular-ready,
safe.**

→ [For more information, please visit our website.](#)

Sustainability Strategy 2030+: Our vision and mission

Our vision:

**To be one of the most sustainable
companies in the world.**

**Validated by leading sustainability ratings and supported by
ambitious targets along the entire value chain.**

Our vision:

**Driven by purpose and passion,
we enable sustainable material
handling by turning ambitious goals
into trusted solutions that deliver
real change.**

Sustainability Strategy 2030+: Ambitious goals

2030+ STRATEGY

- Global expansion
- Automation
- Portfolio extension
- Transformation
- Sustainability**

Sustainability is and remains our priority – and a fundamental part of our corporate strategy.



ESG initiatives and progress



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We have included relevant information up to 31 December 2025.

ESG structure and ambition



E

Environment

We strengthen our business practices in circularity, climate action, EHS and compliance, and integrate these priorities into all decision-making processes.



S

Social

We create a people-centered culture with safe and healthy workplaces and empower our employees to act sustainably. Through strong partnerships with our customers and suppliers, we enable sustainable material handling in our value chain.



G

Governance

We ensure streamlined processes, robust metrics, and transparent reporting to establish trust and reliability in our continuously improving sustainability performance and to drive resilience.

Environment



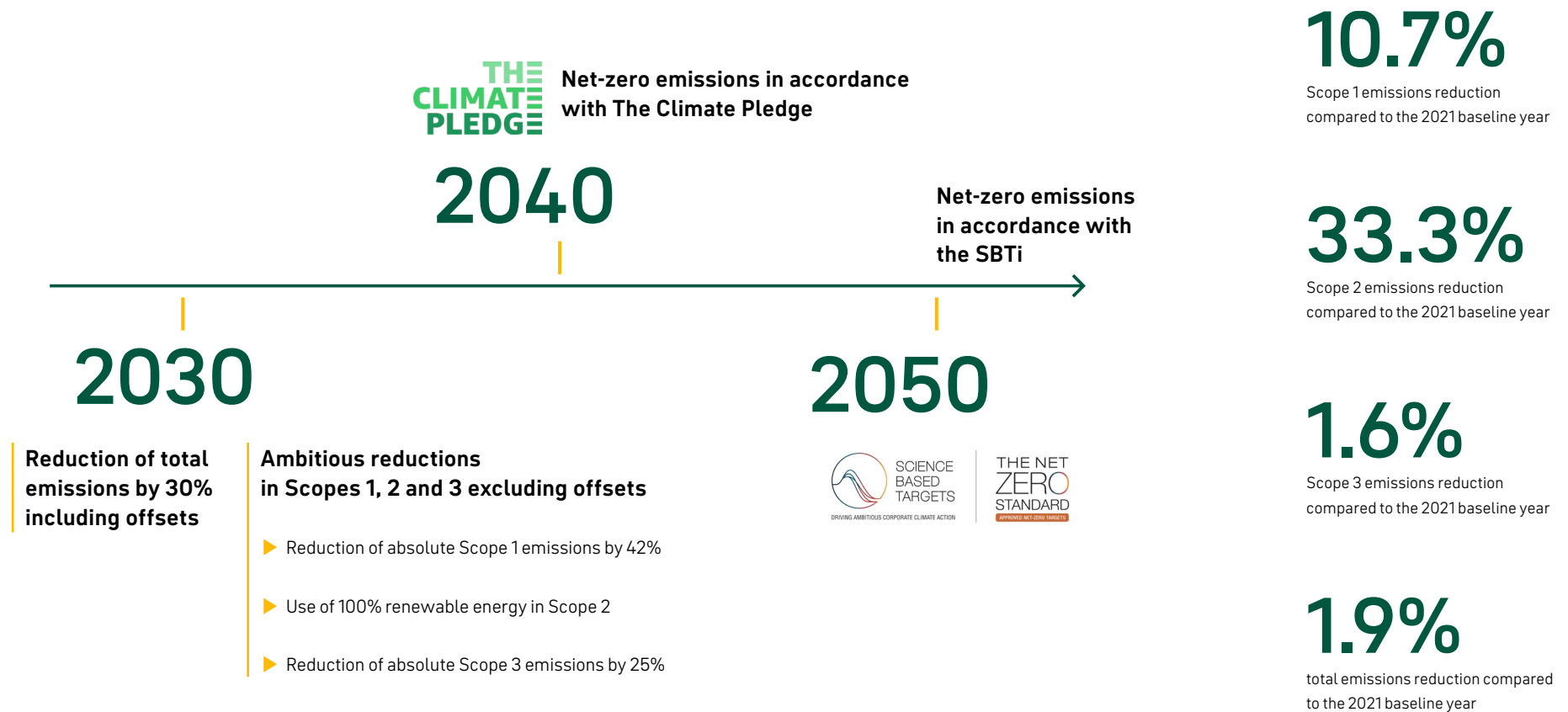
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An overview of strategic environmental targets

Topic	Target	Timeframe
Climate change mitigation	Reduction of absolute emissions in Scopes 1, 2 and 3 by 90% each compared to the base year 2021	By 2050
	Net-zero emissions in Scopes 1, 2 and 3, including offsetting of residual emissions in accordance with SBTi	By 2050
	Reduction of absolute Scope 1 emissions by 42%	By 2030
	Use of 100% renewable energy in Scope 2	
	Reduction of absolute Scope 3 emissions by 25%	By 2030
	Reduction of emissions across all scopes by 30% compared to 2021 or offsetting through appropriate measures	
	Full neutralisation of emissions in Scopes 1, 2 and 3	By 2040
Climate change adaptation	No severe business interruptions at sites due to climate-related hazards	Ongoing
Resource inflows and outflows	Maintaining the existing secondary material ratio at least at the current level	Ongoing
	Maintaining the current proportion of recyclable materials in products and increasing the proportion in packaging	Ongoing
	Minimising environmental impact through efficient use of resources throughout the entire value chain in the areas of circular inputs, operations, use and outputs	Ongoing
Waste	No landfill waste from production processes at German plants	By 2025
	Reduction of the proportion of global landfill waste in total waste by one third to 8.5%	By 2025
	No landfill waste generated by internal work processes at sites with established recycling systems worldwide	By 2030
	Reducing residual waste per plant by 5%	By 2025
Material compliance	100% of suppliers provide information on conflict minerals using the Conflict and Extended Minerals Reporting Template	Ongoing

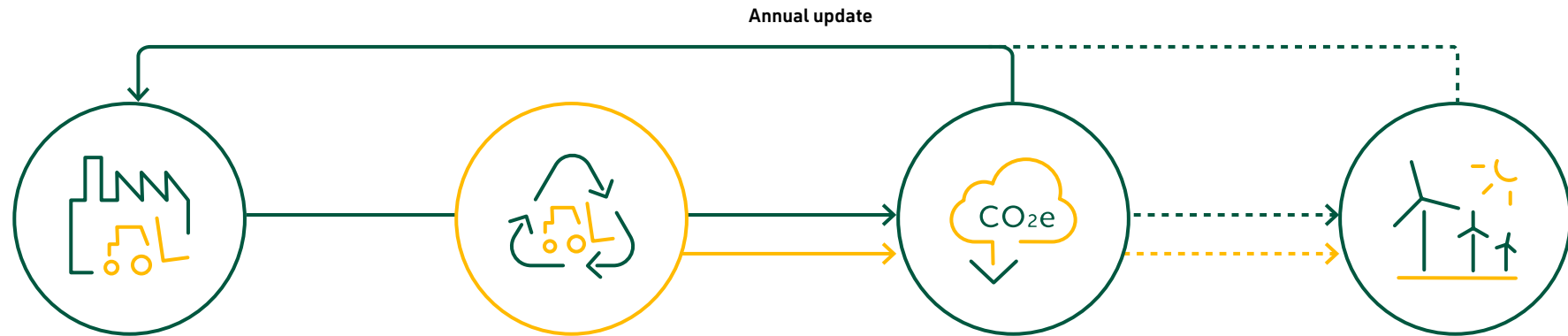
Roadmap to net-zero

Since 2023, we have been following a science-based reduction pathway validated by the SBTi to reduce greenhouse gas emissions in Scopes 1 to 3. Unavoidable residual emissions are offset in the long term through selected, verifiable climate protection projects.



