

Mr. Tan, Xuguang, Weifang, People's Republic of China

Member of the Supervisory Board of KION GROUP AG since May 2019.

Personal Information:

Year of birth: 1961

Nationality: Chinese

Current profession:

Chairman of the Board of Directors and President of the non-listed Shandong Heavy Industry Group Co. Ltd., in Jinan, People's Republic of China (since 2009)

Career:

Since 2018	Chairman of the Board of Directors of the non-listed China National Heavy Duty Truck Group Co., Ltd. in Jinan, People's Republic of China
Since 2009	Chairman of the Board of Directors of the non-listed Weichai Holding Group Co., Ltd. in Weifang, People's Republic of China
Since 2002	Chairman of the Board of Directors and Chief Executive Officer of the listed Weichai Power Co., Ltd. in Weifang, People's Republic of China
1998 - 2002	Director of Weifang Diesel Engine Works in Weifang, People's Republic of China
1977 - 1998	Technologist, Weifang Diesel Engine Works in Weifang, People's Republic of China General manager of Weichai Import & Export Company in Weifang, People's Republic of China

Education:

2004 - 2008	Tianjin University, Tianjin, People's Republic of China (PhD in Mechanical Manufacturing and Automation)
2002 - 2003	Tianjin University, Tianjin, People's Republic of China (Master of Power Engineering)
1994 - 1997	Shandong Cadres Correspondence University in Jinan, People's Republic of China (Bachelor of Economic Management)

Relevant knowledge, skills and professional experience:

Tan Xuguang has special experiences in the fields of the automotive industry, components, and drive technology. He has special experiences in the fields of intralogistics and automation, in particular with regard to the automation in intralogistics as well as in the field of service/after-sales business, in particular in intralogistics. Further, Tan Xuguang has special experiences in the development of international marketing and product range strategies as well as special expertise in technological development and assessment. He has special expertise relating to service/after-sales business models, as well as to the technological development in this area and the fields of digitization and automation. Also, he has a deeper understanding of the EMEA, American and Asian markets. Further, Tan Xuguang has special experiences in the management of companies operating internationally, including

the development of corporate culture and corporate organization and as a Supervisory Board member in companies with an international presence. Moreover, he has special experiences and expertise relating to corporate governance and compliance principles as well as their implementation in at least two of the regions relevant to the company, with regard to accounting and auditing as well as in the fields of capital markets and international financing. Tan Xuguang has special experiences in the fields of company acquisition and cooperation.

Other substantial activities:

Within the Weichai Group:

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| Since 2012 | Member and Chairman of the Board of Directors of the non-listed Ferretti International Holding S.p.A. in Milan, Italy (non-executive director) |
| Since 2012 | Member and Chairman of the Board of Directors of the non-listed Ferretti S.p.A. in Cattolica, Italy (non-executive director) |

Others:

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| Since 2018 | Honorary Chairman of the non-listed China Internal Combustion Engine Industry Association, People's Republic of China |
| Since 2011 | President of the non-listed China Federation of Industrial Economics Committee, People's Republic of China |
| Since 2009 | Vice chairman of the non-listed China Machinery Industry Federation, People's Republic of China |
| Since 2008 | Vice chairman of the non-listed China Enterprise Confederation/China Entrepreneur Association, People's Republic of China |