

Convocation of the Annual General Meeting

of KION GROUP AG on 27 May 2025



Convenience Translation

KION GROUP AG

Frankfurt am Main

Dear Shareholders,

You are invited to the

Annual General Meeting of KION GROUP AG

to be held at

10:00 on Tuesday, 27 May 2025 (CEST, corresponds to 8:00 UTC)

in

Gesellschaftshaus Palmengarten,
Palmengartenstraße 11,
60325 Frankfurt am Main
Germany.

Information on the shares

ISIN: DE000KGX8881

German securities identification code: KGX888

Agenda

1. **Presentation of the adopted annual financial statements, the approved consolidated financial statements, the summarized management report for KION GROUP AG and the Group, including the explanatory report on the information required pursuant to sections 289a, 315a German Commercial Code as well as the report of the Supervisory Board for the 2024 financial year**

The said documents have been published on the internet at

www.kiongroup.com/agm.

They will also be available at the Annual General Meeting and will be explained in greater detail at the Annual General Meeting.

The Supervisory Board has approved the annual financial statements and the consolidated financial statements prepared by the Executive Board. This means that the annual financial statements have been adopted. Therefore, no resolution is proposed for this agenda item.

2. **Resolution on the appropriation of the balance sheet profit for the 2024 financial year**

The Executive Board and the Supervisory Board propose that the balance sheet profit for the 2024 financial year in the amount of EUR 223,703,952.39 be appropriated as follows:

| | | |
|---|-----|----------------|
| Payment of a dividend of EUR 0.82 per no-par value share carrying dividend rights | EUR | 107,522,312.22 |
| Appropriation to revenue reserves | EUR | 116,000,000.00 |
| Profit carried forward | EUR | 181,640.17 |
| Balance sheet profit | EUR | 223,703,952.39 |

The proposal regarding the appropriation of the balance sheet profit is based on the no-par value shares carrying dividend rights in existence on the date on which the annual financial statements for the completed 2024 financial year were prepared by the Executive Board. This takes into account the fact that the own shares the Company holds carry no entitlement to dividends pursuant to section 71b German Stock Corporation Act. Should the number of no-par value shares carrying dividend rights change before the Annual General Meeting, a suitably amended resolution proposal which contains an unchanged dividend of EUR 0.82 per no-par value share carrying dividend rights for the completed 2024 financial year will be put to the vote at the Annual General Meeting. In such a case, the profit carried forward will be amended accordingly.

According to section 58(4), sentence 2 German Stock Corporation Act, the claim to the dividend is due on the third business day following the resolution by the Annual General Meeting.

3. Resolution on the ratification of the actions of the Executive Board of KION GROUP AG for the 2024 financial year

The Executive Board and the Supervisory Board propose that the actions of the members of the Executive Board of KION GROUP AG in office in the 2024 financial year be ratified for this period.

4. Resolution on the ratification of the actions of the Supervisory Board of KION GROUP AG for the 2024 financial year

The Executive Board and the Supervisory Board propose that the actions of the members of the Supervisory Board of KION GROUP AG in office in the 2024 financial year be ratified for this period.

5. Resolutions on the appointment of the auditor of the annual financial statements and the auditor of the consolidated financial statements for the 2025 financial year as well as the auditor for the review of the half-yearly financial statements and the auditor of the sustainability reporting

5.1. Auditor of the annual financial statements, auditor of the consolidated financial statements and auditor of the half-yearly financial statements

The Supervisory Board proposes, based on a corresponding recommendation of its Audit Committee, that KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, be appointed as auditor of the annual financial statements and as auditor of the consolidated financial statements for the 2025 financial year as well as auditor for the review of the abridged financial statements for the Group and the interim management report for the Group for the first six months of the 2025 financial year.

The Audit Committee has declared that its recommendation is free from improper influence by third parties and no clause restricting choice within the meaning of article 16(6) of the EU Audit Regulation (Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC) was imposed on it.

5.2. Auditor of the sustainability reporting

The Supervisory Board proposes, based on a corresponding recommendation of its Audit Committee, that KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, be appointed as auditor of the sustainability report for the 2025 financial year.

The appointment as auditor of the sustainability report is made as a precautionary measure against the background of Directive (EU) 2022/2464 amending Regulation (EU) No. 537/2014 and Directives 2004/109/EC, 2006/43/EC and 2013/34/EU with regard to corporate sustainability reporting, which must be transposed into national law.

6. Resolution on the approval of the remuneration report for the 2024 financial year

The Executive Board and the Supervisory Board shall, pursuant to section 162 German Stock Corporation Act, prepare a remuneration report each year that must comply with specific requirements. The auditor must verify that the remuneration report includes all

the information required by law and must issue an audit certificate on this. The remuneration report verified in this manner by the auditor must be submitted to the general meeting for approval pursuant to section 120a(4) German Stock Corporation Act. The decision of the general meeting on the approval of the remuneration report shall be understood as a recommendation.

Against this background, the Executive Board and the Supervisory Board propose to the Annual General Meeting to approve the remuneration report for the 2024 financial year. The remuneration report together with the auditor's audit certificate is published on the internet at

www.kiongroup.com/agm

7. Resolution on the modification of the remuneration for the members of the Supervisory Board together with a corresponding revision of article 18 of the Articles of Association

The Annual General Meeting of KION GROUP AG last resolved upon the remuneration of the members of the Supervisory Board on 11 May 2021, whereas the last increase occurred with effect from 1 June 2017. In view of the constantly increasing demands on the Supervisory Board's monitoring and advisory activities as a result of the continuously growing legal and regulatory requirements and with regard to the Supervisory Board remuneration of comparable companies, the remuneration of the members of the Supervisory Board should be adjusted. Accordingly, the annual fixed remuneration for Supervisory Board members should be increased to EUR 70,000, for the Chairman of the Supervisory Board to EUR 205,000 and for the Deputy Chairman to EUR 135,000. The additional remuneration for members of the audit committee should be increased to EUR 25,000, EUR 70,000 for the Chairman and EUR 45,000 for the Deputy Chairman. In future, Supervisory Board members will each receive additional remuneration of EUR 15,000 for membership of the executive committee, remuneration committee or nomination committee and additional remuneration of EUR 25,000 for chairing the executive committee, remuneration committee or nomination committee, whereby only the activities in two committees are additionally remunerated. If a member is a member of more than two committees, only the two most highly remunerated functions are remunerated. In all other respects, the existing abstract remuneration system for the members of the Supervisory Board shall remain unchanged.

The adjusted abstract remuneration system is published in the annex to agenda item 7 and on the internet at

www.kiongroup.com/agm

The Executive Board and Supervisory Board are of the opinion that the suggested amount of remuneration and the structure of the remuneration system for the Supervisory Board are appropriate in view of the tasks of the Supervisory Board members and the situation of the company and that the Supervisory Board thus receives remuneration in line with the market. In addition, appropriate remuneration in line with the market is necessary to attract highly qualified candidates who meet the requirements of the Supervisory Board's skills profile.