Greenhouse gas management

To achieve the net-zero target, Jungheinrich is pursuing a comprehensive decarbonisation approach that takes the entire value chain into account. This approach is based on a four-stage greenhouse gas management system comprising data transparency, avoidance and reduction measures, and offsetting.



1. Corporate Carbon Footprint (CCF)

Annual determination of Group-wide greenhouse gas emissions by calculating the CCF in accordance with the Greenhouse Gas Protocol.

2. Product Carbon Footprint (PCF)

Preparation of PCFs for the portfolio across the entire life cycle ("cradle to grave") in accordance with current standards (ISO 14040/14044 and/or 14067).

3. Roadmap

Identification of key measures and milestones for systematic emissions reduction, and their implementation within the Road to Zero Emissions based on CCF and PCF.

4. Voluntary Offsetting

Voluntary offsetting of unavoidable residual emissions based on the comprehensive offsetting or neutralisation strategy.

Greenhouse gas emissions

Greenhouse gas emissions in thousand tonnes of CO ₂ e		Retrospective				Milestones and target years ¹		
		2021 (base year)	2025	2024	% 2025/2024	2030	2050	Annual % of target/base year ²
Scope 1 greenhouse gas emissions	Gross Scope 1 greenhouse gas emissions	55.7	49.8	49.6	0.3	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	23	23.9	-3.7			
	Gross market-based Scope 2 greenhouse gas emissions	9.3	0.2	6.5	-3.9	0.0 ³	–	11.1
Significant Scope 3 greenhouse gas emissions	Total indirect gross Scope 3 greenhouse gas emissions ⁴	2,555.9	2,513.9	2,519.3	-0.2	1,916.9	–	2.8
	1 Purchased goods and services	1,037.5	1,089.2	994	9.6			
	2 Capital goods	14.8	23.5	16.3	43.9			
	3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	16.2	17.5	17.6	-0.3			
	4 Upstream transportation and distribution	118.4	105.9	88.9	19.1			
	5 Waste generated in operations	4.2	5.3	6.1	-12.5			
	6 Business travel	5.1	12.3	12.9	-4.6			
	7 Employee commuting	13.7	15.6	15.7	-1			
	8 Upstream leased assets	–	–	–				
	9 Downstream transportation	39.5	22.9	19.3	19.1			
	10 Processing of sold products	–	–	–				
	11 Use of sold products	1,198.3	995.5	1,095	-9.1			
	12 End of life treatment of sold products	44.7	92	91.1	1			
	13 Downstream leased assets	–	–	–				
	14 Franchises	–	–	–				
15 Investments	63.5	134.2	162.5	-17.4				
Total greenhouse gas emissions	Total greenhouse gas emissions (location-based)	2,636.2	2,586.7	2,592.8	-0.2			
	Total greenhouse gas emissions (market-based)	2,620.9	2,569.9	2,575.4	-0.2	1,949.2	262.1 ⁵	2.8

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

² The calculation is based on the target year of 2030.

³ In line with the SBTi target, 100 percent renewable energy is to be used for Scope 2 emissions, thereby achieving an emissions level of nearly 0 tons of CO₂e.

⁴ A methodological adjustment to the emissions database used for spend-based calculations leads to a substantial increase in CO₂e emissions in the corresponding scope categories.

⁵ In line with the SBTi target, the goal is to reduce 90 percent of Scope 1, Scope 2, and Scope 3 emissions.

Energy

Group-wide energy management encompasses the reduction of energy consumption at our own sites, the expansion of infrastructure for electric mobility, and the increased generation and use of electricity from renewable energy sources.

Energy consumption and energy mix

in MWh; unless otherwise stated		2025	2024
(1)	Fuel consumption from coal and coal products	–	–
(2)	Fuel consumption from crude oil and petroleum products	158,737.8	163,723.2
(3)	Fuel consumption from natural gas	52,060.6	48,821.5
(4)	Fuel consumption from other fossil sources	5.5	2.9
(5)	Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	14,509.6	14,072.6
(6)	Total fossil energy consumption	225,313.5	226,620.2
	Share of fossil sources in total energy consumption (in %)	77.3	77.7
(7)	Consumption from nuclear sources	1,405.9	1,242.0
	Share of consumption from nuclear sources in total energy consumption (in %)	0.5	0.4
(8)	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen and others)	–	–
(9)	Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	62,380.0	61,714.0
(10)	Consumption of self-generated non-fuel renewable energy	2,518.6	1,961.0
(11)	Total renewable energy consumption	64,898.6	63,675.0
	Share of renewable sources in total energy consumption (in %)	22.3	21.8
	Total energy consumption	291,617.9	291,537.2

81%

proportion of renewable electricity
in total electricity consumption

296

number of electric customer service
vehicles (2024: 68 | +335%)

31%

proportion of electric vehicles in the
company fleet

Greenhouse gas intensity and energy intensity

Greenhouse gas intensity per net revenue

	2025	2024
Revenue (in € million)	5,502.1	5,391.9
Revenue from climate-intensive sectors (in € million)	5,502.1	5,391.9
Greenhouse gas emissions (location-based) per net revenue (in thousand tonnes of CO ₂ e per € million)	0.47	0.48
Greenhouse gas emissions (market-based) per net revenue (in thousand tonnes of CO ₂ e per € million)	0.47	0.48

Energy intensity per net revenue

	2025	2024
Net revenue from activities in high climate impact sectors (in € million)	5,502.1	5,391.9
Energy intensity (in MWh/€ million)	53.0	54.1

Climate risks

Through the systematic analysis of physical climate risks, we assess potential climate hazards at all of our locations worldwide. Resilience to climate-related risks is enhanced through adaptation measures that have already been implemented and those that are planned.

Process for identifying and managing physical climate risks

1. Risk identification

Physical climate risks are regularly analysed and considered an integral part of risk management. These risks are identified based on the company's own site-specific information as well as external climate data from the IPCC's optimistic (1.5 °C) and pessimistic (4.3 °C) climate scenarios for 2030 and 2050.

2. Risk assessment

Physical risks are classified as high, medium or low according to their economic relevance, and impacts on assets and business operations are taken into account.

3. Risk mitigation

For identified moderate and high physical climate risks, an assessment is conducted to determine whether suitable adaptation measures are already in place. If such measures are not in place or are insufficient, site-specific adaptation plans are developed and must be implemented within five years.

4. Target tracking

The central target of avoiding severe climate-related business interruptions at the company's own locations serves to determine the effectiveness of the adaptation measures. Tracking this target allows progress to be presented transparently and need for action to be identified.

