

Sustainability Report 2025

Think smart. Make it circular.



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Our contribution to a sustainable future

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About this Report

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STILL GmbH was first founded by Hans Still back in 1920 based on creativity, entrepreneurial spirit, and high quality standards, and has since developed into a prominent brand with a strong international reputation. Today, STILL, as part of KION, is a leading provider of intralogistics solutions with a portfolio that includes forklift trucks, warehouse technology, networked systems, and support services.

Reporting Period and Scope

This sustainability report from STILL GmbH (hereinafter "STILL") covers fiscal 2025 from January 1 to December 31, 2025 and addresses the sustainability activities of STILL in the Europe, Middle East, and Africa (EMEA) region. The report covers the consolidated companies of STILL in the EMEA region (operational structure). This includes both the production plants and the sales and service companies in 18 countries.

As part of KION, STILL remained a core brand within the KION Industrial Trucks & Services (ITS) EMEA Operating Unit during fiscal 2025.

KION has voluntarily used the European Sustainability Reporting Standards (ESRS), which are prescribed as authoritative reporting standards under the Corporate Sustainability Reporting Directive (CSRD), for the preparation of the [Group Sustainability Report](#) . The application of the ESRS also extends to STILL with all its subsidiaries consolidated in the EMEA region. The Group Sustainability Report is integrated into the consolidated management report in accordance with Sections 289b (1) and (3) and 315b (1) and (3) of the German Commercial Code (HGB) and ESRS 1.110, and also takes into account the applicable requirements of the CSR Directive Implementation Act (CSR-RUG). The changes to sustainability reporting associated with the voluntary implementation of the ESRS pursuant to Sections 315 in conjunction with 289c to 289e of the German Commercial Code (HGB) include a double materiality analysis as well as new or expanded disclosure requirements, key figures, and other performance indicators.

The Group Sustainability Report was subjected to a voluntary limited assurance review. The audit opinion is accessible via the [Group Sustainability Report](#) .

Recording of Data and Information

The standardized key performance indicators (KPIs) in this report were generally recorded by 34 reporting units.

The data was collected individually for six production and administration sites – known as plants – while 28 reporting points for sales and service organizations include data from several locations in some cases. Deviations from the described scope of data collection are indicated at the relevant points; for instance, if not the entire workforce or not all subsidiaries were taken into account.

The figures in this Sustainability Report have been rounded, so there may be discrepancies between the totals listed for individual entries in the tables and the overall totals indicated, as well as between the figures in the tables and the corresponding analysis within the body text of the report. All percentage adjustments and KPIs have been calculated based on the underlying data. Potential discrepancies compared with data from previous reports may arise due to updated data, changes in calculation methods, and periodic updates of conversion and emission factors. Significant changes in previously reported data totaling more than 15 percent are highlighted.

The key performance indicators in this report are essentially based on data collected company-wide via internal reporting systems.

Forward-Looking Statements

This report contains forward-looking statements that are based on current plans, objectives, forecasts, and estimates of the STILL Management Board. The Management Board can provide no guarantee that these statements will prove to be correct. There are many different risks and uncertainties that could impact the future development of STILL and its subsidiaries, as well as its results, meaning actual events or results could differ from those reflected in the forward-looking statement.

Further Information and Resources

Further information on the sustainability concept of STILL can be found on the [STILL website](#) or, at Group level, on the [KION website](#) .



Targets and Key Figures

- 7 | **Overview of Sustainability Key Performance Indicators**
- 8 | **Key Targets**



Overview of Sustainability Key Performance Indicators

All KPIs and data can be found in the respective chapters.

	2025	2024	2023
Environment			
ISO 14001 certification rate ¹	95%	92%	91%
Energy use	657,827 GJ	673,072 GJ	704,729 GJ
Greenhouse gas emissions (Scope 1 and 2) ²	33,952 t CO ₂ eq	36,210 t CO ₂ eq	38,298 t CO ₂ eq
Greenhouse gas emissions (Scope 3.3) ²	10,228 t CO ₂ eq	10,609 t CO ₂ eq	10,405 t CO ₂ eq
Water withdrawal	78,910 m ³	118,314 m ³	121,130 m ³
Waste produced	26,922 t	27,532 t	26,074 t
Employees			
Percentage of female employees	15%	15%	14%
ISO 45001 certification rate ¹	95%	92%	91%
LTI (lost time injuries) ³	122	140	141
Accident frequency rate ⁴	8.3	9.0	9.6

¹ Or equivalent standards, based on all locations

² Scope 1 and 2 market-based, Scope 3.3 location-based

³ Number of reported accidents in the workplace with lost time of one full working day or more

⁴ Accident frequency rate corresponds to the number of accidents in the workplace among the active workforce with lost time (≥ 1 working day) in relation to the actual hours worked; in each case in the reporting period and standardized to one million hours worked

Key Targets

The sustainability targets of STILL align with the key targets set out in the KION sustainability strategy and include both Group-wide actions and individual measures within specific organizational units.

Targets and Status of the KION Sustainability Strategy

Dimension	Action field	Targets and indicators	Target year	Status 2025	Status 2024
People	Occupational health and safety	Reduction of accident frequency rate ¹ by at least 5% per annum (based on the annual upper limit; long-term: no occupational accidents)	annually	4.2 target achieved	4.4 target achieved
		100% ISO 45001 ² certification rate (all sites, with at least 12 months of company service)	2025	99%	99%
		KION HSE Assessment: 100% average fulfilment score of the KION HSE standard (all sites, with at least 12 months of company service)	2027	95.9%	95.8%
	Talent	Increase in employee satisfaction to an engagement score ³ of at least 75 and a participation rate ³ of at least 80%, as measured by an annual, global employee survey	2026	Engagement score: 75 Participation rate: 81%	Engagement score: 75 Participation rate: 83%
		No cases of non-compliance with KION minimum employment standards	ongoing	0 cases target achieved	0 cases target achieved
Products	Product and solution sustainability	Strive for an electric-focused portfolio incl. battery and fuel cell-driven products by increasing the share of electric-powered vehicles sold annually ⁴ to 92%	2027	92.6%	91.7%
		Increase number of products with available lifecycle assessment	ongoing	◆	◆
		Increase number of products with Cradle to Cradle certification	ongoing	◆	◆



Dimension	Action field	Targets and indicators	Target year	Status 2025	Status 2024
Processes	Climate and energy	Absolute reduction in GHG emissions (Scope 1, 2, 3) in metric tons CO ₂ eq ⁵ compared with base year 2021:	Net-Zero until 2050		
		Until 2030: Scope 1+2 by 42% ⇒ linear reduction by 4.7% p.a. (SBTi + ESRS)		-24.8%	-1.9%
		Scope 3 by 25% ⇒ linear reduction by 2.8% p.a. (SBTi + ESRS)		-37.4%	-31.8%
		Until 2050: net-zero Scope 1, 2, 3 by 100%		14.8 million tons	16.2 million tons
		Increase share of renewable energy use by at least 35% in own operations	2030	29.2%	21.2%
		Decrease energy intensity ⁶ in own operations	ongoing	55.5 MWh per million €	54.8 MWh per million €
		100% ISO 14001 ² certification rate (all sites, with at least 12 months of company service)	2025	99%	99%
	Circularity	Increase share of recovered waste in own operations to ≥ 85%	2030	79.9%	77.8%
	Supply chain	Increase the share of the annual spend related to Direct Tier-1 category A suppliers with low ESG risk by 80% ⁷	2030	60.9%	60.5%
	Sustainable governance	EcoVadis platinum rating for the KION Group and selected assessed subsidiaries	2027	KION: Platinum Subs.⁸: 2 platinum; 3 silver; 1 unrated	KION: Gold Subs. ⁸ : 2 platinum; 2 gold; 1 bronze; 1 unrated
		S&P Global Corporate Sustainability Assessment (CSA) score ≥ 70 points for the KION Group	2027	69	64