The Executive Board and Supervisory Board therefore propose that article 18(1) and (2) of the Articles of Association be amended as follows and that the correspondingly adjusted system of remuneration for members of the Supervisory Board be adopted.

Article 18(1) and (2) of the Articles of Association are amended and revised as follows:

“§ 18 Remuneration of the Supervisory Board

1. *Each member of the supervisory board shall receive a fixed annual remuneration of EUR 70,000.00 as well as compensation for his expenses. The chairman of the supervisory board shall receive EUR 205,000.00 p.a., and the deputy chairman shall receive EUR 135,000.00 p.a.*
2. *As consideration for the membership in the audit committee, supervisory board members shall receive an additional remuneration of EUR 25,000.00, as consideration for acting as deputy chairman of the audit committee, supervisory board members shall receive an additional remuneration of EUR 45,000.00, and as consideration for chairing the audit committee, supervisory board members shall receive an additional remuneration of EUR 70,000.00. As consideration for the membership in the executive committee, remuneration committee or nomination committee, supervisory board members shall receive an additional remuneration of each EUR 15,000.00, and as consideration for chairing the executive committee, remuneration committee or nomination committee, Supervisory Board members shall receive an additional remuneration of each EUR 25,000.00, whereby only the activities in two committees are additionally remunerated. If a member is a member of more than two committees, only the two most highly remunerated functions are remunerated. The additional remuneration according to this clause shall only be payable if the relevant committee has convened at least once in the relevant financial year.”*

Otherwise, article 18 of the Articles of Association remains unchanged.

8. Supervisory Board Elections

The terms of the Supervisory Board members Hans Peter Ring, Jiang Kui, Dr Christina Reuter and Xu Ping end at the end of the general meeting that decides on the discharge of the Supervisory Board members for the 2024 financial year. The member of the Supervisory Board Dr Nicolas Peter has resigned from office with effect from the end of the Annual General Meeting on 27 May 2025. In addition, Dr Shaojun Sun, who has been appointed to the Supervisory Board by the court, is also to be elected by the Annual General Meeting. New elections of six members of the Supervisory Board by the Annual General Meeting are therefore required. Dr Shaojun Sun and Jiang Kui are available for a new term.

In accordance with sections 96(1), (2), 101(1) German Stock Corporation Act, section 7(1) sentence 1 no. 2 German Co-determination Act and section 9(1) of the Articles of Association of KION GROUP AG, the Supervisory Board is composed of each eight members to be elected by the general meeting and eight members to be elected by the employees and at least 30 % women and at least 30 % men. The minimum proportion of women and men must be fulfilled by the Supervisory Board as a whole in accordance with section 96(2) sentence 2 German Stock Corporation Act (so-called overall fulfillment), as the overall fulfillment was not objected to in accordance with section 96(2) sentence 3 German Stock Corporation Act. The Supervisory Board must therefore be composed of at least five women and at least five men in total. The requirements would still be met if the proposed candidates were elected.

Based on a corresponding proposal by the Nomination Committee, the Supervisory Board proposes,

8.1 **Dr Mohsen Sohi**

Place of residence: Frankfurt / Main, Germany

Occupation: CEO Freudenberg SE / Spokesman of the Management Board Freudenberg & Co. Kommanditgesellschaft (until 30 June 2025)

Membership in the following other statutory supervisory boards in Germany:

- Member of the Supervisory Board, Heraeus Holding GmbH, Hanau, Germany

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

- Chairman of the Board of Directors, STERIS plc, Derby, United Kingdom (non-executive)
- Member of the Supervisory Board, Tetra Laval International S.A., Pully, Switzerland
- Member of the Board of Directors, Baker Hughes Corp., Houston, USA (non-executive)

8.2 **Sherry A. Aaholm**

Place of residence: Indianapolis, USA

Occupation: Independent consultant

Membership in the following other statutory supervisory boards in Germany:

n/a

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

- Member of the Board of Directors, Old Dominion Freight Lines Inc., Thomasville, USA (non-executive)
- Member of the Board of Directors, nVent Electric plc, London, United Kingdom (non-executive)

8.3 **Xiaomei Zhang**

Place of residence: Weifang, People's Republic of China

Occupation: Deputy Director Legal and Compliance, Weichai Power Co., Ltd. / Deputy General Manager, Director of Legal Affairs, Overseas Marketing Center, Weichai Power Co., Ltd.

Membership in the following other statutory supervisory boards in Germany:

n/a

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

- Member of the Board of Supervisors, Weichai Ballard Hydrogen Energy Technology Co., Ltd., Weifang, People's Republic of China
- Member of the Board of Supervisors, Weifang Weichai Power Technology Co., Ltd., Weifang, People's Republic of China

8.4 **Jiang Kui**

Place of residence: Jian, People's Republic of China

Occupation: Senior President, Weichai Power Co., Ltd. / Chairman of the Board of Directors, Weichai America Corp.

Membership in the following other statutory supervisory boards in Germany:

n/a

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

- Chairman of the Board of Directors, Ferretti S.p.A., Forli, Italy (non-executive)
- Member of the Board of Directors, Power Solutions International Inc., Illinois, USA (non-executive)

8.5 **Dr Shaojun Sun**

Place of residence: Goldbach, Germany

Occupation: Member of the Board of Directors and Executive Vice President Weichai Holding Group Co., Ltd.

Membership in the following other statutory supervisory boards in Germany:

- Member of the Supervisory Board of LHY Powertrain Verwaltungs GmbH, Aschaffenburg, Germany

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

- Member of the Board of Directors, Weichai Intelligent Technology Co., Ltd., Weifang, People's Republic of China (non-executive)
- Member of the Board of Directors, Shandong Guochuang Fuel Cell Technology Innovation Center Co., Ltd., Weifang, People's Republic of China (non-executive)
- Member of the Board of Directors, Weichai New Energy Technology Co., Ltd, Weifang, People's Republic of China (non-executive)
- Member of the Board of Directors, Linde Hydraulics (China) Co., Ltd., Weifang, People's Republic of China (non-executive)

and

8.6 **Peter Kameritsch**

Place of residence: Eichenau, Germany

Occupation: Member of the Executive Board for Finance and Information Technology, MTU Aero Engines AG (until 30 June 2025)

Membership in the following other statutory supervisory boards in Germany:

- Member of the Supervisory Board, Carl Zeiss Meditec AG, Jena, Germany

Membership in the following comparable domestic and foreign supervisory bodies of commercial enterprises:

n/a

be elected to the Supervisory Board. The election shall take place with effect from the end of the Annual General Meeting on 27 May 2025 and for the following terms:

- For Dr Mohsen Sohi, Sherry A. Aaholm, Xiaomei Zhang and Jiang Kui until the end of the general meeting that resolves on the discharge of the Supervisory Board for the 2029 financial year; and
- for Peter Kameritsch – in accordance with article 9(4) of the Articles of Association for the end of the term of Dr Peter – and Dr Shaojun Sun – in accordance with article 9(4) of the Articles of Association for the end of the term of Mr Tan – until the end of the general meeting that resolves on the discharge of the Supervisory Board for the 2026 financial year.

