

**Annual General Meeting  
of KION GROUP AG**  
Tuesday, May 27, 2025

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Report of the Chairman of the Supervisory Board  
**Hans Peter Ring,**  
Chairman of the Supervisory Board of KION GROUP AG

(The spoken word applies)

CONVIENCE TRANSLATION

Dear shareholders,

Item 1 of the agenda – as every year – also includes the Supervisory Board's report for the past financial year. In this regard, I would first like to refer you to the information in the 2024 Annual Report on pages 14 to 23. I will briefly address some of the key points of this report below.

We now move on to the agenda.

As you know, today is my last time presenting the Supervisory Board's report as Chairman of the Supervisory Board. I am therefore particularly pleased that so many of you have come. As you can imagine, this is a special moment for me after 12 years of service representing you, dear shareholders, and all other stakeholders in this great company.

The 2024 financial year was characterized by a challenging market and competitive environment for the KION Group. A variety of external factors and challenges impacted overall economic development. Nevertheless, the KION Group achieved strong results last year and significantly improved its profitability compared to the previous year.

The 2025 fiscal year will also remain challenging, as the economic environment is currently expected to remain difficult. Therefore, the Executive Board has initiated a comprehensive efficiency program that supports the development already underway and will deliver significant results over the coming fiscal years.

The Supervisory Board would like to take this opportunity to thank the members of the Executive Board and all employees of the KION Group for their exceptional efforts in the 2024 financial year. I am certain that I also speak on behalf of our shareholders.

The Supervisory Board continued to advise the Executive Board in the 2024 financial year and diligently fulfilled its statutory and statutory duties and obligations.

governance issues in addition to its regular work, such as sustainability and financial reporting, audit issues, and preparation for the Annual General Meeting. These included, in particular, the company's sustainability activities, various Executive Board matters, and the remuneration and composition of the Supervisory Board. The Supervisory Board was involved in all key steps in the implementation of all these measures and advised the Executive Board.

The cooperation between the Supervisory Board and the Executive Board was consistently constructive, open, and characterized by a trusting dialogue in the 2024 financial year. As in previous years, the Supervisory Board was always involved in key company decisions at an early stage and comprehensively.

The Supervisory Board's own duties in connection with the company's corporate governance decisions or statements were all thoroughly discussed in plenary sessions and in the committees and subsequently approved unanimously. These include, in particular, the Declaration of Conformity with the German Corporate Governance Code and the review of the Sustainability Report. As a result, the Supervisory Board found no objections.

The Executive Board and Supervisory Board provide detailed information on corporate governance at KION GROUP AG in the Corporate Governance Statement, which can be found on pages 51 to 79 of the Annual Report and is available on the KION GROUP AG website.

The written report of the Supervisory Board, which you can find in the Annual Report, also contains information on the meetings of the full Supervisory Board and its committees. In summary, I would like to emphasize that all members of the Supervisory Board and its committees dedicated themselves to

their duties with considerable personal and time commitment. The Supervisory Board's work took place both within the Supervisory Board and committee meetings, but also, to a significant extent, in discussions among Supervisory Board members and with the Executive Board or other company representatives. The attendance rate at the meetings of the Supervisory Board and its committees was approximately 98 percent.

Let me now turn to some of the key aspects of our Supervisory Board activities in the 2024 financial year:

Last year, the Supervisory Board dealt extensively with the strategic ambitions of the KION Group, firstly with the "Playing to Win" corporate strategy and, on the other hand, the sustainability strategy. The Supervisory Board addressed both topics intensively during the past fiscal year.

The goal of the new strategy is to intensively cultivate the market and expand the portfolio with additional solutions, technologies, and services to drive the KION Group's profitable growth for the benefit of all stakeholders. The KION Group supports its customers in implementing customized automation solutions tailored to their technological environment and specific requirements. Depending on customer-specific needs, digital tools and artificial intelligence are increasingly being used. This strategy addresses the growing demand for sophisticated, cost-effective, and adaptable solutions to the challenges of the global market.

With regard to our sustainability strategy, we have focused in particular on plans to achieve the so-called "net-zero target." All of these activities are an expression of our corporate responsibility for sustainability, which the KION Group takes very seriously.

The aim of this "Playing to The "win" strategy must therefore be to expand KION's leading market position and achieve profitable growth with the best products and solutions. Dr. Rob Smith will have more to say on this later.