- 1 Accident frequency rate is calculated as actual number of lost-time injuries of the own workforce (≥ 1 working day) in relation to the total number of active working hours; in the reporting period and relative to one million hours worked
- 2 ISO 45001, ISO 14001 or equivalent standards. As initially defined in the target scope, the calculation excludes selected sites that were newly established or acquired during the previous 18 months, or based on other pre-defined criteria
- 3 Engagement score is based on the employee satisfaction and the satisfaction with the company (on a 100-point scale). The participation rate indicates how many employees took part in KION Group's global survey
- 4 Proportion of electric-powered products in ITS segment in terms of units of trucks ordered (based on order intake). Data source: World Industrial Truck Statistics (WITS)/Fédération Européenne de la Manutention (FEM)
- 5 According to GHG protocol
- 6 In accordance with the GHG Protocol; includes energy consumption and revenue of the KION Group without limitation to activities in high climate impact sectors (differs from ESRS definition)
- 7 Low risk suppliers refers to industry, country, goods and individual supplier risk based on sustainability criteria
- 8 Status refers to the latest valid rating for selected assessed subsidiaries of the KION Group in the reporting year
- ◆ In process



Sustainability Strategy and Management

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KION follows a systematic, Group-wide approach to implementing its sustainability strategy.

Anchoring sustainability in the Group strategy ["Playing to Win"](#) is of central importance here, as it not only ensures profitable growth, but also strengthens responsibility toward employees, the environment, and society.

Double Materiality Analysis

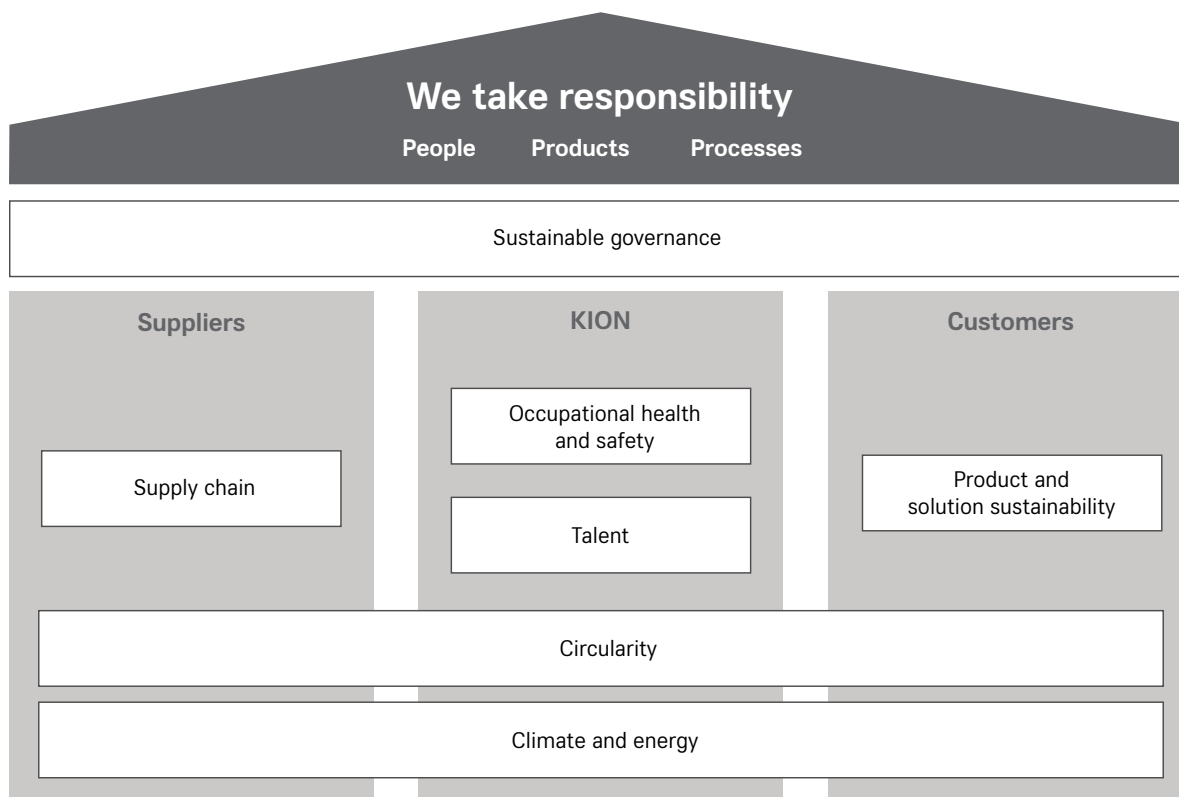
STILL aligns its sustainability activities with the results of the KION double materiality analysis (DMA), which is based on the concept of distinguishing between immaterial and material impacts, risks, and opportunities (IROs). The double materiality analysis evaluates both the environmental and social impacts of business activities ("inside-out") and the associated financial risks and opportunities ("outside-in").

The comprehensive process for identifying and assessing the material IROs was carried out in fiscal 2024 at Group level with the involvement of the KION ITS EMEA Operating Unit. In fiscal 2025, the DMA process was revised to ensure alignment with the newly defined risk management assessment criteria for the financial impact and probability of occurrence of risks.

The material IROs are assigned to the ESRS topics "E1 Climate change," "E2 Pollution," "E5 Resource use and circular economy," "S1 Own workforce," "S2 Workers in the value chain," and "G1 Governance." The material IROs are managed either through the objectives of the KION sustainability strategy or through programs in the seven action fields. Key findings and newly identified, company-specific topics are taken into account when further developing the sustainability strategy and defining targets.

An overview of the material sustainability aspects in the context of the topic-specific ESRS (IROs), as well as details on the methodology, can be found in the [Group Sustainability Report](#) in the 2025 Annual Report.

Action Fields of the Sustainability Strategy



In implementing its sustainability strategy, STILL follows the systematic approach defined by KION. The sustainability approach of STILL is defined through overarching targets and initiatives under the three strategic dimensions of People, Products, and Processes, as well as the overall principle of "taking responsibility." These three dimensions provide the framework for the business's seven targeted areas of action on sustainability. In line with the KION sustainability strategy and the double materiality analysis, STILL pursues specific programs in these action fields – with defined targets, measures, and corresponding monitoring – in order to meet stakeholder expectations and ensure compliance with political and legislative requirements.