The elections are to be held as individual elections.

The Supervisory Board's election proposals take into account the objectives resolved by the Supervisory Board for its composition and aim to fulfill the profile of skills and expertise developed by the Supervisory Board for the entire Board. The Supervisory Board has ensured that the candidates have sufficient time to perform their duties as members of the KION GROUP AG Supervisory Board.

In the opinion of the Supervisory Board, there are no personal or business relationships between the proposed candidates and the company, the bodies of KION GROUP AG or the shareholders with a material interest in KION GROUP AG beyond the existing memberships of the candidates Jiang Kui and Dr Shaojun Sun on the Supervisory Board of the company and the relationships mentioned below, the disclosure of which is recommended by Recommendation C.13 of the German Corporate Governance Code:

- Xiaomei Zhang is Deputy Director Legal and Compliance, Weichai Power Co., Ltd. and Deputy General Manager, Director of Legal Affairs, Overseas Marketing Center, Weichai Power Co., Ltd. Weichai Power Co., Ltd. has a material indirect holding in KION GROUP AG.
- Jian Kui is Senior President, Weichai Power Co., Ltd. Weichai Power Co., Ltd. has a material indirect holding in KION GROUP AG.
- Dr Shaojun Sun is member of the Board of Directors and Executive Vice President, Weichai Holding Group Co., Ltd. Weichai Holding Group Co., Ltd. has a material holding in Weichai Power Co., Ltd. Weichai Power Co., Ltd. has a material indirect holding in KION GROUP AG.

In the opinion of the shareholder representatives, the proposed candidates are also to be regarded as independent of the company and the Executive Board.

CVs of the proposed candidates can be found following this agenda under "Information on agenda item 8" and on our company's website at

www.kiongroup.com/agm

It is contemplated to elect Dr Mohsen Sohi as the new Chairman of the Supervisory Board.

Information on agenda item 7 – Remuneration system for the members of the Supervisory Board

The Executive Board and Supervisory Board propose that the remuneration regulations for the members of the Supervisory Board pursuant to Article 18 of the Articles of Association and the remuneration system for the members of the Supervisory Board be amended as follows:

Description of the remuneration system for the members of the Supervisory Board

I. Contribution of the remuneration to the promotion of the business strategy and the long-term development of KION GROUP AG

The Supervisory Board remuneration takes into account, both in terms of structure and amount, the requirements of the office of a member of the Supervisory Board of KION GROUP AG, in particular the time involved as well as the responsibility associated with it. The remuneration is in line with the market and the amount – also in comparison to the remuneration of the members of the Supervisory Boards of comparable listed companies in Germany – is commensurate with the tasks of the members of the Supervisory Board and the situation of KION GROUP AG. As part of the preparations for the new remuneration system, a benchmark analysis was commissioned from an external consultant. The remuneration makes it possible to recruit suitable and qualified candidates for the office of Supervisory Board member. As such, the Supervisory Board remuneration contributes to the Supervisory Board as a whole being able to properly and competently perform its duties of monitoring and advising the Executive Board. Limiting the remuneration to a fixed remuneration also takes these tasks of the Supervisory Board into account. This limitation provides the incentive for the members of the Supervisory Board, when performing their tasks to monitor and to advise the Executive Board, to adequately question the management by the Executive Board without primarily being oriented towards the development of operational indicators. Together with the Executive Board, the Supervisory Board thereby promotes the business strategy as well as the long-term development of KION GROUP AG. Paying only a fixed remuneration is moreover in line with suggestion G.18 sentence 1 of the German Corporate Governance Code.

II. Remuneration components

The remuneration of Supervisory Board members consists of a fixed remuneration, the attendance fee and reimbursement of expenses.

The fixed annual remuneration of the Supervisory Board members is EUR 205,000 for the chairman of the Supervisory Board, EUR 135,000 for the deputy chairman of the Supervisory Board and EUR 70,000 for every other member of the Supervisory Board.

Members of the audit committee additionally receive remuneration of EUR 25,000, the deputy chairman of the audit committee EUR 45,000 and the chairman of the audit committee EUR 70,000. As consideration for the membership in the executive committee, remuneration committee or nomination committee Supervisory Board members receive additional remuneration of each EUR 15,000, and as consideration for chairing the executive committee, remuneration committee or nomination committee Supervisory Board members receive additional remuneration of EUR 25,000, whereby only the activities in two committees are additionally remunerated. If a member is a member of more than two committees, only the two most highly remunerated functions are remunerated.

The additional remuneration for committee memberships requires the committee to have held at least one meeting in the financial year in question.

This means that the remuneration of the members of the Supervisory Board is also in line with recommendation G.17 of the German Corporate Governance Code according to which appropriate account is to be taken of the larger time commitment of the chairman and the deputy chairman of the Supervisory Board as well as of the chairman and the members of committees. Supervisory Board members who were not members or did not act as chair or deputy chair of the Supervisory Board or a committee during a full financial year receive the fixed annual remuneration on a pro rata temporis basis in the amount of one-twelfth for each commenced month of their function.

The members of the Supervisory Board receive an attendance fee of EUR 1,500 per meeting day for each participation in a physical meeting of the Supervisory Board and its committees. Should there be several meetings on a single day, the attendance fee is paid only once. In addition, the members of the Supervisory Board are included in D&O insurance taken out by KION GROUP AG. The members of the Supervisory Board also receive the value-added tax payable on their earnings.

III. Procedures for determining, implementing and reviewing the remuneration system

The general meeting determines the Supervisory Board remuneration on a recommendation of the Executive Board and of the Supervisory Board in the Articles of Association or by resolution. The current Supervisory Board remuneration is laid down in article 18 of the Articles of Association of KION GROUP AG.

The general meeting resolves on the Supervisory Board remuneration at least every four years. In this regard, a resolution that confirms the existing remuneration is also permissible. In preparation for the resolution of the general meeting, the Executive Board and the Supervisory Board each review whether the Supervisory Board remuneration, in particular in terms of amount and structure, continues to be in the interest of KION GROUP AG and is appropriate. If necessary, the Executive Board and the Supervisory Board will propose an appropriate adjustment of the remuneration to the general meeting.