Proportion of sites with high physical climate risk by time horizon and climate scenario

Category	Type	Climate hazard	Current	2030		2050	
				1.5°C scenario	4.3 °C scenario	1.5 °C scenario	4.3 °C scenario
Temperature	Acute	Heatwave	●	●	●	●	■
	Acute	Wildfire*	●	●	●	●	●
	Acute	Coldwave*	●	●	●	●	●
	Chronic	Heat stress	●	●	▲	▲	▲
	Chronic	Changing temperature	●	●	●	●	▲
Water	Acute	Heavy precipitation	●	●	●	●	●
	Acute	Flood	●	●	●	●	●
	Acute	Drought*	●	●	●	●	●
	Chronic	Water stress	●	■	■	■	■
	Chronic	Ocean acidification*	●	●	●	●	●
Wind	Acute	Storm and tropical cyclone*	●	●	●	●	●
Solid mass	Acute	Ground subsidence and landslide	●	●	●	●	●
	Chronic	Soil and coastal erosion	●	●	●	●	●

* Fewer than 5% of locations are at high risk from this climate hazard.

- ≤ 33%
- > 33% to ≤ 66%
- ▲ > 66% to 100%

100%

of locations with completed climate risk analysis

< 33%

of locations currently facing high climate risks

0

severe climate-related business interruptions in 2025

Climate resilience

Jungheinrich implements proven measures across all sites to reduce physical climate risks and strengthen operational resilience:

- ▶ Protection and maintenance of critical infrastructure
- ▶ Storm-proof building structures
- ▶ Contingency plans
- ▶ Training and organisational measures
- ▶ Drainage and flood protection
- ▶ Infiltration basins and mobile protection systems such as sandbags
- ▶ Water reserves and efficient water usage systems
- ▶ Insulation as well as temperature and ventilation management
- ▶ Cooling and air-conditioning systems, as well as sun protection

Water stress

Water stress poses a relatively limited risk to Jungheinrich, as the company does not operate any water-intensive production processes. The majority of water consumption occurs at the production plants, only two of which are located in regions with high water stress risk. Jungheinrich carries out assessments of water-related environmental impacts at specific sites. These analyses consider risks associated with the availability and quality of water. The assessments have not identified any significant water-related environmental impacts.

Potential risks are addressed through targeted technical and organisational measures within an adapted water management system:

- ▶ Reduction of water consumption through recycling and treatment of process and wash water
- ▶ Reduction of wastewater volumes and optimisation of wastewater systems
- ▶ Reduction of environmental risks through the substitution of water-intensive process steps

28.5%

of locations currently facing high risk of water stress

2.7%

of locations with a high risk of water stress operating water-related production processes

21,850.6 m³

water consumption in production plants in waterstressed areas

Circular economy

Targets

- ▶ Minimising environmental impact through the efficient use of resources throughout the entire value chain in the areas of circular inputs, operations, use and outputs
- ▶ Maintaining the existing secondary material ratio at least at the current level
- ▶ Maintaining the current proportion of recyclable materials in products and increasing the proportion in packaging
- ▶ No landfill waste from production processes at German plants by 2025
- ▶ Global landfill waste share reduced from 12.7% (2019) to 8.5% by 2025
- ▶ No landfill waste generated by internal work processes at sites with established recycling systems worldwide by 2030
- ▶ Reducing residual waste per plant by 5% until 2025

Actions

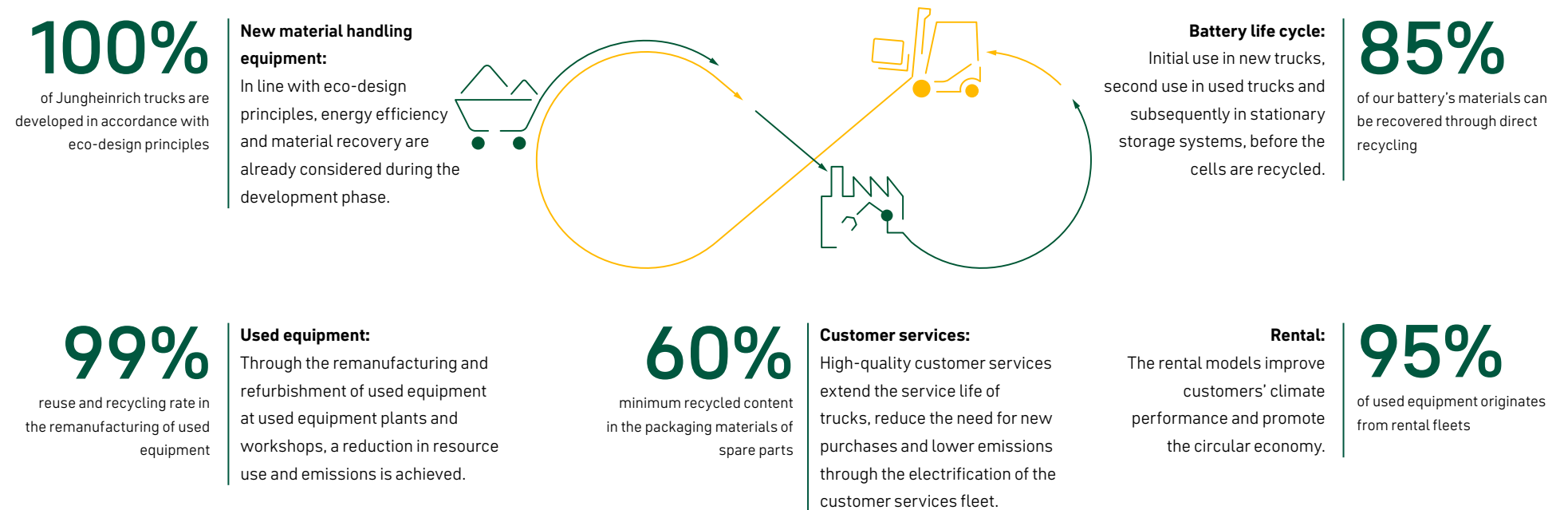
- ▶ In the truck production process, environmental-friendly design is implemented through eco-design principles
- ▶ A Group-wide waste policy, comprehensive waste statistics and awareness-raising improve transparency and reduce residual waste
- ▶ Implementation of a group-wide EHS organisation and centralised EHS software to improve management and data transparency
- ▶ Repair and maintenance by the customer service extend the product lifetime
- ▶ Returned vehicles are remanufactured and refurbished in used equipment plants or workshops and put back into service
- ▶ Trucks that cannot be reused or remanufactured and refurbished are recycled externally, resulting in a recycling rate of 99%
- ▶ A recycling process for lithium-ion batteries enables extensive recovery of steel, copper, aluminium and plastic – the lithium is further processed in subsequent recycling stages

Resource inflows and outflows

		2025	2024
Resource in-flows	Total weight of products and technical and biological materials used (including packaging) (t)	538,806.0	544,961.2
	Weight of reused or recycled secondary components and materials in production (t)	143,132.7	134,005.2
	Proportion of reused or recycled secondary components and materials in production (%)	26.6	24.6
Resource out-flows	Reuse rate of materials in all used equipment (in %)	98.2	97.4

Circular economy throughout the product life cycle

For Jungheinrich, circular business models are the way forward. In 2025, we completed the development of our Group-wide circular economy strategy, which we had begun the previous year. Building on this foundation, we are using a holistic life-cycle approach to continue driving sustainable material handling as a pioneer in the field.