The Group-wide sustainability strategy was further developed again in fiscal 2025. The "Product and solution safety" action field will in future be managed by the technology organization (CTO/Chief Technology Officer) of KION as part of the Group's strategic technology agenda. All other objectives within the framework of the Group-wide sustainability strategy were pursued unchanged compared to the previous year. The ongoing development of the KION sustainability strategy includes defining and specifying targets, incorporating the results of the double materiality analysis, aligning with external requirements, and coordinating with internal stakeholders, both at Group level and within the Operating Units. The strategic objectives that STILL, as part of KION, is pursuing can be found under "[Key Targets.](#)"

As part of KION, STILL complies with the principles and policies for sustainable business practices in place across the group. In addition, sustainability criteria are firmly embedded in day-to-day operations through company-specific guidelines and tools. These include guidelines for integrated HSE (health, safety, and environment) management and certification in line with labor and environmental standards (ISO 14001, ISO 45001, and ISO 50001).

Company

Based in Hamburg (Germany), STILL is a leading supplier of intralogistics solutions with a portfolio that includes forklift trucks, warehouse technology, networked systems, and support services. Founded in 1920 by Hans Still, the company's hallmarks include targeted, tailor-made solutions backed up by outstanding service. STILL has set itself the goal of making intralogistics "smart." To this end, the company develops intelligent solutions with the aim of creating warehouse management workflows that are smoother and more efficient. These workflows provide more effective protection for workers' health while ensuring the company can meet the highest standards of sustainability. STILL is thus forging ahead with new solutions for electric vehicles and automation – from fleet and energy management through circularity, which refers to the approach of consistently conserving resources and recycling the materials used. The ethos of STILL is to be a smart and dependable intralogistics partner. The company offers a wide-ranging portfolio of trucks, systems, and consulting services that ensure every customer receives custom solutions designed to meet their precise needs.

In addition to selling new products, STILL also offers used trucks and rental options. With an extensive fleet of 34,000 rental trucks, the company has a solution for every customer requirement.

Number of Trucks in the Rental Fleet

34,000



Sustainability Organization

Since 2023, the Chief People & Sustainability Officer (CPSO) within the Executive Board of KION GROUP AG has been responsible for human resources and sustainability, including occupational safety and health. In this role, her responsibilities include ensuring the development and implementation of the sustainability strategy in line with the company's objectives. She also chairs the Sustainability Council, whose members include those responsible for the seven action fields, the sustainability coordinators of the Operating Units and functions, and members of the central sustainability management team. STILL is represented on the Sustainability Council as part of the KION ITS EMEA Operating Unit.

Progress is regularly reviewed by the sustainability coordinators of the Operating Units, the leaders responsible for the action fields, the central sustainability management team, and special committees. KION ITS EMEA and the relevant central functions regularly report their progress to the Sustainability Council. These reports are also discussed by the Executive Board as part of Group-wide strategy development and implementation. Further information on the governance structure can be found in the [Group Sustainability Report](#) in the 2025 Annual Report.

Initiatives and Ratings



In 2023, KION committed to the Science Based Targets initiative (SBTi) and, on this basis, set itself the long-term climate target of achieving net-zero greenhouse gas emissions (GHG emissions) across its value chain by 2050. Significant interim targets are being pursued for 2030 (see targets in the [Group Sustainability Report](#) in the 2025 Annual Report). The Group is thus following a scientifically sound framework and is committed to the target of the 2015 Paris Climate Agreement to limit global warming to 1.5 °C above pre-industrial levels. The climate management targets were formally validated by the SBTi in 2024. KION's voluntary commitment is publicly available in the [SBTi target overview](#) and is also communicated internally to its employees as well as to customers and suppliers.



Since 2012, STILL has been regularly audited and certified as a supplier with regard to corporate responsibility by independent service provider [EcoVadis](#). Having achieved an impressive "Gold" rating from the internationally recognized rating agency in years gone by, STILL was awarded the highest rating level, [Platinum](#), by EcoVadis for the fourth time in a row. With 91 out of 100 possible points, STILL remains among the top 1 percent of all evaluated companies and once again surpasses its own result from the previous year. STILL received above-average scores in all four categories: "Environment," "Labor and human rights," "Ethics," and "Sustainable procurement." The EcoVadis analysis system covers 21 criteria in these four areas. The methodology is based on international sustainability standards such as the Global Reporting Initiative (GRI), the conventions of the International Labour Organization (ILO), the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the sustainability guideline ISO 26000.

EcoVadis Assessment

91 / 100

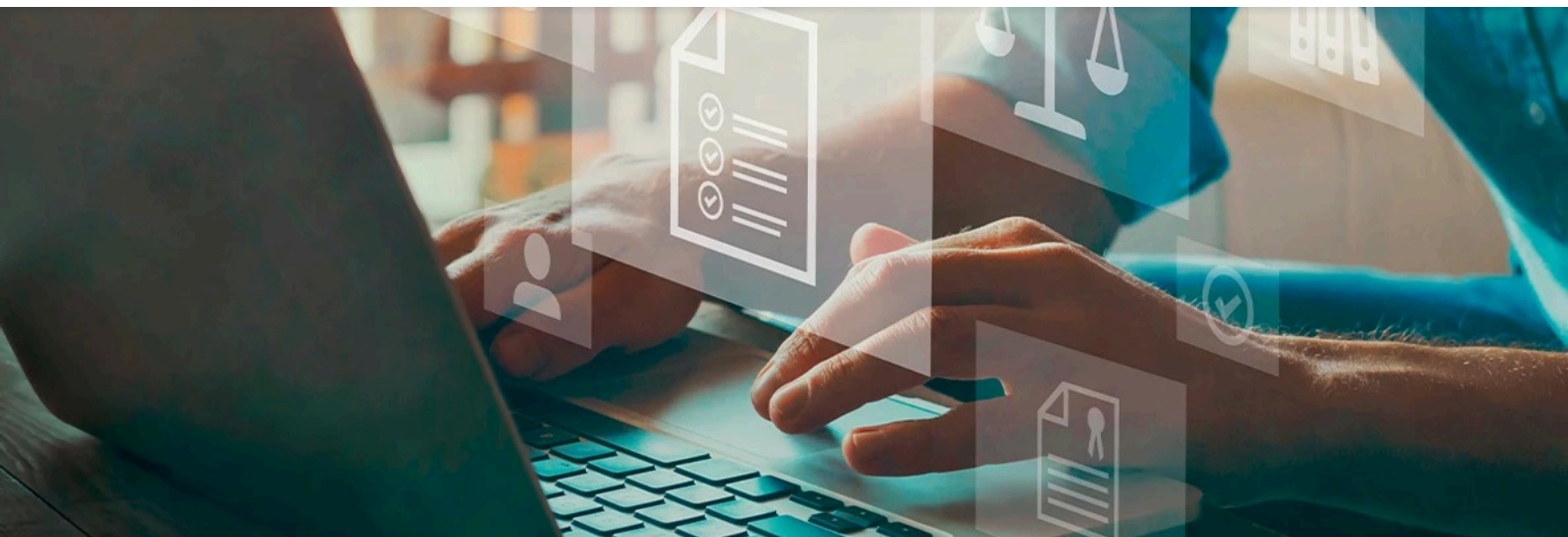




A STILL business unit in Bremen received another sustainability award in 2025 for a newly constructed campus encompassing 54,000 square meters of logistics and workshop space. The German Sustainable Building Council (DGNB) awarded the entire campus the Platinum certificate – the highest achievable sustainability award for particularly future-proof and resource-efficient buildings throughout their entire life cycle. All buildings also meet the Effizienzhaus 40 energy standard and are equipped with large-scale photovoltaic systems. The combined logistics and workshop areas enable the refurbishment of used forklifts for the secondary market, the management of a large rental fleet, as well as administration and sales. In this way, STILL strengthens its strategic focus on the circular economy while simultaneously increasing operational efficiency.

