

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 2022, KION GROUP AG has complied with, 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 be able to access the long-term variable remuneration components only after a period of four years, the Executive Board remuneration system of KION GROUP AG provides that Executive Board members have access to the long-term variable bonus components after 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.

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

Frankfurt am Main, November 27 / December 12, 2023

For the Executive Board:

Dr. Rob Smith

Christian Harm

For the Supervisory Board:

Hans Peter Ring