Waste

Jungheinrich systematically reduces waste through prevention, separation and recycling. Training, clear guidelines and optimised disposal processes promote high recycling rates, minimise residual waste destined for landfill and drive sustainable disposal solutions worldwide.

in tonnes	2025	2024
Total amount of waste generated	28,162.5	31,323.5
Total amount of waste diverted from disposals	23,305.4	25,853.1
Total amount of hazardous waste recovered	9,247.3	7,303.0
Preparation for reuse	1,293.0	1,507.8
Recycling	7,684.4	5,616.4
Other recovery operations	269.9	178.8
Total amount of non-hazardous waste recovered	14,058.1	18,550.2
Preparation for reuse	387.4	835.6
Recycling	13,358.0	17,675.8
Other recovery operations	312.7	38.9
Total amount of waste for disposals	4,857.0	5,470.4
Total amount of hazardous waste disposed of	1,196.5	1,324.1
Incineration	538.8	626.0
Landfill	49.2	88.7
Other disposal operations	608.6	609.4
Total amount of non-hazardous waste disposed of	3,660.5	4,146.3
Incineration	820.7	1,040.8
Landfill	875.8	1,017.6
Other disposal operations	1,964.0	2,087.9

74.1%

reduction in the proportion of global landfill waste compared to the previous year

0

landfill waste from production processes at German plants

11.9%

reduction in residual waste from plants in 2025 compared to the previous year

3.3%

proportion of global landfill waste in total waste

Water and biodiversity

The assessment of location factors and environmental impacts currently shows no significant risks in the areas of water and marine resources, environmental pollution and biodiversity. Nevertheless, Jungheinrich actively addresses these areas as part of its holistic environmental approach.

Water

Our approach to resource-efficient processes includes the efficient use of water. Jungheinrich collects data annually on water withdrawal, identifies potential for improvement and takes regional water stress risks into account.

Water withdrawal

in m ³	2025	2024	% 2025/2024
Total volume	254,896.2	318,624.4	-20.0
Groundwater ¹	120,728.3 ¹	177,803.4 ¹	-32.1
Water produced	0	0	0
Seawater	0	0	0
Surface water	450	255.3	76.3
Third-party water	133,717.8	140,565.7	-4.9

¹ The high volume of groundwater withdrawal is primarily due to an authorised withdrawal for building cooling at two of our plants. The water is returned after cooling.

Biodiversity

Jungheinrich continuously analyses its own sites in terms of impacts and dependencies relating to biodiversity. The analysis considers aspects such as proximity to nature reserves and endangered species, land sealing or water sensitivity. The results of the analysis are incorporated into the implementation of measures relating to energy and environmental management, decarbonisation, and resource and energy efficiency.

In addition, supplementary measures are being implemented at individual sites to enhance the ecological value of the site surroundings, including, for example, soil de-sealing, greening and the restoration of near-natural areas.

Biodiversity risks at the sites

in %	2025
Sites analysed	100
Sites in Biodiversity Sensitive Areas	58
Sites in the vicinity of endangered species	88

0

significant adverse impacts on natural habitats or flora and fauna

Material compliance

Material compliance ensures that legal and internal requirements are met. The aim is to avoid the use of hazardous and critical substances and to ensure transparency regarding substances subject to declaration and restricted substances.

Target

100% of suppliers complete the information on conflict minerals using the Conflict and Extended Minerals Reporting Template

67%

of suppliers have provided information on conflict minerals in their products

Material Compliance Process

Hazardous and critical ingredients as well as hazardous substance management

Hazardous substances are chemical substances or mixtures that pose an increased risk to health, safety and the environment.

Conflict minerals

Conflict minerals are raw materials whose extraction and trade in certain regions may be linked to armed conflict, human rights violations or exploitation.

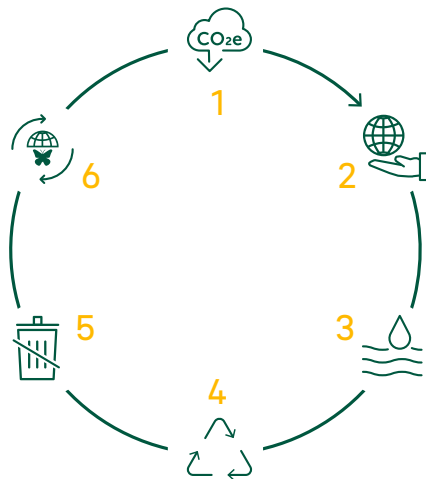
Actions

- ▶ An established material compliance process ensures compliance with regulatory requirements
- ▶ Early assessment and transparency regarding hazardous and critical ingredients
- ▶ Measures for the safe handling of hazardous substances as part of our hazardous substances management
- ▶ Ensuring transparency regarding the use of potentially conflict-affected minerals in our products
- ▶ Requiring our suppliers to report
- ▶ Ensuring compliance with human rights due diligence obligations through clear requirements

EU Taxonomy

Jungheinrich reports Taxonomy eligible and Taxonomy aligned turnover, CapEx and OpEx in line with the EU Taxonomy Regulation. The business model of Jungheinrich contributes to climate change mitigation and the transition to a circular economy.

Environmental objectives of the EU Taxonomy Regulation



- 1 Climate Change Mitigation
- 2 Climate Change Adaptation
- 3 Sustainable Use and Protection of Water and Marine resources
- 4 Transition to a Circular Economy
- 5 Pollution Prevention and Control
- 6 Protection and Restoration of Biodiversity and Ecosystems

Taxonomy-eligible primarily are

- ▶ the manufacture of electric material handling equipment and mobile robots
- ▶ the manufacture of lithium-ion batteries, and
- ▶ the repair, remanufacturing and refurbishment as well as rental of material handling equipment

Taxonomy-aligned are

- ▶ all industrial trucks equipped with a lithium-ion battery
- ▶ all lithium-ion batteries
- ▶ the remanufacturing and refurbishment processes for used equipment, and
- ▶ installed charging stations for electric vehicles and photovoltaic systems

Overview of the EU Taxonomy KPIs

	2025		2024		Change
	€ million	%	€ million	%	%
Turnover	5,502.1		5,391.9		2.0
taxonomy-eligible	4,068.9	74.0	3,934.0	73.0	3.4
taxonomy-aligned	291.9	5.3	263.9	4.9	10.6
CapEx	682.6		647.4		5.4
taxonomy-eligible	162.6	23.8	147.8	22.8	10.0
taxonomy-aligned	36.5	5.3	32.3	5.0	13.0
OpEx	244.6		210.5		16.2
taxonomy-eligible	180.6	73.8	151.0	71.7	19.6
taxonomy-aligned	22.1	9.0	18.6	8.9	18.8

100%

of our lithium-ion batteries and the industrial trucks equipped with them are Taxonomy-aligned

20%

approximately 20% reduction in emissions for lithium-ion industrial trucks compared to lead-acid technology

Social



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Overview of strategic social targets

Topic	Target	Timeframe
Occupational Health and Safety	Group-wide prevention of workplace accidents as part of the zero-harm strategy	Ongoing
	Group-wide improvement of the LTIR to 12.5	By 2025
Diversity, equal opportunities and inclusion	Increase the Group-wide proportion of women in management positions to 14%	By 2025
Training and skills development	Achieve an average of 18 hours of training per employee	Ongoing
Human rights and workers in the value chain	80% of global relevant procurement volume is sustainable spend	By 2025
Customer safety	Increase customer safety, including through the continuous expansion of assistance systems	Ongoing