STILL is also part of the Blue Competence initiative organized by the German Mechanical Engineering Industry Association (VDMA), which aims to promote sustainability in mechanical and plant engineering and inform the industry about sustainable solutions. As a partner to the initiative, STILL agrees to comply with the initiative's 12 guiding principles for sustainability in the mechanical and plant engineering industry.

In addition, STILL is part of [UmweltPartnerschaft Hamburg](#) , a network of companies committed to protecting our climate and environment in the long term. Faced with the realities of climate change, the network particularly wants to help advance the energy transition with measures such as reducing energy consumption and improving material flow management in order to make more efficient use of available resources. Hamburg aims to gradually reduce its CO₂ emissions by at least 98 percent by 2040 compared with 1990. By 2030, the city's CO₂ emissions are to be reduced by 70 percent compared with 1990. As an active member of UmweltPartnerschaft Hamburg, STILL is playing its part in combating climate change by implementing its energy policy in line with its DIN EN ISO 50001 certification.



Compliance and Responsibility

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20	Compliance Auditing for Business Partners
21	Periodic Risk Analysis
21	Data Protection and Information Security

With its company values of integrity, collaboration, courage, and excellence and the principles of the Group-wide [KION Group Code of Compliance](#) (KGCC), KION is responding to the demanding expectations of the capital market, customers, employees, and other stakeholders.

As part of KION, STILL shares these values and is committed to ensuring complete compliance with all legislation, regulations, and codes of conduct. The comprehensive compliance management system of STILL is based on the KGCC, which sets out guidelines for ethical, value-driven, and lawful business conduct.

The KGCC also provides a binding framework for interactions between colleagues, as well as with customers, business partners, and the public.

As a German business, KION GROUP AG is primarily subject to German law. At the same time, KION must comply with any national legislation in force at its sites around the world. In cases where national law differs from German law, the KGCC defines the appropriate course of action. The Group's compliance and legal departments are also available as the designated point of contact for all legal questions. The KGCC is published in 24 languages and is updated as necessary – including with topics and new priorities – in order to best reflect the prevailing legal and business situation. External parties can view the KGCC on the KION website.

Compliance Management System

The compliance management system is continually reviewed and refined to ensure it remains fit for purpose. It is based on the IDW PS 980 auditing standard developed by the Institute of Public Auditors in Germany (IDW). Under the system, the Group audit department conducts regular audits and ad-hoc checks to ensure that compliance standards are being upheld across the KION GROUP AG and its consolidated subsidiaries.

The Group is explicitly committed to combating all forms of bribery and corruption. To this end, KION pursues a prevent-detect-respond approach with the ongoing objective of preventing misconduct, identifying it, and addressing it promptly with appropriate countermeasures.

In addition to the rules of conduct and anti-corruption provisions of the KGCC, further detailed requirements can be found in topic-specific guidelines. These include the anti-bribery and anti-corruption policy, the policy on avoiding conflicts of interest, and the donations and sponsorship policy.

In the reporting year, no confirmed cases of bribery or corruption were identified.

Number of Confirmed Corruption Cases in 2025

0

2024: 0, 2023: 0



Whistleblower System and Reporting Channels

Reports of actual or suspected unlawful or inappropriate behavior can be submitted in various ways – in person, by telephone, by mail, by email, or via an online form. All employees – as well as external stakeholders – have the opportunity to report potential compliance violations around the clock, including anonymously if they so wish. For this purpose, a [whistleblower tool](#) and a hotline operated by an external provider are available, which allow contact to be made in writing or by telephone.

The whistleblower system is designed on a global basis, but is adapted to local circumstances as far as possible. The integrated case management system is designed to ensure that all incoming information is reviewed and that each individual case is processed systematically in line with the provisions in the EU Whistleblowing Directive. The system guarantees confidentiality and protection against retaliation.

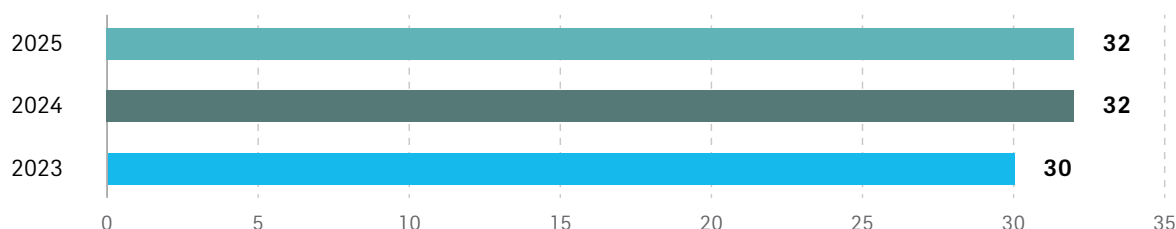
The KION Compliance Committee is a cross-functional body made up of managers from the Corporate Compliance, Internal Audit, and Legal departments. This committee oversees the processing of reports of potential breaches and related investigations and confers on sanctions in the case of identified compliance violations.

The Compliance Committee at STILL in Germany provides employees with another independent point of contact that they can turn to when seeking advice or reporting potential violations. Anyone that experiences or observes any form of discrimination or harassment can report this behavior to their designated committee – including in complete confidence. Similar contact points are also available at sites across the EMEA region in line with relevant national regulations. Compliance representatives are in place in all countries where STILL operates and can be contacted at any time.

To encourage use of the whistleblowing system, employees are regularly updated about the various reporting channels via the intranet and mandatory compliance training.

All reported suspected cases are systematically reviewed. Investigations are initiated if the information is deemed credible. Disciplinary action is taken in all cases where misconduct is identified. If necessary, the compliance management system is also updated to prevent further breaches in future.

Number of Reports Submitted via Whistleblower System



Training

In addition to clear compliance policies, STILL also offers extensive information, advice, and training. The compliance officers and representatives of STILL work hard to ensure that the company's staff are kept fully up to date at all times about compliance matters and understand the importance of upholding the company's values. On joining KION, all new employees are required to complete mandatory training in the [KION Group Code of Compliance](#), either online or in person in the case of staff without access to a work PC. Employees who are exposed to particular compliance risks due to their role, including sales and procurement staff, also attend regular in-person training sessions on specific topics.

Training Provided on Topics Relating to Business Ethics

- Classroom training (KION Group Code of Compliance, anti-corruption, anti-discrimination, conflicts of interest, data protection, whistleblower protection, speak-up culture)
- E-learning course: KION Group Code of Compliance
- E-learning course: Avoiding Corruption in KION – the General Principles of the ABC Policy
- E-learning course: Professional Conduct at KION – Promoting a Respectful Working Environment
- E-learning course: Preventing Money Laundering and Fraud at KION
- E-learning course: Avoiding Conflicts of Interest at KION
- E-learning course: KION – Preventing Anti-Competitive Practice
- E-learning course: General Data Protection
- E-learning course: Information Security Employee Awareness Training
- E-learning course: Role of Unconscious Bias in the Workplace
- E-learning course: Speak up – We're Listening

The aim is to provide all KION employees with regular training on the most important topics (anti-corruption, avoiding conflicts of interest, antitrust and competition law, anti-money laundering, whistleblower protection, data protection, IT security/information security, and human rights). Changes to legislation or internal regulations are incorporated into the training courses, as are further insights from the Compliance Management System.