IV. Proposed revision of section 18 of the Articles of Association KION GROUP AG

§ 18 Remuneration of the Supervisory Board

- 1. Each member of the supervisory board shall receive a fixed annual remuneration of EUR 70,000.00 as well as compensation for his expenses. The chairman of the supervisory board shall receive EUR 205,000.00 p.a., and the deputy chairman shall receive EUR 135,000.00 p.a.*
- 2. As consideration for the membership in the audit committee, supervisory board members shall receive an additional remuneration of EUR 25,000.00, as consideration for acting as deputy chairman of the audit committee, supervisory board members shall receive an additional remuneration of EUR 45,000.00, and as consideration for chairing the audit committee, supervisory board members shall receive an additional remuneration of EUR 70,000.00. As consideration for the membership in the executive committee, remuneration committee or nomination committee, supervisory board members shall receive an additional remuneration of each EUR 15,000.00, and as consideration for chairing the executive*

committee, remuneration committee or nomination committee, Supervisory Board members shall receive an additional remuneration of each EUR 25,000.00, whereby only the activities in two committees are additionally remunerated. If a member is a member of more than two committees, only the two most highly remunerated functions are remunerated. The additional remuneration according to this clause shall only be payable if the relevant committee has convened at least once in the relevant financial year.”

3. *Supervisory board members who were not members of or did not chair the supervisory board or a committee during a full financial year shall receive the remuneration following from sub-sections 1 and 2 on a pro rata temporis basis in the amount of one twelfth for each commenced month of their function.*
4. *Furthermore, the members of the supervisory board shall receive for each participation in a physical meeting of the supervisory board and its committees an attendance fee of EUR 1,500.00 per meeting day. ‘Physical meetings’ in this sense shall also include convened meetings held in the form of video or telephone conferences. The participation by way of video or telephone conference shall qualify as participation within the meaning of this clause. Should there be several meetings on a single day, the attendance fee shall be paid only once. No attendance fee shall be paid for participation in appointments not convened as a meeting and simply for the purpose of sharing information.*
5. *The remuneration pursuant to sub-sections 1 and 2 shall become due after the end of the relevant financial year. The attendance fee pursuant to sub-section 4 shall become due after the relevant meeting.*
6. *The Company shall reimburse each supervisory board member the VAT payable in relation to his remuneration/compensation.*
7. *The members of the supervisory board shall be included in a D&O insurance being maintained by the Company with an adequate insured sum in its own interests. The premiums for this insurance will be borne by the Company.*

Information on agenda item 8 – Candidates for the Supervisory Board

Dr Mohsen Sohi, Frankfurt / Main, Germany

Personal Information

Year of birth: 1959

Nationality: US-american/German

Current profession

CEO, Freudenberg SE / Spokesman of the Management Board,
Freudenberg & Co. Kommanditgesellschaft

Career

- 2010 – 2012 Member of the Management Board,
Freudenberg & Co. Kommanditgesellschaft, Weinheim (Germany)
- 2003 – 2010 President and CEO, Freudenberg-NOK General Partnership, Plymouth (USA)
- 2000 – 2003 Senior Vice President, Store Automation, NCR Corp., Duluth (USA)
- 2000 – 2000 President, Honeywell Electronic Materials, Sunnyvale (USA)
- 1999 – 2000 President commercial vehicle systems, Honeywell, Cleveland (USA)
- 1997 – 1999 Vice President and General Manager, turbocharger systems, AlliedSignal Inc., Torrance (USA)
- 1995 – 1997 Director global product development, AlliedSignal Automotive, Detroit (USA)
- 1993 – 1995 Chief Ingenieur Material and Process development, AlliedSignal Engines, Aerospace, Phoenix (USA)
- 1986 – 1993 Chief Engineer, AlliedSignal Engines, Aerospace, Phoenix (USA)

Education

- 1998 Master of Business Administration (MBA)
Wharton School of Management
University of Pennsylvania, Philadelphia (USA)
- 1989 Doctor of Science, Mechanical Engineering, focus on material science
Washington University, St. Louis, Missouri (USA)
- 1984 Master of Science, Mechanical Engineering, Washington University,
St. Louis, Missouri (USA)
- 1982 Bachelor of Science, Mechanical Engineering, Aerospace technology,
University of Missouri, Columbia (USA)

Other substantial activities

- Since 2005 Member of the Board of Directors, Chairman since 2018, STERIS plc, Derby (United Kingdom), (non-executive) (listed)
- Since 2021 Member of the Supervisory Board, Tetra Laval International S.A., Pully (Switzerland)
- Since 2023 Member of the Board of Directors, Baker Hughes Corp., Houston (USA), (non-executive) (listed)
- Since 2025 Member of the Supervisory Board, Heraeus Holding GmbH, Hanau (Germany)

Sherry A. Aaholm, Indianapolis, USA

Personal Information

Year of birth: 1962

Nationality: US-american

Current profession

Independent Consultant

Career

- 2021 – 2023 Chief Digital Officer, Cummins, Inc., Columbus (USA)
- 2013 – 2021 Chief Information Officer / Digital Officer, Cummins, Inc., Columbus (USA)
- 2006 – 2012 Executive Vice President, Information Technology, FedEx Services, Memphis (USA)
- 1999 – 2006 Senior Vice President & Chief Information Officer, FedEx Express, FedEx Freight, FedEx Supply Chain, Memphis (USA)
- 1996 – 1999 Vice President, Information Technology, GeoLogistics, Atlanta (USA)
- 1985 – 1996 Director, Information Technology, Schneider National / Schneider Logistics, Green Bay (USA)

Education

- 2023 Directors Certification, National Association of Board of Directors, Arlington (USA)
- 2016 Master of Science, Sustainability Management, University of Wisconsin, Green Bay (USA)
- 2014 Bachelor of Administration, Marketing and Economics, University of Wisconsin, Green Bay (USA)
- 2007 Strategic Business Leadership, University of Chicago Graduate School of Business, (USA)
- 2006 Finance for Executives, University of Chicago Graduate School of Business, (USA)

Other substantial activities

- Since 2018 Member of the Board of Directors, Old Dominion Freight Lines, Thomasville USA (non-executive) (listed)
- Since 2023 Member of the Board of Directors, nVent Electric plc, London, United Kingdom (non-executive) (listed)

Xiaomei Zhang, Weifang, People's Republic of China

Personal Information

Year of birth: 1985

Nationality: Chinese

Current profession

Deputy Director Legal and Compliance, Weichai Power Co. Ltd. (listed) / Deputy General Manager, Director Legal Affairs, Overseas Marketing Center, Weichai Power Co., Ltd.