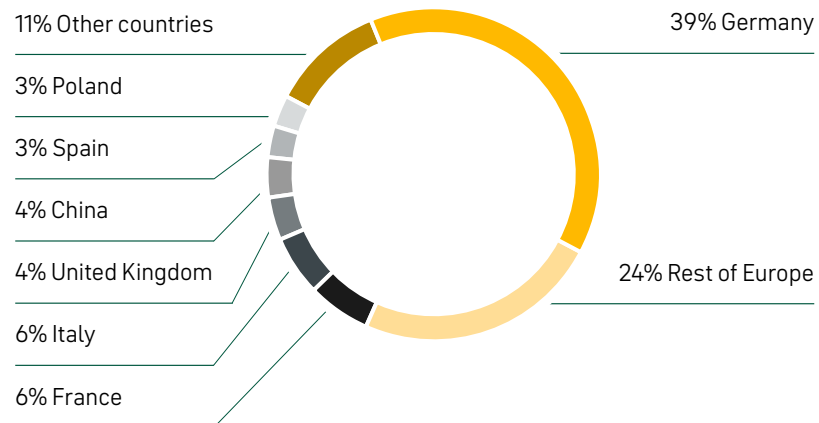
Overview of employees

With their diverse backgrounds and skills, our employees play a key role in shaping the company's sustainable transformation. This is underpinned by an employee-focused culture that creates safe and healthy workplaces and empowers them to act responsibly and sustainably.

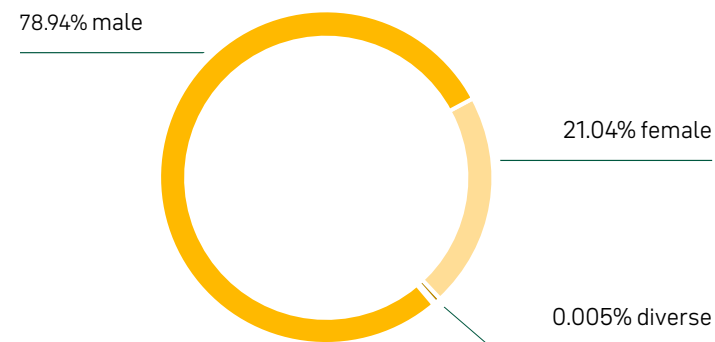
Age distribution 2025¹

	< 30 years		30–50 years		> 50 years		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Employees (headcount)	2,599	2,654	13,248	12,982	5,545	5,433	21,392	21,069
Percentage of employees (in %)	12.1	12.6	61.9	61.6	25.9	25.8	100.0	100.0

Employees by region¹



Gender distribution 2025¹



8.3%

Employee turnover rate²

10.2

years average length of service

¹ The figures are based on the reporting date of 1 December 2025.

² The figure is based on all departures versus the average headcount of employees over the entire reporting year.

Working time models

Number of employees by type of employment and gender¹

	Female		Male		Diverse		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Number of employees	4,500	4,339	16,891	16,730	1	0	21,392	21,069
Number of employees with permanent employment contracts	4,351	4,162	16,431	16,185	1	0	20,783	20,347
Number of employees with temporary employment contracts	149	177	460	545	0	0	609	722
Number of non-guaranteed hours employees ²	0	0	0	0	0	0	0	0
Number of fulltime employees	3,715	3,539	16,449	16,338	1	0	20,165	19,877
Number of parttime employees	785	800	442	392	0	0	1,227	1,192

Flexible Work Schedules and Regulations in Germany

Part-time Work Arrangements in Germany

- ▶ Part-time – permanent reduction in working hours (open-ended)
- ▶ Bridge Part-time – temporary parttime work for 1 to 5 years (temporary reduction)

Employees covered by a collective bargaining agreement may also opt for reduced full-time hours:

- ▶ Reduced full-time hours – a temporary reduction in working hours (part-time option under the collective bargaining agreement)

Special Leave in Germany

Employees may also request time off to care for children or family members in need of care, or take unpaid leave, and are entitled to special leave, for example, in the event of a move, a wedding, or a death.

¹ The figures are based on the reporting date of 1 December 2025.

² 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.

Occupational health and safety

Jungheinrich pursues a systematic strategy to promote occupational health and safety in the workplace through its Group-wide EHSQ policy . This policy provides the basis for managing risks and is in line with our zero-harm strategy, which aims to prevent accidents and work-related illnesses and to promote the physical and mental health of our employees.

Target

- ▶ Reduction of the Group-wide LTIR to 12.5 by the end of 2025¹
- ▶ Additional site-specific targets, e.g. for reducing the severity of accidents

Actions

- ▶ Structured EHS management with phased plans, annual action plans and local tools for the continuous improvement of occupational health and safety
- ▶ Regular EHS training (face-to-face and online), raising awareness among managers and cross-site sharing of best practices
- ▶ Holistic health programme for the prevention and promotion of physical and mental health (including preventive care, workplace sports, counselling)
- ▶ Systematic risk management including risk assessments, accident analyses, audits, EHS software and the application of risk matrices and the STOP principle

10.5

Group-wide accident rate (LTIR)

96.7%

employee health rate

100%

of employees participate in safety-related training programs

30.9%

of sites are certified under ISO 45001 / OHRIS safety management systems

¹ The LTIR measures the frequency of work-related accidents resulting in at least one day of lost time, excluding commuting accidents. It is calculated as the ratio of work-related accidents resulting in lost time to the number of hours worked.

Occupational health and safety metrics

	2025	2024
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	100
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, which has been audited internally and/or audited or certified by an independent body ¹	30	29
Number of fatalities due to work-related injuries ²	0	1
Of which own employees	0	1
Of which non-employees (temporary workers)	0	0
Number of recordable workplace accidents	398	415
Of which own employees	382	402
Of which non-employees (temporary workers)	16	13
Rate of recordable workplace accidents – lost-time injury rate (LTIR)	10.5	11.4
Rate: own employees	10.3	11.3
Rate: non-employees (temporary workers)	20.3	17.5
Number of lost days due to work-related injuries and deaths resulting from workplace accidents ²	9,335	9,059
Of which own employees	9,109	8,864
Of which non-employees (temporary workers)	226	195
Rate of average accident severity	23.5	21.8
Rate: own employees	23.8	22.1
Rate: non-employees (temporary workers)	14.1	15.0
Near-miss frequency rate (NMFR) for plants	78.3	76.0

¹ Based on number of employees.

² Information regarding work-related illness was not considered.

Diversity, equal opportunities and inclusion

Diversity, equal opportunities and inclusion are central components of our corporate culture. We are constantly working to create an environment where all employees have equal opportunities, are treated with respect, and where a culture of belonging can flourish.

Target

To increase the Group-wide share of women in management positions to 14% by the end of 2025

Actions

- ▶ Diversity in recruitment through fair, transparent processes and inclusive language
- ▶ Development of a global diversity initiative to further advance Group-wide approaches
- ▶ All employees are required to confirm the Code of Conduct every two years
- ▶ Group-wide employee survey on well-being every two years. An annual survey is planned from 2026 onwards

Gender distribution¹

	Female		Male		Other		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Employees in management positions (headcount)	25	22	138	140	0	0	163	162
Percentage of employees in management positions (in %) ²	15.3	13.6	84.7	86.4	0.0	0.0	100.0	100.0

¹ The figures are based on the reporting date of 1 December 2025.