Percentage of Total Workforce that Received Training on Topics Relating to Business Ethics

2025	2024	2023
77%	91%	79%

Compliance Auditing for Business Partners

Before KION enters into a new business relationship, external business partners must be audited and relevant documentation secured. The audit process establishes and verifies the financial background of the potential business partner and identifies any arguments against entering into a business relationship, e.g., the business appears on a sanction list or is the subject of negative reporting. If doubts arise, the Group may decide not to enter into a business relationship with this partner. External partner audits at KION are, wherever possible, conducted on the basis of a risk assessment.

The basic audit is conducted using the business partner tool, which is maintained by Corporate Compliance and designed to check customers and suppliers against compliance watch lists. Corporate Compliance is responsible for running these checks, assessing the results, and taking any necessary action. For external sales partners where the potential for corruption is higher – such as dealers, importers, distributors, agents, and integrators – the responsible compliance officer will conduct a multi-stage due diligence assessment prior to commencing a new business relationship. In addition to identifying potential risks in the relevant country based on subindices from reputable international organizations, this assessment obtains information from the sales partners via due diligence questionnaires, through audits conducted using the business partner tool, and/or via external due diligence providers. The results of the due diligence assessment are subsequently communicated to the responsible teams – e.g., the Management Board – along with any recommended actions, such as tighter contractual terms including a right to audit clause and additional monitoring of payment streams.

Percentage of High-Risk Business Partners Subject to a Due Diligence Process with Regard to Corruption in 2025

100%

2024: 100%, 2023: 100%



Periodic Risk Analysis

KION conducts an annual systematic risk analysis to identify and evaluate corruption and bribery risks throughout the Group. Money laundering, tax compliance, cyber security, and human rights risks are also assessed, as are the risks of non-compliance with competition laws. Non-financial risks that arise on an ongoing basis are also screened, evaluated, and managed. Based on the results of this analysis, the Group devises suitable actions to eliminate any weaknesses in the relevant processes and control mechanisms. Key factors used in the risk analysis include the corruption perception index for the respective country, the size and structure of the local procurement or sales organization, and any contacts with public officials.

Percentage of Sites Where an Internal Audit or Risk Assessment Related to Business Ethics Was Conducted in 2025

100%

2024: 100%, 2023: 100%



Data Protection and Information Security

Data protection and information security are both top priorities at STILL and are governed by policies that apply to the whole of KION. While the Data Protection Policy regulates technical and organizational measures to protect personal data, the Information Security Policy ensures the confidentiality, integrity, and availability of information and thus protects KION against related attacks. There are also a series of Group-wide operating agreements and mandatory standards in place covering topics such as IT security in the workplace and the management of IT systems, email, and internet usage. Samples and templates to facilitate the day-to-day handling of personal data and sensitive business information are also available. The Operating Units are each responsible for implementing the central requirements of these policies and standards. Staff members responsible for data protection and the coordination of data protection activities in the individual subsidiaries report to their respective senior management team. At Group level, the Group Data Protection Officer reports to the Chief Compliance Officer, and the Chief Information Security Officer of KION reports to the Chief Information Officer, who reports to the Executive Board of KION GROUP AG.

Protecting sensitive personal data is an important responsibility, so secure and effective processes and systems have therefore been put in place to protect this information and ensure compliance with the relevant legislation. All staff are given training and receive regular updates via the Group intranet to ensure that they understand and remain up to date with basic data protection principles, their reporting obligations, and the Group-wide compliance reporting system.

The number of attacks on companies' global IT infrastructure has increased significantly due to organized crime and industrial espionage. Various technical and organizational measures have been implemented with the aim of protecting the data of KION from unauthorized access, misuse, and loss. This includes continuously checking for vulnerabilities in the entire IT and operational technology infrastructure. Regular training on IT security issues, global anti-phishing campaigns, a monthly video series published on the Group intranet, and protection guidelines for the IT infrastructure also contribute to IT security.

Information Security Management System

The Information Security Management System (ISMS) of KION is designed to ensure that sensitive information remains protected. The ISMS is based on the standards set out in ISO 27001 (for the establishment, implementation, maintenance, and continuous improvement of documented information security management processes) and applies across the Group. A documentation policy describes the requirements for information security.

KION regularly analyzes potential or existing threats to its information security. Where these risk analyses identify an IT security risk or deviation from KION security standards, the risk is described and appropriate courses of action are defined. The residual risk is also assessed and, on this basis, the risk owner decides whether or not to accept this risk. Residual risks continue to be reassessed on a regular basis and the decision to accept them reaffirmed. The Group audit department conducts regular IT audits, including information security checks.

The KION divisions that develop and operate the cloud-based fleet management systems are certified in accordance with ISO 27001. At STILL, this applies to STILL GmbH in Hamburg. The KION headquarters in Frankfurt am Main, the STILL headquarters including production site in Hamburg, and the STILL branches in Hamburg, Berlin, and Hanover are certified according to the TISAX® standard. TISAX® is a cross-company assessment and exchange mechanism for information security in the automotive industry. It is designed to ensure the security, integrity, and availability of data required for manufacturing processes and vehicle operations. As part of the assessment, various safeguards were demonstrated, such as information security standards, standard operating procedures, security concepts, and key performance indicators.

In preparation for the NIS 2 Directive (Network and Information Security Directive 2), additional locations and companies were brought into the scope of the ISMS. Furthermore, the focus is now also on maintaining the high level of information security that has been established and on the smooth functioning of the system's components in day-to-day operations. Among other things, this includes regular internal audits and checks, information security risk management, the planning and implementation of improvements, regular assessment of the information security of service providers and suppliers, as well as other measures.

Number of Confirmed Information Security Incidents in 2025

0

2024: 0, 2023: 1





Responsible Employer

24	Great Place to Work
28	Collaboration with the Works Council
28	Training and Professional Development
30	Diversity
32	Compliance with International Labor and Human Rights

The HR principles upheld across the Group are defined in relevant policies and include minimum standards for employment and diversity principles. These principles also govern the work of HR teams, e.g., in creating training and development programs, career opportunities, employee surveys, and employee share schemes. The [KION Group Code of Compliance](#) provides the framework for legal compliance and ethical conduct across the workforce.

International Minimum Employment Standards have been defined for the entire Group, based on the core labor standards of the International Labour Organization (ILO). They guarantee freedom of association and the right to collective bargaining, prohibit any form of forced or compulsory labor or child labor, and prevent any discrimination in respect of employment and occupation. They also define the central human rights standards that KION has pledged to uphold. Furthermore, KION is committed to high standards of occupational health and safety worldwide as well as a level of remuneration that is in line with national industry standards and in any case ensures a living wage.

Great Place to Work

STILL understands that its employees are the key to its success; they are vital to our business in every sense of the word. The team spirit at STILL is something very special in the industry and the company does everything it can to boost this sense of solidarity. Furthermore, STILL places great emphasis on a shared understanding of values characterized by mutual respect and tolerance. These shared values are not only deeply rooted in the corporate culture, but they are also actively put into practice in everyday life.