Career

- 2023 – 2024 Legal consultant, Weichai America Corp., Chicago (USA)
- 2018 – 2021 Assistant Director Legal and Compliance, Weichai Power Co., Ltd., Weifang (People's Republic of China)
- 2016 – 2018 Manager Legal and Compliance, Weichai Power Co., Ltd., Weifang (People's Republic of China)

Education

- 2005 – 2009 Bachelor of Laws (LL.B.), Shandong University in Jinan (People's Republic of China)

Other substantial activities

- Since 2021 Member of the Board of Supervisors, Weichai Ballard Hydrogen Energy Technology Co., Ltd., Weifang (People's Republic of China)
- Since 2021 Member of the Board of Supervisors, Weifang Weichai Power Technology Co., Ltd., Weifang (People's Republic of China)

Jiang Kui, Jinan, People's Republic of China

Member of the Supervisory Board of KION GROUP AG
(and the legal predecessor KION Holding 1 GmbH) since December 2012.

Personal Information

Year of birth: 1964

Nationality: Chinese

Current profession

Senior President, Weichai Power Co., Ltd. (listed) / Chairman of the Board of Directors, Weichai America Corp.

Career

- 2023 – 2024 Executive President, Shandong Heavy Industry Group Co., Ltd., Jinan (People's Republic of China)
- 2009 – 2023 President, Shandong Heavy Industry Group Co., Ltd., Jinan (People's Republic of China)
- 2018 – 2020 Member of the Board of Directors, SINOTRUK Jinan Power Co. Ltd., Jinan (People's Republic of China)
- 2017 – 2020 Member of the Board of Directors, Power Solutions International, Inc., Wood Dale (USA)
- 2012 – 2020 Member of the Board, Hydraulics Drive Technology Beteiligungs GmbH, Aschaffenburg (Germany)
- 2012 – 2013 Chairman of the Supervisory Board, Linde Hydraulics Verwaltungs GmbH, Aschaffenburg (Germany)
- 2009 – 2016 Member of the Board of Directors, Shandong Heavy Industry Group Co., Ltd., Jinan (People's Republic of China)
- 2008 – 2015 Member of the Board of Directors, Weichai Holding Group Co., Ltd., Weifang (People's Republic of China)
- 2000 – 2008 Vice President, Shantui Construction Machinery Co., Ltd., Jining (People's Republic of China)

Education

- 2003 – 2004 Wright State University Dayton (USA) (Master of Business Administration)
- 1983 – 1988 Tsinghua University Beijing (People's Republic of China) (Bachelor, Engineering)

Other substantial activities

- Since 2024 Chairman of the Board of Directors, Ferretti S.p.A., Forli (Italy) (non-executive) (listed)
- Since 2024 Member of the Board of Directors, Power Solutions International, Inc., Illinois, USA (non-executive) (listed)

Dr Shaojun Sun, Goldbach, Germany

Member of the Supervisory Board of KION GROUP AG since October 2024.

Personal Information

Year of birth: 1965

Nationality: Chinese

Current profession

Member of the Board of Directors and Executive Vice President of Weichai Holding Group Co., Ltd.

Career

- Since 2024 Chairman of the Board of Managers, Weichai Power (Luxembourg) Holding S.à.r.l., Luxemburg (Luxembourg) (executive director)
- Since 2013 Member of the Management Board, Hydraulics Drive Technology Beteiligungs GmbH, Aschaffenburg (Germany) (executive director)
- Since 2007 Member of the Board of Directors und Deputy Chief Engineer der Weichai Power Co., Ltd., Weifang (People's Republic of China) (executive director)
- 2021 – 2024 Vice President, Shandong Heavy Industry Group Co. Ltd., Jinan (People's Republic of China)
- 2007 – 2021 Executive President, Weichai Power Co., Ltd., Weifang (People's Republic of China)
- 2003 – 2007 Chief Technology Officer, Weichai Power Co., Ltd., Weifang (People's Republic of China)
- 1999 – 2007 Chief Engineer, Weifang Diesel Engine Works, Weifang (People's Republic of China)
- 1998 – 1999 Manager Assistant, Weifang Diesel Engine Works, Weifang (People's Republic of China)

Education

- 2004 – 2008 Tianjin University in Tianjin (People's Republic of China) (PhD in Engineering)

Other substantial activities

- Seit 2021 Member of the Board of Directors, Weichai Intelligent Technology Co., Ltd, Weifang (People's Republic of China) (non-executive)
- Seit 2021 Member of the Board of Directors, Shandong Guochuang Fuel Cell Technology Innovation Center Co., Ltd., Weifang (People's Republic of China) (non-executive)
- Seit 2018 Member of the Board of Directors, Weichai New Energy Technology Co., Ltd., Weifang (People's Republic of China) (non-executive)
- Seit 2014 Member of the Board of Directors, Linde Hydraulics (China) Co., Ltd., Weifang (People's Republic of China) (non-executive)
- Seit 2012 Member of the Supervisory Board, LHY Powertrain Verwaltungs GmbH, Aschaffenburg (Germany)

Peter Kameritsch, Eichenau, Germany

Personal Information

Year of birth: 1969

Nationality: German

Current profession

Member of the Executive Board Finance and Information Technology, MTU Aero Engines AG (listed)

Career

- 2016 – 2017 Head of Finance, MTU Aero Engines AG, Munich (Germany)
- 2015 – 2016 Head of Controlling, MTU Aero Engines AG, Munich (Germany)
- 2014 – 2015 Head of Corporate Development and M&A, MTU Aero Engines AG, Munich (Germany)
- 2011 – 2014 Head of Investor Relations, MTU Aero Engines AG, Munich (Germany)
- 2005 – 2011 Head of Group Planning, MTU Aero Engines AG, Munich (Germany)
- 1999 – 2004 Various positions at German and US subsidiaries of MTU Aero Engines AG

Education

- 1995 – 1998 Degree in Business Administration, Ludwigs-Maximilians-Universität München (Germany)
- 1990 – 1995 Degree in Physics, Ludwigs-Maximilians-Universität München (Germany)

Other substantial activities

- Since 2021 Member of the Supervisory Board, Carl Zeiss Meditec AG, Jena (Germany) (listed)

Further information and notes

I. Total number of shares and voting rights

As at the date of the convocation of the Annual General Meeting, the share capital of the Company amounts to EUR 131,198,647.00 and is divided into 131,198,647 no-par value shares, each of which grants one vote. This total number includes 73,876 own shares held by the Company as at the date of the convocation; pursuant to section 71b German Stock Corporation Act, the Company does not have any rights in respect of these own shares.

II. Requirements for attending the Annual General Meeting and exercising voting rights

1. Eligibility to attend

Pursuant to article 20(1) of the Articles of Association, only those shareholders who have registered with the Company in a timely manner prior to the Annual General Meeting are entitled to attend the Annual General Meeting and to exercise their voting rights – either in person or by proxy. Notice of registration must be given in either German or English.

