

Declaration by the Executive Board and Supervisory Board of KION GROUP AG on the recommendations of the German Corporate Governance Code government commission pursuant to section 161 of the German Stock Corporation Act (*AktG*)

Since issuing the last declaration of conformity in December 2021, KION GROUP AG has complied with all recommendations of the German Corporate Governance Code in the version dated December 16, 2019 with the following exception and, in the future, will comply with all recommendations of the German Corporate Governance Code in the version dated April 28, 2022 with the following exception:

In deviation from recommendation G.10 sentence 2, according to which an executive board member should not be able to access the long-term variable bonus amounts until after four years, the Executive Board remuneration system of KION GROUP AG provides that Executive Board members should have access to the long-term variable bonus components after only three years. The Company is of the opinion that the consistency of the remuneration system for Executive Board members with the remuneration system for the Company's executives should be maintained and that the long-term variable bonus amounts should be granted in line with the usual initial appointment period of an Executive Board member of three years.

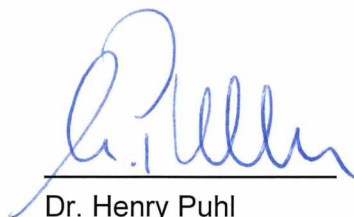
KION GROUP AG also complies with most of the non-mandatory suggestions of the German Corporate Governance Code.

Frankfurt am Main, December 12 / 14, 2022

For the Executive Board:

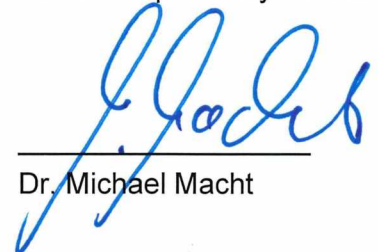


Dr. Rob Smith



Dr. Henry Puhl

For the Supervisory Board:



Dr. Michael Macht