

Update to the declaration of compliance for 2025

The Board of Management and the Supervisory Board of Jungheinrich AG issued their last declaration of compliance with the German Corporate Governance Code – as amended on 28 April 2022 and published in the Federal Gazette on 27 June 2022 – in December 2025 in accordance with Section 161, Paragraph 1, Sentence 1 of the German Stock Corporation Act.

The Board of Management and the Supervisory Board of Jungheinrich AG are updating and adding to this declaration of compliance as follows:

1. Calculation of the performance criteria for the 2026-2028 tranche of the long-term incentive plan (LTI) does not occur until financial year 2026: this is a deviation from recommendations G.7 and G.8.

The company's Annual General Meeting approved changes to the remuneration system of the Board of Management on 19 May 2026. The purpose of these changes to the remuneration system is to align the Board of Management's remuneration more closely with the long-term performance of Jungheinrich, to emphasise the relationship between the Board of Management's remuneration and the performance achieved ("pay for performance") and to ensure that the structure of the Board of Management's remuneration is competitive and attractive. In order to allow the new remuneration system of the Board of Management to be applied as quickly as possible in the company's interest, the performance criteria for the 2026–2028 LTI tranche have been adjusted with retroactive effect from the start of financial year 2026. This approach deviates from recommendation G.7 of the German Corporate Governance Code, according to which the performance criteria for variable remuneration are to be calculated before the financial year begins. In any case, close examination indicates that this is also a deviation from recommendation G.8, which states that there should not be any retroactive changes to the targets or the comparative parameters. The deviation from recommendation G.8 was already declared as a matter of principle in the declaration of compliance from December 2025.

2. Chairman of the Supervisory Board is not simultaneously Chairman of the Audit Committee: recommendation D.3 is complied with once again.

Mr Andreas Umbach was elected as a member of the Supervisory Board by the Annual General Meeting on 19 May 2026 and as the Chairman of the Supervisory Board of Jungheinrich AG in the subsequent Supervisory Board meeting. Ms Kathrin Dahnke was re-elected as Chairwoman of the Finance and Audit Committee. As already stated in the declaration of compliance from December 2025, this means that recommendation D.3 is now complied with once again.

3. Maximum number of Supervisory Board mandates: recommendation C.4 is complied with once again.

As already stated in the declaration of compliance from December 2025, the total number of Supervisory Board members, including Ms Kathrin Dahnke, is now once again equal to the maximum number of Supervisory Board mandates in accordance with recommendation C.4.

The declaration of compliance from December 2025 remains otherwise unchanged.

Hamburg, June 2026