Shareholders must provide evidence of their right to attend the Annual General Meeting and to exercise their voting rights (article 20(2) of the Articles of Association). Evidence of their shareholding issued in text form by the custodian bank or evidence pursuant to section 67c(3) German Stock Corporation Act (in each case “evidence of eligibility”) will be sufficient for this purpose. This evidence of eligibility must relate to the close of business of the twenty-second day (local time at the Company’s registered office) prior to the Annual General Meeting, i.e. to **24:00 on 5 May 2025** (CEST) (“record date”).

Only persons who have furnished evidence of eligibility will be deemed to be shareholders of the Company for the purpose of attending the Annual General Meeting and exercising voting rights. This means that shareholders who have only acquired their shares after the record date will neither be able to attend the Annual General Meeting nor have voting rights at the Annual General Meeting. The record date does not have any consequences for the saleability of the shares. Shareholders who have sold their shares after the record date will therefore – provided that they have registered in good time and have submitted evidence of eligibility – nevertheless be eligible to attend the Annual General Meeting and exercise their voting rights. The record date is irrelevant as far as entitlement to dividends is concerned.

The notice of registration and evidence of eligibility must be received by the Company by no later than **24:00 on 20 May 2025** (CEST) either in text form

– at the address

KION GROUP AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 München,
Germany

or

– at the e-mail address

anmeldung@linkmarketservices.eu

or by transmission through intermediaries subject to the requirements set out in section 67c German Stock Corporation Act. We recommend registering and submitting evidence of eligibility by e-mail.

Upon timely receipt of registration and evidence of eligibility by the Company, shareholders and/or their proxies will be sent an AGM ticket for the Annual General Meeting. AGM tickets are issued purely as an organizational aid and are not a prerequisite for attending the Annual General Meeting and exercising voting rights. AGM tickets also contain individual access data for the Company's password-protected internet service accessible at the internet address www.kiongroup.com/agm (hereinafter: “**Online Service**”). Via the Online Service, shareholders and their proxies can cast their votes by Company proxies appointed by the Company (see “Procedure for voting by company proxy” below) or by postal vote (see “Procedure for voting by postal vote” below) and issue or withdraw proxy authorizations.

It is intended to stream the Annual General Meeting partially – including the speeches of the chairman of the Supervisory Board and the CEO – on the internet at

www.kiongroup.com/agm

2. Notes on casting votes by proxy

In addition to voting at the Annual General Meeting, shareholders may also vote by proxy, which can, for example, be a credit institution, a shareholders' association or other representatives such as, for example, so-called Company proxies appointed by the Company. If shareholders wish to vote by proxy, they nevertheless still have to register in good time and evidence of eligibility must be received by the Company in good time in one of the ways described above.

For further details on voting by proxy, please see the sections “Procedure for voting by proxy” and “Procedure for voting by Company proxy”.

3. Notes on postal votes

Shareholders may also vote by postal vote without attending the Annual General Meeting in person or being represented by a proxy at the meeting. If shareholders wish to vote by postal vote, they nevertheless still have to register in good time and evidence of eligibility must be received by the Company in good time in one of the ways described above.

For further details on voting by postal vote, please see the section “Procedure for voting by postal vote”.

III. Procedure for casting votes

Once shareholders have duly and properly registered and supplied their evidence of eligibility, they may attend the Annual General Meeting in person and exercise their voting rights themselves. They may however also cast their votes by proxy, for example, by Company proxies appointed by the Company, or by postal vote.

1. Procedure for voting by proxy

Shareholders who do not wish to exercise their voting rights at the Annual General Meeting themselves, but rather by proxy, must grant such proxy a due and proper proxy authorization before the vote. The following should be noted in this regard:

- a) If neither an intermediary within the meaning of section 135(1) German Stock Corporation Act nor another person or institution (such as a shareholders' association) treated as equivalent to an intermediary pursuant to section 135(8) German Stock Corporation Act has been authorized, the proxy authorization must be issued either
 - aa) to the Company in text form using the address listed above for the registration by post (under II.1) or by e-mail at the e-mail address

KION@linkmarketservices.eu

or subject to the requirements set out in section 67c German Stock Corporation Act, by way of transmission through intermediaries, or
 - bb) directly to the proxy in text form (in such a case, evidence of the proxy authorization must be submitted to the Company in text form or by way of transmission through intermediaries subject to the requirements set out in section 67c German Stock Corporation Act).

The same applies to the withdrawal of the proxy authorization. The Company will provide the shareholders at the Company's website www.kiongroup.com/agm with a form for the granting of proxy authorizations to third parties (proxies that are not Company proxies appointed by the Company) vis-à-vis the Company.

Shareholders and their proxies may submit evidence of the authorization or withdrawal thereof in text form to the Company at the address listed above for the registration by post (under II.1) or by e-mail at the e-mail address

KION@linkmarketservices.eu

or, subject to the requirements set out in section 67c German Stock Corporation Act, via intermediaries. Such evidence may also be submitted on the day of the Annual General Meeting at the entrance/exit desks.

- b) Proxy authorizations can also be issued and withdrawn via the **Online Service** by **18:00 on 26 May 2025** (CEST) using the procedure specified by the Company. The possibility to withdraw proxy authorizations via the Online Service also applies to proxy authorizations issued or evidenced by post, e-mail or, subject to the requirements set out in section 67c German Stock Corporation Act, by way of transmission through intermediaries. Proxy authorizations issued via the Online Service can

also be withdrawn by post, e-mail or by way of transmission through intermediaries, subject to the requirements under lit. a).

- c) The statutory provisions, in particular section 135 German Stock Corporation Act, apply to proxy authorizations granted to intermediaries within the meaning of section 135(1) German Stock Corporation Act or other persons or institutions (such as shareholders' associations) treated as equivalent to intermediaries pursuant to section 135(8) German Stock Corporation Act as well as to the withdrawal and the evidence of such proxy authorizations. Shareholders must also observe any rules laid down by the respective proxies in this regard.
- d) In order for proxies to use the Online Service, they must receive the respective access data. Following the determination by the granter of the proxy, the proxy will receive his own access data from the Company either by post or by e-mail. A postal address of the proxy can be provided for, in particular, the granting of the proxy authorization by declaration to the Company, using the form provided by the Company, and if the Online Service is used for the granting of the proxy authorization, either a postal address or an e-mail address of the proxy can be provided. If the granter of the proxy authorization does not provide a postal address or e-mail address of the proxy, the access data of the proxy will be sent by post to the address of the granter of the proxy authorization. When providing a postal address, please take the normal processing and postal delivery times into account for the transmission of the access data.
- e) Please refer your proxies to the information on data protection which is set out in section VI. below.