² Two highest management levels below the Board of Management.

40%

women on the Board of Management

24%

women among new hires

15.3%

women in the top two management levels below the Board of Management

42%

women on the Supervisory Board

Commitments

Jungheinrich is committed to

- ▶ Prohibiting all forms of discrimination, including on the basis of age, physical or mental disability, national or ethnic origin, social background, appearance, skin color, gender, pregnancy, sexual identity or orientation, political opinion, trade union activity, religion, or belief
- ▶ Treating all employees with dignity and respect, regardless of their type of employment
- ▶ Not tolerating unequal treatment, harassment, abuse, or coercion
- ▶ Ensuring equal opportunities in selection, development, and promotion of employees
- ▶ Promoting the inclusion of people with disabilities and ensuring their equal participation in everyday work life
- ▶ Communicating the principles of the codices through mandatory training and ensuring their application in day-to-day work

Inclusion Agreement:

Jungheinrich is committed to the inclusion of people with disabilities. An inclusion agreement with the Group's representative body for employees with severe disabilities forms the basis for equal participation and integration into everyday work life.

Training and skills development

We offer a range of training and development programs to support the continuous development of our employees. These programs facilitate personal growth and promote equal opportunities for professional advancement.

Target

On average, each employee completes at least 18 hours of training per year

Actions

- ▶ A comprehensive training programme with standardised, certified training concepts and regular quality reviews
- ▶ Individual development measures based on annual performance reviews, as well as the promotion of open feedback and feedforward
- ▶ Talent identification and development to strengthen the internal talent pool, including leadership, trainee and graduate programmes
- ▶ Practical training in 30 apprenticeship and dual study programmes, including specific programmes for customer service

Total overview of learning hours 2025

in hours	2025
Total learning hours	411,055
of which online	108,257
of which face-to-face	302,798

Average learning hours

in %	Female	Male	Total
Employees in management positions ¹	3.5	5.4	5.1
Employees ²	9.4	22	19.3
All employees	9.4	22.8	19.2

¹ Two highest management levels below the Board of Management.

² Employees below the two highest management levels.

19.2

average number of training hours for the continuous professional development of all employees

100%

of all employees have access to training and professional development opportunities

47

participants in international trainee programmes

Human rights

Jungheinrich is committed to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the fundamental principles of the International Labour Organisation (ILO) and the Guidelines of the Organisation for Economic Cooperation and Development (OECD).

Actions

- ▶ Annual human rights risk assessment for 100% of sites
- ▶ According to the ILO, the maximum length of a normal working day for all employees is 10 hours per day and 48 hours per week
- ▶ Annual review of the payment of living wages at all sites
- ▶ Alternative forms of employee participation to safeguard freedom of association and support collective bargaining in countries with significant legal restrictions
- ▶ Measures such as town hall meetings and informal dialogue formats aimed at preventing union discrimination in countries with de facto restrictions

Commitments

Jungheinrich is committed to

- ▶ Respecting human rights worldwide and aligning with international standards such as the UN Guiding Principles on Business and Human Rights, the ILO's core labour standards and the OECD Guidelines
- ▶ Ensuring fair working conditions, including high standards for safety, health and equal treatment in the workplace
- ▶ Prohibiting child labour, forced labour, human trafficking and slavery
- ▶ Upholding freedom of association and the right to organise
- ▶ Regularly identifying, assessing and monitoring of human rights risks along the value chain

Code of Human Rights and Occupational Health and Safety

- ▶ Protection of human rights in everyday working life
- ▶ Principles on fair working conditions, anti-discrimination, respectful interaction, and health and safety at the workplace
- ▶ Joint ethical framework for employees, customers and business partners

Policy Statement to Respect the Human Rights

- ▶ Management approach for implementing corporate due diligence obligations
- ▶ Identification, assessment and monitoring of human rights risks along the value chain
- ▶ Reporting by all affected entities in accordance with legal requirements

Incidents and complaints relating to human rights

	2025	2024
Number of incidents of discrimination reported in the reporting period, including harassment	7	13
Number of complaints ¹	50	48
thereof submitted via the channels through which people from the company's own workforce can raise concerns	50	48
thereof submitted via National Contact Points for OECD Multinational Enterprises	0	0
Amount of financial fines, penalties and compensation payments resulting from violations of social and human rights issues (in €)	0	0

46.2%

reduction in reported discrimination cases compared to the previous year

0

severe human rights violations

100%

of sites paying living wages

0

relevant risks of forced or child labour within our own operations

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

Workers in the value chain

To mitigate risks and ensure environmental, social and human rights standards, the company works closely with its suppliers. Clear guidelines are based on the German Supply Chain Due Diligence Act (LkSG) as well as international standards, including the UN Charter on Human Rights, the OECD Guidelines and the ILO Core Labour Standards.

Target

Classification of at least 80% of the relevant global procurement volume as sustainable spend by the end of 2025

The **Supplier Code of Conduct** sets out key expectations for suppliers, including occupational safety, safe working conditions and regular risk assessments.

The **Supplier Manual** refers to requirements on conflict minerals under EU Regulation 2017/821 and Section 1502 of the Dodd-Frank Act, and provides for transparency through the Conflict Minerals Reporting Template (CMRT).

The **environmental, health and safety regulations for external companies summarise** the key safety requirements for contractors and define the basic guidelines for safe working practices.

Actions

- ▶ The Supplier Code of Conduct regarding human rights and environmental risks is communicated to suppliers as a mandatory requirement
- ▶ Indications of violations of human rights and ethical standards can be submitted anonymously via the OpenLine (Phone & Online Portal of an Independent Service Provider)
- ▶ As a member of the Initiative for Responsible Mining Assurance (IRMA), we work together with stakeholders to promote human rights and environmental standards in raw material extraction
- ▶ As a signatory of the UN Global Compact, we support responsible and sustainable business practices

82%

of the purchasing volume is Sustainable Spend

83%

of the relevant suppliers of production materials have been assessed according to ESG criteria

Commitments

Jungheinrich requires its suppliers to

- ▶ Comply with all applicable laws
- ▶ Respect international human rights and exclude forced labour, child labour, slavery or human trafficking – including within their supply chains
- ▶ Ensure equal opportunities for employees
- ▶ Refrain from unlawful acquisition of land, forests or water
- ▶ Continuously reduce resource consumption
- ▶ Continuously improve their own standards and processes
- ▶ Cascade Jungheinrich standards to their direct contractors

¹ The Sustainable Spend is based on the purchasing volume from relevant suppliers whose sustainability ratings (ESG compliance) were determined using standardized self-assessments.

Customer safety

At Jungheinrich, the safety of customers and users is our priority: innovative assistance systems and consistent quality standards minimise risks, whilst customer feedback is actively incorporated into product development to support safe and efficient use.

Target

Increasing customer safety, including through the continuous expansion of assistance systems that have a preventive effect and support operators

Actions

- ▶ Provision of user-friendly operating manuals, as well as training and induction sessions, to ensure the safe use of the equipment
- ▶ Comprehensive service network for installation, maintenance, repair and individual customer support
- ▶ Certification of all plants in accordance with the ISO 9001 quality standard, with certifications maintained through regular surveillance and recertification audits, complemented by internal audits
- ▶ Use of assistance systems that actively reduce operational risks, as well as continuous review of their effectiveness and further safety measures based on customer feedback and data analysis

Process to ensure product quality and compliance that actively contributes to customer safety:

1. Product development:

New products are developed according to a defined development process. Quality and compliance requirements are specified at the outset and verified through milestones. Final confirmation of compliance with key safety requirements is confirmed by the EU Declaration of Conformity.