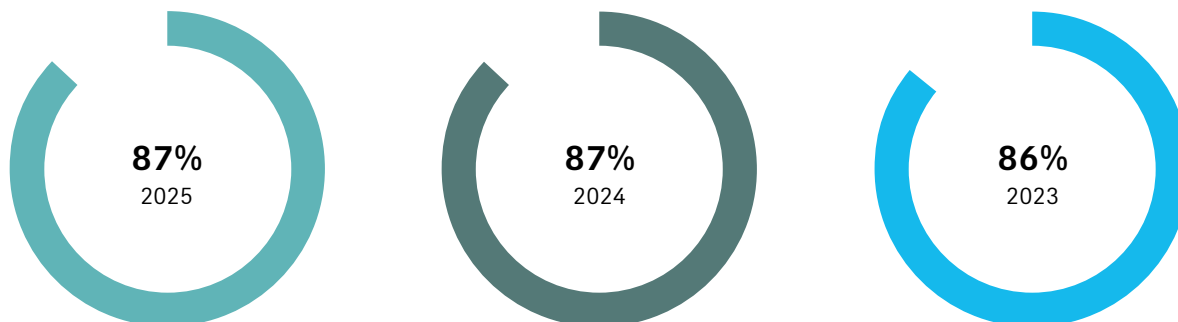
As part of its HR strategy, STILL has therefore implemented targeted measures that express appreciation and strengthen employee retention. These include fair pay above collectively agreed rates, as well as active engagement in shaping the future of the company together with employees. This strong appeal as an employer pays off: With an average length of service of over ten years for around half of the workforce, it is clear that appreciation creates loyalty.

For its outstanding commitment as a reliable partner in supporting young people in their transition to working life, STILL GmbH was once again awarded the "Company with an outstanding commitment to career support and guidance" seal in November 2025, which is valid until 2027.

Remuneration and Additional Benefits

As an attractive employer, STILL offers its employees flexible working time models, modern and future-proof jobs, and fair remuneration. All employees are appropriately remunerated in line with the market and their performance, with remuneration levels being reviewed annually and adjusted as necessary to reflect individual performance and skills levels and other potential changes in circumstances. Remuneration models vary depending on national labor market conditions and legislation. In many countries – including those where large parts of the workforce of STILL are based – wages and salaries are governed by collective bargaining agreements. STILL always upholds the minimum remuneration levels stipulated in these agreements and usually pays significantly more, since many of its employees are highly qualified. Depending on the local situation, employees' remuneration may be supplemented with additional benefits, including pension plans, insurance policies, and healthcare cover.

Employees Covered by a Collective Bargaining Agreement



The Group also offers its employees an annual bonus as a voluntary benefit. The amount of this benefit depends on various factors, including the respective tariff allocation and whether the business area's targets are achieved.

In Germany, parents are entitled to up to three years' parental leave following the birth of their child. A complete set of information materials on this subject has been updated and made available to new parents to ensure they receive the best possible support before, during, and on their return from parental leave. STILL also allows employees to offset their supplementary T-Zug payment against additional days' leave to care for children and other family members.

Flexible Working Arrangements

A mobile working policy gives STILL employees greater freedom to shape their own working hours and choose their place of work. Having greater responsibility for organizing and performing their own duties means staff are happier at work, which can help boost productivity and results.

In addition, STILL has established the following key principles to support work-life balance:

- "We support part-time working."
- "We offer flexible working hours."
- "We prioritize family-friendly meeting times."
- "We grant annual leave during school vacations."

STILL further advanced its Co-Creation office planning project during the reporting year: The project entered the implementation phase with the initial needs assessment for the modernization of a building in Hamburg. By mid-2026, an innovative layout designed to promote collaboration will be created there. The aim is to create a modern working environment that responds to a range of business needs, from spaces designed for employees who need a quiet space to work on their own, to inspiring and creative spaces for cross-team discussions. At the same time, the office should become a place where all staff can socialize and learn from one another. Planned elements include work cafés and "co-creation spaces" – open areas for collaborative working. Cabins and phone boxes are also being set up for confidential conversations and to protect against excessive noise exposure.

From the very beginning, particular attention was paid to creating a pleasant working environment when designing the open office concept. The placement of room elements was based on acoustic considerations from the outset. This is supplemented by an acoustic ceiling and sound-reducing elements on walls and office cabinets. In addition, all windows are equipped with glare protection that supports eye ergonomics at the workplace. The lighting in the central areas has been converted to modern, glare-free LED technology and supplemented by individually adjustable LED task lights.

By converting the office in Hamburg, the company is implementing a new modular design with the intention of then transferring this concept over to other offices. The Co-Creation project thus forms part of the overriding commitment of STILL to make its business a "Great Place to Work."

Mental Health Support and Occupational Healthcare

In challenging socio-economic times, employees find themselves facing increased personal and professional problems. STILL offers MBSR (Mindfulness-Based Stress Reduction) courses to help its employees manage their stress levels. Employees are also offered training on physical exercises and how to incorporate them into their everyday routine, as well as a wide range of free online options, including seated yoga for the workplace, quick exercises for home workers, an exercise routine to help with stress-relief, and meditation courses. A "Stressless" toolbox comprising various digital resources relating to this topic is available on the intranet.

To help it better understand the psychological strain that employees experience, STILL has also introduced a process to analyze employees' mental health based on markers such as stress, mental fatigue, monotony, mental saturation, and emotional exhaustion. The "Employee Assistance Program" (EAP), an external support service for employees, was introduced at STILL in Germany in 2023. Employees can use this service to seek advice from external experts on issues such as their jobs and work, family and partnerships, and physical and mental health. EAP is available via phone, video, or in person.

Physiotherapists are available at the STILL plant in Hamburg to provide immediate treatment as well as advice on preventing injuries. Advice on good ergonomics at office and production workstations is also provided based on innovative digital analysis methods, such as ISA, an intelligent seating assistant. As part of its corporate health management program, STILL has developed and implemented the "Einfach gesünder sein" training program. It offers individually tailored exercises for different work areas and roles that strengthen and mobilize the musculoskeletal system and promote physical well-being. The exercise sequences were introduced in personal training sessions at both the Hamburg plant and the branches, and subsequently made digitally accessible via individual QR codes.

In line with the German Ordinance on Preventive Occupational Health Care (ArbMedVV), STILL offers all staff an occupational health check every three years or so. These medical checkups are voluntary and employees are not required to have the checkups at a specific time. Mandatory medical checkups are also arranged for staff exposed to specific risks, such as employees working long hours in designated noisy areas or handling certain hazardous substances, as identified by the safety specialists of STILL and company doctors. Free flu vaccinations are also offered.

Company sports are also offered as a form of preventative healthcare. Since 1997, these activities at STILL have been organized through a registered sports association. Sports activities generally take place outside of working hours and are designed to complement the offerings of conventional sports clubs. The main aim of company sports is for employees to enjoy getting some exercise and to improve their fitness levels together.

In addition, all employees – and their family members – can apply for a grant from the Hans STILL e. V. emergency fund to cover various services, including dentures, glasses, hearing aids, and specific medical treatments. A grant for a gravestone is also possible within this framework.