The Supervisory Board also addressed Executive Board matters. First, we implemented the new compensation system approved by the Annual General Meeting last year into the Executive Board contracts. Furthermore, in the second quarter of 2024, a decision was pending on the contract extension of Dr. Rob Smith for a further five years, effective January 1, 2025. In the third quarter, Mr. Ching Pong Quek, the Executive Board member responsible for CTO and President of KION ITS Asia Pacific, was appointed to the Executive Board for a further five years. His new term of office begins on July 1, 2025.

Other important topics were the efficiency improvement program and the further development of the CTO organization.

Finally, allow me to say a few words about the further development of our Supervisory Board.

As you can see from today's agenda, there will be extensive personnel changes within our Supervisory Board.

After many years of service on the Supervisory Board of KION GROUP AG, I will not be running for another term. The same applies to Dr. Peter, Dr. Reuter, and Ms. Xu. Therefore, a total of four new members of the Supervisory Board of KION GROUP AG are to be elected today. Furthermore, the terms of office of Mr. Jiang and Dr. Sun also end today.

Following Mr. Tan's departure from the Supervisory Board in September 2024, Dr. Sun was initially appointed to the Supervisory Board by the court and is now also up for election by the Annual General Meeting. Mr. Jiang, a long-standing member of our Supervisory Board and a strong supporter of KION, is also standing for re-election.

The Nomination Committee has intensively addressed succession planning for the Supervisory Board. In selecting suitable individuals, particular attention was paid to expertise in areas of particular importance to the company. Equally, attention was paid to ensuring a diverse composition of the Supervisory Board, with individuals who bring a wide range of experience, particularly as CEOs, backgrounds, international expertise, and qualifications.

I am pleased to announce that we have succeeded in attracting four exceptional individuals and thus highly qualified candidates for our company. In Dr. Sohi, the outgoing CEO of Freudenberg SE, we propose an outstandingly suitable candidate to succeed me. We are also delighted to be able to present to you today Mr. Kameritsch, an experienced and successful manager and financial expert, as a candidate to head the Audit Committee. In addition, Ms. Aaholm, with her outstanding qualifications in the digital sector, and Ms. Zhang, an experienced lawyer and manager of our anchor shareholder Weichai Power, are key reinforcements for our committee, of whom we are very proud.

The candidates are attending this Annual General Meeting today as guests, and I would now like to give them the opportunity to introduce themselves to you personally.

Dr. Sun is already a member of our Supervisory Board, but since you have not had the opportunity to meet him yet, he would like to introduce himself to you today.

As I already mentioned, Mr. Jiang is also up for election. As a long-standing member of our Supervisory Board, you already know him very well, so we would refrain from introducing him in detail here. With him as a strong supporter of KION, continuity is also ensured on the part of our anchor shareholder.

In the wake of the upcoming personnel changes, the Supervisory Board has also reviewed the appropriateness of the Supervisory Board's remuneration and the Supervisory Board's remuneration system. The Annual General Meeting last approved the remuneration system in 2021. The last material increase in Supervisory Board remuneration occurred in 2017. Therefore, we believe a moderate adjustment to the Supervisory Board's remuneration and the remuneration system is appropriate, which we propose to you for approval today.

Over the past eight years, the demands on the supervisory board's monitoring and advisory activities have steadily increased due to the continuously growing legal and regulatory requirements and the expectations of the capital market.

Furthermore, an external benchmark analysis we commissioned revealed that KION's current Supervisory Board compensation is significantly below the level of comparable companies. The Group's business model has also expanded significantly in recent years, focusing on more automation, software, and AI, and is now significantly more complex than it was at the time of our IPO in 2013.

Against this background, I very much hope for your support in the proposed moderate adjustment of our remuneration, dear shareholders, and that the new remuneration system for our Supervisory Board will meet with your approval today.

Dear shareholders,

I now come to the end of my report on the past financial year.

Let me summarize: The Executive Board did an outstanding job of leading the company through the difficult economic environment and the resulting challenges last year. In fiscal year 2024, we succeeded in achieving good results and setting the course for profitable growth in the future. I am confident that my fellow Supervisory Board members and my successor will continue to advise and support the

Executive Board in the future. The entire Supervisory Board looks forward to contributing to the success of your KION GROUP AG again in 2025.

Before I close, let me say a few personal words. Of course, I'm leaving KION with a fair amount of sadness, but I believe it's the right time. It has been an honor to serve the company, its stakeholders, especially its employees, the Executive Board, our anchor shareholder, and all our shareholders—that is, you.

very much for your trust !

Thank you very much for your attention.