2. Supplier management:

Jungheinrich sources components exclusively from suppliers who have been specifically assessed, audited and approved in advance.



3. Production quality management:

Production takes place in accordance with defined and documented processes that are part of the Group-wide quality management system, which is certified to ISO 9001. All products undergo final and functional testing prior to delivery.

55.4%

Increase in installed assistance displays in industrial trucks compared to 2024

Governance



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Overview of strategic governance targets

Topic	Target	Timeframe
Compliance	Strengthening corporate responsibility and sustainability	Ongoing
	Ensuring Group-wide compliance with legal and regulatory requirements	Ongoing
Data protection	No fines for data protection violations	Ongoing
	Ensuring the lawful processing of personal data in accordance with applicable laws through the application of the Group Data Protection guideline	Ongoing

Sustainability organisation

Supervisory Board

The Supervisory Board approves necessary strategic sustainability decisions made by the Board of Management and monitors sustainability reporting via the Finance and Audit Committee.

Sustainability topics are addressed at least once a quarter

Board of Management

The Board of Management oversees sustainability and climate-related matters, steers sustainability targets and approves the double materiality analysis. At least one member has expertise in climate change, complemented by regular topic-specific training.

Sustainability topics are addressed at least once a month

Sustainability Committee

The Sustainability Committee steers and monitors project progress and acts as the central interface between the Sustainability Team, the organisational divisions and the subsidiaries.

Sustainability topics are addressed at least once a quarter

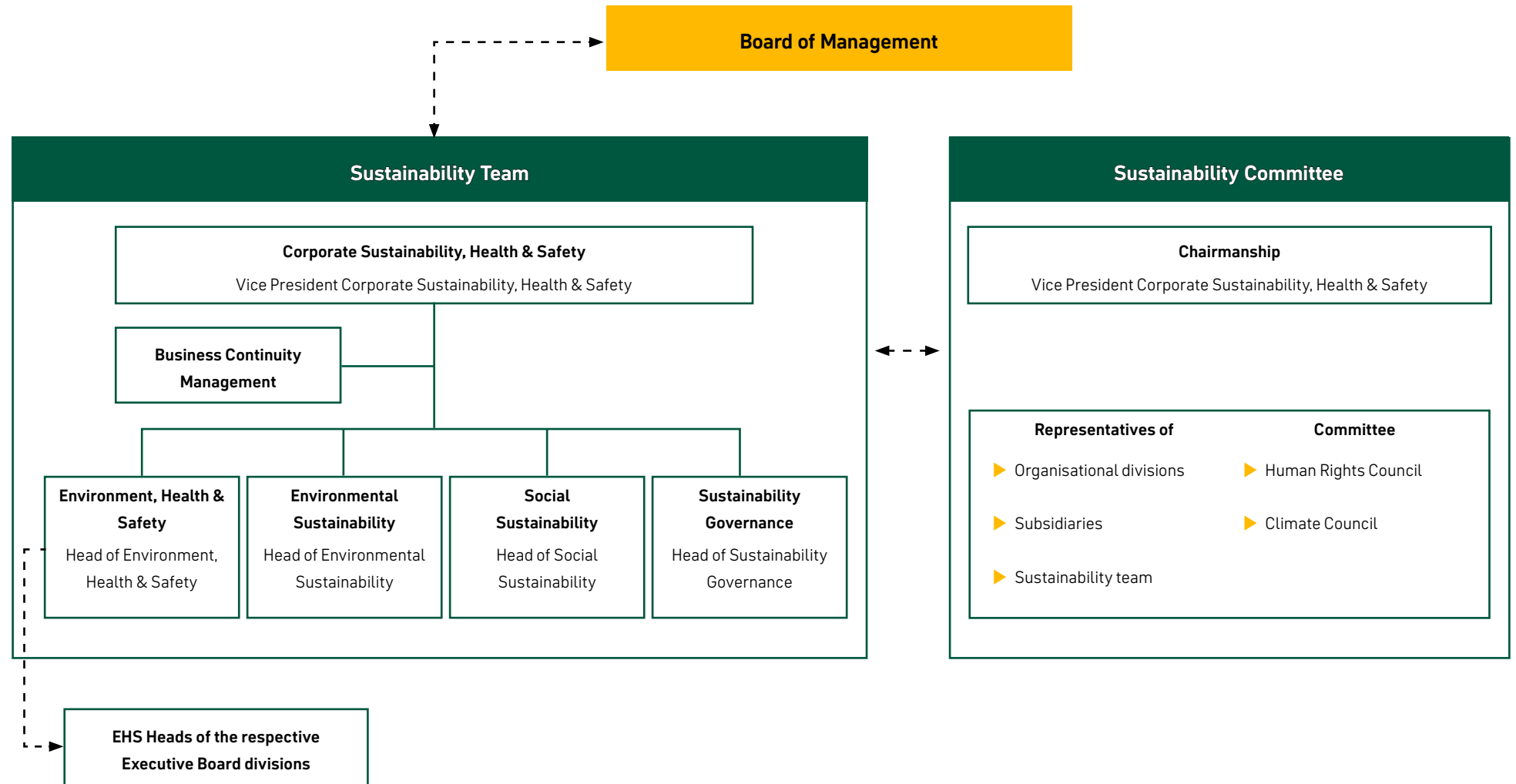
Sustainability Team

The Sustainability Team coordinates and implements key sustainability initiatives and advises the Board of Management on strategy development. To this end, it maintains regular contact with the Board of Management.

Sustainability aspects incorporated into short- and long-term executive compensation

By integrating sustainability targets into the short- and long-term variable remuneration components – which together account for 35–55% of target total compensation – financial incentives are created for environmental and social aspects. The equipment ratio of trucks with lithium-ion batteries is included in both remuneration components with a weighting of 20% each. Further information on the remuneration of the Board of Management can be found in the [Remuneration Report](#).

Sustainability organisation at Jungheinrich



Compliance

Compliance is a top priority at Jungheinrich. Adherence to legal requirements across the Group serves to protect the company and is also an expression of our economic, environmental, and social responsibility. Our Group-wide Compliance Management System (CMS) supports us in fulfilling this responsibility towards employees, suppliers, customers and other partners as well as safeguarding the business activities of Jungheinrich.

Targets

- ▶ Strengthening corporate responsibility and sustainability
- ▶ Ensuring Group-wide compliance with legal and regulatory requirements

Actions

- ▶ Operational management of the CMS by the central compliance department, as well as regular reporting to the Board of Management and regular meetings of the Compliance Committee
- ▶ Group-wide Code of Conduct that is binding for all employees, the Board of Management and the Supervisory Board
- ▶ Company-specific compliance training for all employees, including members of the Board of Management
- ▶ Clear reporting channels for employees and external third parties via the anonymous whistleblowing system "OpenLine". Personal contacts at Jungheinrich can be reached via a dedicated mailbox or in person
- ▶ Taking appropriate measures in the event of potential breaches, including investigations to clarify the matter and, if necessary, sanctions in accordance with applicable guidelines
- ▶ Further development of the CMS, including the introduction of a Group-wide compliance management software

Compliance Management System



100%

of employees confirm the Code of Conduct on a mandatory basis

The **Code of Conduct** defines binding principles for acting with integrity and in compliance with regulations. It promotes ethical values, respectful interaction with one another, and the importance of adhering to all laws and internal policies. This includes, among other things, the prevention of bribery and corruption, data protection and confidentiality, fair competition, respect for human rights and compliance with high labour and environmental protection standards.