International Minimum Employment Standards

KION is a global corporation, and as such, it takes regional diversity into account in its working conditions. At the same time, the Group is committed to upholding binding standards in line with its social responsibilities toward all its employees. These principles – as well as how they are implemented and monitored, and the relevant chains of responsibility – are defined in KION's [International Minimum Employment Standards](#) . The policy applies across all KION companies and is published in nine languages.

Like the KION Group Code of Compliance, the Minimum Employment Standards affirm that all employees should receive appropriate remuneration and fair access to professional development opportunities regardless of their gender, nationality, skin color, culture, or religion.

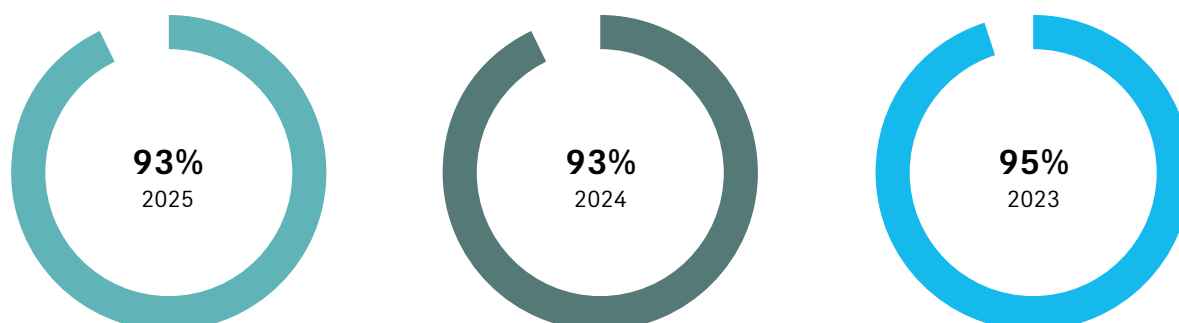
Pay scale employees are graded according to the terms of the collective bargaining agreement concluded between IG Metall, the world's largest organized trade union, and the Nordmetall employers' federation. Pay grades reflect the requirements placed on an employee across their entire remit and are assigned based on the fulfillment of the criteria for the relevant pay grade. To ensure transparency, all staff have access to a published copy of the relevant collective bargaining agreement.

The equal pay principle applies for all temporary workers. In production and logistics, temporary workers receive the hourly rate stipulated for the equivalent pay grade in the collective bargaining agreement.

Feedback Culture

Employees typically receive feedback on their professional conduct and performance from their line manager. As part of the OCTR (Organization Capability Talent Review) process, the annual performance review provides a formal framework for this. During the year, the mid-year check provides the opportunity to adjust the targets and measures discussed in the performance review. This ensures an ongoing exchange between employees and managers.

Percentage of Sites Where Employees Received Regular Performance and Career Development Reviews



Collaboration with the Works Council

Transparent and constructive dialog with employees and a commitment to giving staff a voice have been cornerstones of the corporate culture of STILL ever since Hans Still first founded the company back in 1920. Over the years, these founding principles have grown in importance and today they are fundamental to STILL's unique sense of team spirit.

The works council is central to promoting dialog and employee engagement within the company. The Management Board holds regular strategic workshops with the council's elected employee representatives to discuss the latest issues raised by the trade unions and debate the interests of the different groups involved. As an elected body, the works council is responsible for representing all staff and their respective interests – that means all employee groups and also apprentices and staff members with disabilities. The council serves as a mouthpiece for employees and a link between them and the business. In doing so, it ensures that STILL complies with all European standards for employers and continues to generate attractive and secure jobs for future generations.

Percentage of Sites Where over 75% of Employees Are Represented by a Local Employee Representative Body

2025	2024	2023
55%	59%	59%

Once a year, KION also conducts its global KION Pulse employee survey. In the reporting year, 81 percent of all employees took the opportunity to give feedback (see "[Key Targets](#)"). The results of the survey are used to identify the right actions to take to further improve employee engagement and motivation.

Training and Professional Development

KION understands that to secure a successful business future and retain valuable expertise, it needs to equip the next generation with the theoretical knowledge and practical skills they need. In Germany alone, around 70 apprentices and students in dual-study programs start their careers at STILL each year. The company is currently working together with vocational training colleges and professional associations to train over 240 talented young people – both male and female in equal measure – across 15 commercial and business professions. The training of STILL is specifically tailored to industry requirements, meaning these young specialists are extremely well placed to find a job on completion of their training. This is reflected in the fact that STILL retains over 90% of its apprentices.

Professional development is a central component of KION's HR strategy. In order to establish its long-term position as an attractive employer on the international market, STILL offers its employees a broad program of training opportunities. In addition to a wide range of specialist qualifications, this program includes management training for all management levels. Ranging from basic training to advanced courses for experienced managers with an international focus, this management training provision ensures that all managers have the skills they need to perform their role effectively.

Percentage of Sites Where Employees Received Job- or Skills-Related Education or Training in 2025

100%

2024: 100%, 2023: 100%



The KION Group companies collaborate closely in terms of their talent management activities and training and development programs. A key component of this work is the OCTR process – an integrated performance, talent, and succession management process covering all employees across the business (while also reflecting local legislative requirements). This process thus supports the company's performance management activities and promotes a rigorous feedback culture.

The first step in developing talent is to identify talented individuals and assess their specific development needs and potential. Based on the OCTR process, the company holds “talent conferences” to systematically identify talented employees at KION in Germany and nominate them for the appropriate development programs. These include EXPLORE, MOVE, Talent Pool, the KION Transition to Management Program, and the Women's Mentoring Program. In 2023, the LeadUp operations development program was also launched to support proactive succession planning with the aim of building up a pool of talented future managers for the operational arm of the business. A standardized training plan ensures that participants are selected according to clear criteria and provides for comprehensive training measures.

Employees and managers have access to a range of training opportunities across the Group, which can be undertaken with the approval of their supervisor. The training courses have interactive and practical formats that facilitate transfer into everyday work, and provide opportunities for discussion, reflection, and personal development. As such, they lay the foundation for successful, confident, and future-oriented work.

The introduction of LinkedIn Learning in 2024, which is available to all KION employees worldwide, also meets this requirement. LinkedIn Learning provides an extensive library of online courses created by subject matter experts, and allows employees to learn at a time and location that suits them. The same principle applies to the language training courses on offer. Depending on their personal situation, employees can choose between group language courses, one-on-one language coaching, or self-directed learning.

Diversity

Diversity, equal rights, and inclusion are all central principles that underpin STILL's HR activities. Everyone deserves the same opportunity to realize their potential and develop their professional skills. It is essential that the dignity of every individual is respected and that all employees are valued, regardless of their gender, sexuality, ethnic or religious background, age, cultural background, or other characteristics. To this end, STILL has regulations and policies in place that prohibit all forms of discrimination, bullying, and harassment within its business. Like any other violation of the [KION Group Code of Compliance](#), all cases of misconduct are subject to disciplinary action. This approach is in step with the values of "courage," "integrity," and "collaboration," which are crucial to ethical action in the entire company group.

