

KION Conflict Minerals Standard

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1 General

1.1 Purpose and Scope

The KION Group is committed to operate its business in an economically, socially and environmentally sustainable manner as this is not only essential to KION Group's brands and reputation but also for the long-term overall success of the KION Group and its business partners.

Since the KION Group sources raw materials, goods and services from partners around the world, it is without a doubt that the KION Group pays strict attention to compliance with applicable laws and regulations. In this respect the KION Group pays particular attention to its supply chain.

The KION Group Code of Compliance is the basis for KION's corporate and social activities. Performance, personal responsibility, integrity, customer focus as well as respect for people and the environment are part of our core values. Furthermore, KION's 2027 strategy places sustainability at its core, and as a result, KION's aim is to enhance environmental sustainability, support the net-zero goal, and ensure that every aspect of our value chain meets internationally defined standards for human dignity and working conditions. These commitments form the basis of this Conflict Minerals Standard.

KION's Conflict Minerals Standard was developed in line with the OECD Due Dilligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, the European Union Conflict Minerals Regulation (EU) 2017/821, as well as the US Dodd-Frank-Act (Sec. 1502). The KION Group has clearly formulated its own commitment with this standard. The KION Group's expectations of its global suppliers with regards to Conflict Minerals is formulated as well in the KION Principles of Supplier Conduct.

This standard applies to all entities of the KION Group worldwide and all its employees, particularly for those who are involved in the development and purchasing of goods and services for and on behalf of the KION Group or any of its entities.

1.2 Intertwining of this standard and local law / Handling of exceptions

KION Group entities are free to adopt stricter Conflict Minerals rules to comply with local law, local customs or other considerations. Such more restrictive regulations must be complied with in addition to this standard. If, on the other hand, the local rules are less strict than this standard, the stricter rules of this standard shall apply unless it would violate or conflict with local law.

Exceptions require the prior written approval of KION Sustainability.

2 Terms and Definition

Conflict Minerals	<p>In politically unstable areas, the minerals trade can be used to finance armed groups, fuel forced labor and other human rights abuses, and support corruption and money laundering.</p> <p>These so-called Conflict Minerals such as tin, tungsten, tantalum and gold, also referred to as 3TG, and all other minerals, which may become part of such regulation or similar such as Cobalt, can be used in products such as batteries or electronic components.</p>
Due Diligence	<p>Due Diligence means acting with reasonable care and investigating an issue before making a decision. It is an on-going, proactive and reactive process through policies and procedures are put in place to make sure that risks in the supply chain are identified, managed and reported.</p>
KION Group / KION	<p>Comprises KION GROUP AG and all subsidiaries in which KION GROUP AG or one of its subsidiaries holds a majority of the shares or over which KION GROUP AG has direct or indirect control.</p>
KION Procurement	<p>The dedicated department or a person in any entity of the KION Group responsible for the purchasing of goods and services on behalf of KION Group or any of its entities.</p>
Regulation	<p>Shall mean the OECD Due Dilligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, the European Union Conflict Minerals Regulation (EU) 2017/821, as well as the US Dodd-Frank-Act (Sec. 1502) or an equivalent and recognized due diligence framework. These regulations aim to prevent the sourcing of minerals and metals that contribute to armed conflict or human rights abuses, particularly in conflict-affected and high-risk areas.</p>

3 Commitment on responsible procurement

The KION Group aims for itself and for its suppliers that KION products shall be free of Conflict Minerals, which are sourced - directly or indirectly- from or support -directly or indirectly- conflicted and/ or high-risk countries as defined in the Regulations.

Although the KION Group is neither directly purchasing those Conflict Minerals, nor is directly involved or supports any activity to move the mineral from the extraction site downstream to its incorporation in the final product for end consumers, the KION Group understands that Conflict Minerals could be part of its supply chain. Therefore, the KION Group will conduct Due Dilligence to ensure compliant and responsible procurement of goods and service throughout its supply chain.

4 Roles and responsibilities

4.1 KION Procurement

Being the responsible department within the KION Group for the purchasing of goods and services globally as well as being the primary contact to KION's suppliers, KION Procurement is mainly responsible for conducting the required Due Diligence of its suppliers and to ensure that all reasonable efforts are made to create data transparency along the supply chain. If necessary, this task will be executed in corporation with other units of the organisation.

4.2 Suppliers to KION

As part of the supply chain of the KION Group and therefore an important part of KION's value chain, KION's suppliers are obliged to comply with the KION Principles of Supplier Conduct, which includes the obligation of supplier to comply and adhere with the Regulations along their own supply chain, i.e. not consuming and/ or supporting the sourcing of Conflict Minerals, either directly or indirectly, and to support the KION Group in their efforts to create the utmost data transparency and fulfill their obligations under the Regulations.

5 Responsible sourcing of minerals procedure

The herein defined process is applicable for the KION Group and based on the recommendations of the OECD Due Dilligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, as well as the European Union Conflict Minerals Regulation (EU) 2017/821.

5.1 Conducting Due Diligence

KION Procurement conducts Due Diligence on the supply chain to identify possible content of Conflict Minerals within the goods they purchase from its suppliers, and which are finally used in KION's end products. KION Procurement uses recognized industry standards as mentioned above to guide the due diligence process and may use third-party provider SaaS - solutions to execute the required survey and assessment.

5.2 Establishing Policies and Procedures

KION Procurement establishes policies and procedures internally to ensure that required Due Dilligence of its suppliers is executed, and results are taken into consideration for the supplier selection and/ or awarding process. Furthermore, KION Procurement establishes policies and procedures to engage its suppliers as well to follow the Regulations and to support the KION Group in its efforts to fulfill and adhere with the Regulations. Reference is especially made to the KION Principles of Supplier Conduct, which are mandatory for its suppliers and, in turn, expects them to promote these or equivalent standards to their own suppliers. In case of non-compliance or determination of a potential risk, KION reserves its right to initiate and perform further and/ or prevention and/ or mitigation actions including its right to cease the business relation with the supplier, if necessary. This shall also include communication and providing information to suppliers and if required other third parties about such policies and procedures and the underlying due dilligence process.

5.3 Training

KION will provide training to its employees and suppliers to raise awareness of the issue of Conflict Minerals and the importance of responsible sourcing, if necessary.

5.4 Continuous Improvement

KION will continuously monitor and review its policies and procedures to ensure that they remain effective in addressing the issue of Conflict Minerals. The KION Group will work with its suppliers to improve their due diligence processes and encourage them to adopt responsible sourcing practices.

6 Implementation and enforcement

This Standard comes into force on 1st of October 2023. The Operating Units and local entities in the KION Group are responsible for the implementation. The implementation and enforcement of this standard in the supply chain is supported by the Principles of Supplier Conduct.

7 Contact

KION Procurement/ Supplier Sustainability

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8 History of changes

Version	Revision Date	Name	Changes/Comments
1.0	New 15.09.2023	Jörg Viebranz	Draft
1.0	Procurement 14.09.2023	Andrea Engel	Draft
2.0			