The **Rules of Procedure** govern the whistleblowing and complaints procedure at Jungheinrich. They describe, among other things, the reporting channels, the protection of whistleblowers and the measures to be taken in the event of identified breaches.

Data protection and information security

Data protection is a key priority for Jungheinrich, as potential breaches can have serious consequences for both affected individuals and the company. The Group Data Protection Policy, together with the Information Security Policy, forms a binding framework to ensure that personal data of employees, customers, users and business partners is processed lawfully, securely and transparently at all times.

Annual target

- ▶ Ensuring the lawful processing of personal data in accordance with applicable laws through the application of the Group Data Protection guideline
- ▶ No fines due to data protection violations

Commitments

Jungheinrich is committed to

- ▶ Processing personal data responsibly and in accordance with applicable data protection laws such as the GDPR
- ▶ Transparently informing data subjects about the nature, purpose and scope of data processing
- ▶ Upholding the rights of data subjects, including the rights to access, rectification, erasure and objection
- ▶ Ensuring appropriate technical and organisational measures for the protection of personal data
- ▶ Appointing a data protection officer and ensuring their accessibility

Actions

- ▶ An established data protection management process with key components such as data classification and protective measures
- ▶ Contractual confidentiality and data protection obligations for all employees and external stakeholders via standard employment contracts and standard contractual terms
- ▶ Regular mandatory training on data protection and information security for all employees (every two years and every year respectively)
- ▶ Early involvement of the data protection officer and the local works council when introducing new software
- ▶ Extended contact options for customers and users via local data protection officers and the Group Data Protection Officer – in addition to the anonymous reporting channels available worldwide via “OpenLine”
- ▶ Mitigation of cyber risks through information security management, binding security requirements and modern monitoring and analysis systems
- ▶ Further development of the data protection management system from 2025 onwards through the implementation of Group-wide data protection software and target group-specific training

0

fines for data protection violations

Sustainability management

Comprehensive sustainability management forms the central basis for the effective management of environmental, social and governance requirements across the entire company. The Group-wide guidelines listed below establish clear structures, provide guidance to employees in their day-to-day work and ensure the consistent, transparent and legally compliant implementation of all relevant content.

Subject area	Group guideline	
Environment	Waste Management	regulates the legally compliant prevention, collection, documentation and disposal of waste.
	Environmental Impacts	defines the systematic recording, assessment and updating of all environmental aspects at the sites.
	Water and Wastewater Management	describes the responsible and legally compliant control, monitoring and documentation of water consumption and wastewater.
	Energy Management	specifies how ISO 50001 units record and evaluate energy consumption and reduce it through targets and measures.
	Emissions Control	regulates the prevention, recording and monitoring of emissions to protect the environment and ensure compliance with the law.
	Hazardous Substances Management	describes the safe selection, approval, use, storage and disposal of hazardous substances and water-polluting substances.
	Product Design	ensures that products are developed in accordance with eco-design and material compliance criteria to minimise environmental impact and recycling barriers.
Social	Corporate Due Diligence Obligations	sets out how the Group identifies, prevents and responds to human rights and environmental risks within its own operations and supply chain.
Governance	Compliance	sets out how the Group ensures compliance with all legal and internal rules through clear responsibilities, processes, and preventive, and control measures.
	Corruption Prevention	describes how the Group prevents corruption in all business relationships and which rules, roles and measures apply.
	Data Protection	regulates the lawful processing and protection of personal data across the Group.
	Information Security	governs the secure handling of information and IT systems throughout the Group.
	Management of Records and Documentation	governs the uniform and legally compliant retention of important documents across the Group.

Summary

In a nutshell: Sustainability at Jungheinrich 2025

1. Strategically anchored for operational success

In line with the corporate Strategy 2030+, sustainability is an integral part of the transformation of our core business. Our aim: to systematically combine environmental and social sustainability with economic success.

2. Award-winning sustainability

Our sustainable transformation is having an impact. Top ratings such as EcoVadis Platinum or awards such as the German Sustainability Award provide external validation of this progress.

3. Net-zero as a vision across the entire value chain

Both in our operations and with our products and solutions for our customers, we are increasing efficiency and reducing emissions: strategically and SBTi-validated.

4. Progress towards a circular economy

Refurbishment, rental models and second-life concepts are integral parts of our portfolio. With our developed circular strategy, we are systematically scaling up this approach.

5. Satisfied employees as the foundation of success

Creating a working environment that prioritises health and safety is the foundation of our success. That is why we invest in supporting our employees beyond their day-to-day work, as well as in their individual development.

6. Focus on safety for our employees and customers

With our zero-harm strategy, we prioritise health and safety within our own operations. At the same time, we make our customers' warehouses measurably safer through ergonomically designed products, assistance systems and automation.

7. Towards sustainability and transparency in the supply chains

We are increasingly designing our supply chains to be sustainable, based on clearly defined standards and a high level of transparency. Clear guidelines on social and environmental standards support both our suppliers and our employees in their work.

8. Reliable structures for sustainable corporate governance

We combine global responsibility with transparency. Through binding compliance structures with transparent governance, defined target systems and risk-based supplier management, we ensure responsible and sustainable corporate governance.

100%

of production consists of electric vehicles

40%

female members on the Board of Management

81%

proportion of renewable electricity in total electricity consumption

82%

of the purchasing volume is Sustainable Spend

99%

reuse and recycling rate in the remanufacturing of used equipment

2025 challenged us in a demanding environment and at the same time demonstrated impressively what we can achieve together. We understand sustainability as an ongoing transformation process. Together with our customers and suppliers, we are shaping material handling to be efficient, circular-ready and safe. We combine economic performance with clear responsibility as a firmly embedded part of our strategy.

Gabriele Maurer,
Vice President Corporate Sustainability, Health and Safety

General notes and explanations

Forward-Looking Statements

Some of the statements in this presentation are forward-looking statements based on management's current expectations, assumptions, and assessments regarding future developments. Such statements are subject to risks and uncertainties, most of which are beyond the company's control. These include, among other things, changes in the macroeconomic environment – such as those caused by geopolitical conflicts, natural disasters, pandemics, and similar events of force majeure – as well as issues related to debt, the intralogistics industry, material supply, the availability and price trends of energy and raw materials, demand in key sales markets, competitive and regulatory developments as well as regulatory requirements, exchange rates and interest rates, and the outcome of pending or future legal proceedings. Should these or other uncertainties and unforeseeable factors materialize, or should the assumptions underlying the statements prove to be incorrect, actual results could differ materially from those stated or implied in these statements. No warranty or liability is therefore assumed for forward-looking statements. Furthermore, without prejudice to existing obligations under capital markets law, there is neither an intention nor an obligation to update forward-looking statements.

Note on the Key Figures Presented

The key figures reported in this ESG Factbook are partially rounded and, unless otherwise stated, refer to the year 2025. The underlying methodological explanations for the key figures are primarily included in the Sustainability Statement of the **2025 Annual Report**. The metrics included in the statement have been audited by an independent third party. This does not apply to the remaining metrics. Metrics based on as-of-date values refer to December 31, 2025, unless otherwise stated.

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