2. Procedure for voting by Company proxy

Shareholders may also cast their votes by Company proxies appointed by the Company. The following should be noted in this regard:

- a) Company proxies may only vote in respect of agenda items for which they have received express instructions on how to exercise the voting right. Company proxies are obliged to vote according to the instructions given to them.
- b) Please note that Company proxies (i) cannot accept any requests to speak, to object to general meeting resolutions or to submit questions or motions and that they (ii) are only available to vote on such motions and candidate nominations in respect of which resolution proposals by the Executive Board and/or the Supervisory Board pursuant to section 124(3) German Stock Corporation Act or by shareholders pursuant to sections 124(1), 122(2), sentence 2 German Stock Corporation Act have been published in this convocation or subsequently or have been made available pursuant to sections 126, 127 German Stock Corporation Act.
- c) Proxy authorizations and instructions to Company proxies may be issued, amended or withdrawn vis-à-vis the Company in text form, using the address listed above (under II.1) for the registration **by post** or **by e-mail** at the e-mail address

KION@linkmarketservices.eu

by **18:00 on 26 May 2025** (CEST). In all these cases, the time at which the proxy authorization or instruction, amendment or withdrawal is received by the Company will be decisive. On the day of the Annual General Meeting, proxy authorizations and instructions to Company proxies may also be issued, amended or withdrawn in text form at the entrance/exit desks.

- d) Subject to the requirements set out in section 67c German Stock Corporation Act, authorizations and instructions to Company proxies may also be issued, amended or withdrawn vis-à-vis the Company by way of transmission through intermediaries by **18:00 on 26 May 2025** (CEST). The time at which the proxy authorization or instruction, amendment or withdrawal is received by the Company will be decisive.
- e) Authorizations and instructions can be issued to Company proxies and authorizations and instructions already issued to Company proxies can be amended or withdrawn **via the Online Service by 18:00 on 26 May 2025** (CEST) using the procedure specified by the Company. The possibility to amend and to withdraw proxy authorizations and instructions also applies to proxy authorizations and instructions to Company proxies issued on time by post, e-mail or, subject to the requirements of section 67c German Stock Corporation Act, by way of transmission through intermediaries. Proxy authorizations and instructions to Company proxies issued via the Online Service can also be amended or withdrawn by post, e-mail or by way of transmission through intermediaries, subject to the requirements under lit. c) and d).
- f) If declarations on the issuing, amendment or withdrawal of proxy authorizations and instructions to Company proxies are received by the Company via more than one of the possible channels, the declaration received most recently and on time shall be binding.
- g) The authorization of Company proxies does not exclude the personal participation of the shareholder or an authorized third party or voting by postal vote. The personal attendance of a shareholder or an authorized third party as well as voting by postal vote shall be deemed a withdrawal of previously issued proxy authorizations and instructions to the Company proxies. The declaration received most recently and on time will be binding.
- h) Intermediaries within the meaning of section 135(1) German Stock Corporation Act or other persons and institutions (such as shareholders' associations) treated as equivalent to intermediaries pursuant to section 135(8) German Stock Corporation Act with proxy authorizations may also avail themselves of Company proxies appointed by the Company.
- i) Instructions to Company proxies in respect of agenda item 2 in this convocation will also apply should the proposed resolution on the appropriation of the profit be amended on account of a change in the number of shares carrying dividend rights.
- j) Should a separate vote rather than a block vote be carried out in respect of an agenda item, the instruction given in respect of this agenda item will apply analogously to each point of the separate vote.

3. Procedure for voting by postal vote

Postal votes can only be cast (i) via the Online Service or (ii) by way of transmission through intermediaries subject to the requirements set out in section 67c German Stock Corporation Act.

- a) Postal voting can be performed **via the Online Service** by **18:00 on 26 May 2025** (CEST) using the procedure specified by the Company.
- b) Subject to the requirements set out in section 67c German Stock Corporation Act, postal votes may also be transmitted to the Company through intermediaries by **18:00 on 26 May 2025** (CEST). The time at which the postal vote is received by the Company will be decisive. This also applies to changes to or withdrawals of postal votes that were transmitted through intermediaries or cast via the Online Service.
- c) Postal votes already cast can be changed or withdrawn by **18:00 on 26 May 2025** (CEST) via the Online Service. This also applies to postal votes cast on time, subject to the requirements set out in section 67c German Stock Corporation Act, by way of transmission through intermediaries.
- d) Please note that postal votes may only be cast with regard to such motions and candidate nominations in respect of which resolution proposals by the Executive Board and/or the Supervisory Board pursuant to section 124(3) German Stock Corporation Act or by shareholders pursuant to sections 124(1), 122(2) sentence 2 German Stock Corporation Act have been published in this convocation or subsequently or have been made available pursuant to sections 126, 127 German Stock Corporation Act.
- e) Intermediaries within the meaning of section 135(1) German Stock Corporation Act or other persons and institutions (such as shareholders' associations) treated as equivalent to intermediaries pursuant to section 135(8) German Stock Corporation Act with proxy authorizations may also avail themselves of postal votes.
- f) If declarations on the casting, changing or withdrawal of postal votes are received by the Company via more than one of the possible channels, the declaration received most recently and on time will be binding.
- g) Postal votes do not preclude the shareholder or an authorized third party attending the Annual General Meeting in person or voting by proxy. Should a shareholder or an authorized third party attend in person, or should a proxy authorization and instruction to a Company proxy be issued, any postal votes cast beforehand will be deemed to have been withdrawn. The declaration received most recently and on time will be binding.
- h) Postal votes cast in respect of agenda item 2 in this convocation will also apply should the proposed resolution on the appropriation of the profit be amended on account of a change in the number of shares carrying dividend rights.
- i) Should a separate vote rather than a block vote be carried out in respect of an agenda item, the postal votes cast in respect of this agenda item will apply analogously to each point of the separate vote.

4. Forms for proxy authorizations

To register, issue proxy authorizations or cast postal votes, shareholders may use any of the formal methods described above in sections II.1, III.1, III.2 as well as III.3. A form for granting a proxy authorization to a third party vis-à-vis the Company and issuing proxy authorizations and instructions to Company proxies is also available on the Company's website at www.kiongroup.com/agm. Proxy authorizations may also be issued during the Annual General Meeting.

Should a shareholder wish to authorize an intermediary within the meaning of section 135(1) German Stock Corporation Act or another person or institution (such as a shareholders' association) treated as equivalent to an intermediary pursuant to section 135(8) German Stock Corporation Act, he must discuss the form in which the proxy authorization is to be issued with such person/institution.

IV. Shareholders' rights

In the run-up to and during the Annual General Meeting the shareholders will, inter alia, have the following rights. For further details, please see the Company's website at www.kiongroup.com/agm.

1. Right to put items on the agenda

Shareholders whose shares together represent an amount of the share capital equal to EUR 500,000.00 (this corresponds to 500,000 shares) may, pursuant to section 122(2) German Stock Corporation Act, request that items be put on the agenda and published. Each new item must be accompanied by the grounds for this or a draft resolution. The request must be submitted in writing to the Executive Board of the Company. Please send a respective request to the following address:

KION GROUP AG
Vorstand
Thea-Rasche-Straße 8
60549 Frankfurt am Main
Germany

Subject to the requirements set out in section 126a of the German Civil Code, requests for an additional agenda item within the meaning of section 122(2) German Stock Corporation Act may also be transmitted to the Company in electronic form to the e-mail address HV2025@kiongroup.com.

A request for an additional agenda item must be received by the Company at least 30 days prior to the meeting, i.e. by no later than **24:00 on 26 April 2025** (CEST). The shareholders in question must, pursuant to section 122(2), (1) sentence 3 German Stock Corporation Act, prove that they have owned the shares for at least 90 days prior to the date of receipt of the request and that they will hold the shares until the Executive Board decides on the application.

Additional agenda items that must be published will be published in the Federal Gazette without undue delay on receipt of the request and, pursuant to section 121(4a) German Stock Corporation Act, be forwarded for publication to such media capable of distributing the information throughout the entire European Union. They will also be made available on the Company's website at www.kiongroup.com/agm and notified to the shareholders.

2. Counter-motions and candidate nominations

Each shareholder is entitled pursuant to section 126(1) German Stock Corporation Act to submit counter-motions to proposed resolutions in respect of individual agenda items. If the counter-motions are to be made available by the Company, they must be submitted at least 14 days prior to the Annual General Meeting, i.e. by no later than **24:00 on 12 May 2025** (CEST),

- at the address

KION GROUP AG
Rechtsabteilung
Thea-Rasche-Straße 8
60549 Frankfurt am Main
Germany

or

- at the e-mail address

HV2025@kiongroup.com

or

- subject to the requirements set out in section 67c German Stock Corporation Act, by way of transmission through intermediaries.

Counter-motions sent to a different address need not be made available.

In all cases in which a counter-motion has been submitted, the time at which the counter-motion is received by the Company will be decisive.

Shareholders' counter-motions that are to be made available will be made available together with the shareholders' names and, if applicable, the grounds for the counter-motions as well as any statements by the Executive Board and the Supervisory Board in this regard on the Company's website at www.kiongroup.com/agm.

The Company may decide not to make a counter-motion and, if applicable, the grounds for it available if the conditions of section 126(2) German Stock Corporation Act have been met. The grounds on which the Company may do so are listed on its website at www.kiongroup.com/agm.

These provisions apply, pursuant to section 127 German Stock Corporation Act, analogously to a shareholder's nomination for the election of a member of the Supervisory Board or of auditors. In addition to the grounds listed in section 126(2) German Stock Corporation Act, the Executive Board need not make a candidate nomination available if, inter alia, the nomination does not include the name, occupation and place of residence of the candidate. Nor does the Company have to make nominations for the election of members of the Supervisory Board available if the nomination does not include information on any positions held by the proposed candidate in other supervisory boards required by law within the meaning of section 125(1) sentence 5 German Stock Corporation Act.

3. Right to be provided with information

Pursuant to section 131(1) German Stock Corporation Act, each shareholder is to be provided on request with information on the Company's affairs at the Annual General Meeting by the Executive Board, provided that such information is needed by a shareholder to properly assess a specific agenda item and provided that the Executive Board is not entitled to refuse to provide such information. The Executive Board's duty to provide information also extends to the Company's legal and business relationships with its affiliated enterprises. The duty to provide information also covers the situation of the KION Group and enterprises included in the consolidated financial statements of the KION Group. The circumstances in which the Executive Board is entitled to refuse to provide information are listed on the Company's website at www.kiongroup.com/agm.

V. Information and documentation on the Annual General Meeting; website

All of the members of the Executive Board and the Supervisory Board of the Company intend to attend the Annual General Meeting for its entire duration. This convocation to the Annual General Meeting, the documents to be made available to the Annual General Meeting, including the information required pursuant to section 124a German Stock Corporation Act, shareholders' motions as well as additional notes on shareholders' rights will be available on the Company's website (www.kiongroup.com/agm) from the day on which the Annual General Meeting is convened. All documents that must be made available to the general meeting by law will also be available for inspection at the Annual General Meeting.

VI. Information on data protection

In connection with the Annual General Meeting, KION GROUP AG processes, as controller within the meaning of data protection law, personal data (name, address, postal address if applicable, e-mail address if applicable, number of shares, type of share ownership, number of the AGM ticket, Online Service access data, voting behavior, motions and speeches) of shareholders and their proxies on the basis of applicable data protection law in order to prepare for, conduct and document the Annual General Meeting in the form stipulated by law.

The processing of personal data is absolutely necessary for the preparation and the conduct of the Annual General Meeting. The legal basis for the processing of such data is article 6(1) lit. c) General Data Protection Regulation (GDPR) and section 67e(1) German Stock Corporation Act.

The service providers commissioned to prepare and host the Annual General Meeting only receive personal data from KION GROUP AG that are required for the performance of the commissioned service. The service providers process the data on the basis of a contract with KION GROUP AG and exclusively in accordance with the instructions of KION GROUP AG. An automated decision making (e.g. profiling) does not take place. Otherwise, personal data are provided to the shareholders and shareholder representatives, in particular via the attendance list, in connection with the Annual General Meeting within the scope of the statutory provisions.

The Company retains the personal data in connection with the Annual General Meeting in accordance with the statutory duties. The data are regularly erased after three years if the data are no longer needed for possible disputes over the adoption or validity of resolutions of the Annual General Meeting. Should the Company become aware that a

shareholder is no longer a shareholder of the Company, his personal data will generally be retained for no more than twelve months after this becomes known to the Company if the data are no longer needed for possible disputes over the adoption or validity of resolutions of the Annual General Meeting.

Under the statutory requirements, the shareholders and proxies have at all times an access, rectification, restriction, objection and erasure right in relation to the processing of their personal data as well as a right to data portability pursuant to chapter III of the GDPR and section 67e(4) German Stock Corporation Act. The shareholders and proxies may assert these rights vis-à-vis the Company, free of charge, using the following contact information:

- KION GROUP AG
Thea-Rasche-Straße 8
60549 Frankfurt am Main
Germany

or

- via the e-mail address

dataprotection@kiongroup.com.

Shareholders and proxies can also reach the Company's data protection officer using this contact information. In addition, the shareholders and the proxies also have a right to lodge a complaint with the data protection supervisory authorities pursuant to article 77 GDPR.

Further information on data protection is published on our website at www.kiongroup.com under "Privacy Statement".

Frankfurt am Main, April 2025

KION GROUP AG

The Executive Board

KION GROUP AG
Investor Relations
Thea-Rasche-Straße 8
60549 Frankfurt am Main

Phone: +49 69 20 110 7450

ir@kiongroup.com
www.kiongroup.com