The Compliance Committee supports and advises employees concerned throughout the processing and investigation of the report as well as after this process has been completed (for example, by arranging psychological support). The committee also maintains contact with the HR department throughout the process, recommends disciplinary action where appropriate, facilitates communication, and coordinates any training if needed. Diversity issues are also covered in the mandatory compliance training that employees are required to complete each year on the topics of respect in the workplace and the prevention of discrimination and harassment.

Total Cases of Discrimination in 2025

0

2024: 0, 2023: 0



Awareness Month

As a cross-functional committee at KION made up of executives from all Group companies, the remit of the Diversity & Inclusion (D&I) Council is to define, implement, and review the success of sustainable measures aimed at promoting diversity, inclusion, and equality. One of its first initiatives was the D&I Awareness Month, during which the main focus is on celebrating differences, creating an inclusive and respectful workplace culture, and supporting justice and fairness for all. All staff are encouraged to get involved and increase their understanding, by watching the keynote speeches broadcast worldwide, taking part in the many activities organized at the local sites, or even organizing their own initiatives.

Promoting Women

STILL visits trade fairs, schools, and training events to promote the benefits of professions in the industrial and technical sectors and dispel the misconception that these jobs are predominantly for men. In 2024, STILL took part in "Mädchenwirtschaft," a hands-on careers fair in Hamburg aimed at inspiring girls to pursue technical and industrial careers. In 2025, eight young women began their training in technical and industrial professions at the Hamburg site.

When looking for trainees, it is important for STILL to raise awareness of the STEM field as an attractive career for girls and young women. To this end, the company offers regular skills seminars for girls aged between 12 and 18. Attendees have the opportunity to work together in small groups to find solutions and complete various tasks, accompanied by constructive individual feedback, and learn about the different technical professions available to them, as well as the training and educational routes into these professions. These events are always attended by senior training staff, as well as apprentices and students in dual-study programs, who can talk to the girls from a shared perspective.

In addition, the Group-wide Female Mentoring Program – which promotes the mutual exchange of knowledge and experiences – supports female colleagues who are already in management roles or will be moving into management in the near future. Mentees on the program have the opportunity to gain new perspectives and develop both personally and professionally aided by personal support and advice from a trusted mentor.

Percentage of Female Employees

	2025	2024	2023
	15%	15%	14%

Accessibility

Everyone should have the opportunity to achieve their potential at work, which is why STILL is committed to creating accessible workplaces. The company's internal representatives for disabled staff represent the interests of this employee group and are on hand to provide the company with relevant advice and support. They ensure that all applicable disability standards are met, petition the responsible internal or external bodies to take any necessary action, gather suggestions and register complaints, and work within the company to resolve these matters.

STILL is supported in its accessibility work by the organization "Elbe-Werkstätten." The partnership of STILL with the Hamburg-based company began back in the 1980s. At STILL, people with disabilities are fully integrated into daily operations in a dedicated area and receive professional support. The conclusion of the longstanding collaboration is positive for both sides: a reliable partnership that shows that social responsibility and everyday business can go hand in hand.

As a socially responsible employer, STILL is also committed to helping employees return to work after an accident or period of illness. In meeting its commitments in this area, the company works closely with the German Federal Employment Agency, the Deutsche Rentenversicherung Bund [German Federal Pension Fund], and vocational rehabilitation training institutions. STILL offers a practical phased return to work, which allows employees whose valuable professional experience would otherwise be lost to re-orientate themselves and integrate back into the workplace.

Compliance with International Labor and Human Rights

In 2025, KION revised its Group-wide International Minimum Employment Standards, which, among other things, enshrine the content of universally recognized human rights and the ILO (International Labour Organization) core labor standards in all employment relationships. It is essential that KION scrutinizes its own conduct, identifies potential risks for employees, and monitors compliance with the standards it has set for itself. To this end, the Group employs various active and passive monitoring mechanisms, such as checks on personal data and requested information, surveys conducted as part of audits by the Group's internal audit department, and checks on information submitted via the KION compliance management system and the whistleblower hotline in particular. All employees and individuals, both within and outside of the company, are expected to report compliance-related matters and cases of non-compliance, including child labor, slavery, and human trafficking.

In 2024, a mandatory e-learning course was also held for all STILL employees worldwide. The main topics addressed were "Health and Safety," "Fair Remuneration," "German Supply Chain Act," and "Reporting Violations." As in previous years, there were no cases of non-compliance with the KION minimum employment standards reported in 2025.

Cases of Forced or Compulsory Labor in 2025

0

2024: 0, 2023: 0



STILL verifies the age of all job applicants prior to their recruitment by cross-checking this information against their social security number. STILL also has training and workplace safety teams in place to look after young employees. In the reporting year as well as in the previous years 2024 and 2023, STILL did not employ any staff of compulsory school age.

The minimum employment standards at KION underline the principle of equal pay for equal work, regardless of gender. STILL also conducts regular equal pay reviews.

Compliance with the rules and the accuracy of the data collected across the Group are checked annually by independent auditors during visits to different sites. The assessment of the impacts and risks on human rights again covered 100 percent of the sites in 2025 – as in the previous years 2023 and 2024.



Health and Safety

34	Health Protection
35	Safety: Prevention Rather Than Response
36	Training
38	Additional Measures
39	Occupational Safety Key Performance Indicators
40	Audits and Certifications

STILL has set itself some ambitious health and safety targets. One of the key sustainability aims set out in the corporate strategy of KION is to reduce the accident rate in the workplace. As part of these efforts, STILL established an integrated health, safety, and environment management system, which was set up and certified in 2013. New job roles were also created and skilled experts appointed in recent years to respond to increasing requirements and ensure the smooth roll-out of the necessary changes and initiatives.

Introduced in 2019, the Group-wide "golden rules of occupational safety" provide guidance on specific actions that managers and employees can take to reduce the rate of accidents. These rules are communicated to staff across the company and have been instrumental in continually improving workplace safety standards at STILL.

Another Group-wide policy, the KION HSE Standard (Health, Safety, Environment) was also updated and rolled out in 2022. This standard defines the basic requirements and processes that must be observed across the Group. Its contents reflect the specific requirements of different job roles and regions and are updated to reflect changing business conditions as needed.

These Group-wide standards provide the framework for the operational HSE activities of STILL. The company's detailed regulations meet and often go beyond the basic health and safety standards required by law, because STILL is committed to creating the safest-possible working environment for its employees, while at the same time minimizing its environmental impact.

Health and safety are integral elements of the corporate strategy, and this also extends to external business partners working at STILL as well as visitors to the company. One of the main focal points is coordinating related efforts in a professional way to provide safe conditions for external and in-house employees as well as visitors, and to ensure that applicable safety regulations are observed.

Health Protection

STILL relies on a series of interconnected measures to protect the health of its staff to the greatest possible extent, increase their health awareness, and reduce days lost due to illness. These include healthy workplaces designed in line with the German Occupational Health and Safety Act (ASiG), well-organized and effective first-aid systems, medical consultations and examinations, preventive healthcare services, and addiction support.

The system of STILL for managing occupational health includes the following, for example:

- The Employee Assistance Program (EAP), a service providing anonymous advice and assistance to employees in any life circumstances
- Training for managers on healthy leadership
- A healthy menu in the company canteen and initiatives promoting a healthy diet
- A highly effective occupational reintegration system
- Sports activities
- Health days and presentations
- Support in attaining a stronger mental balance
- Option to see a physiotherapist on site at the plant

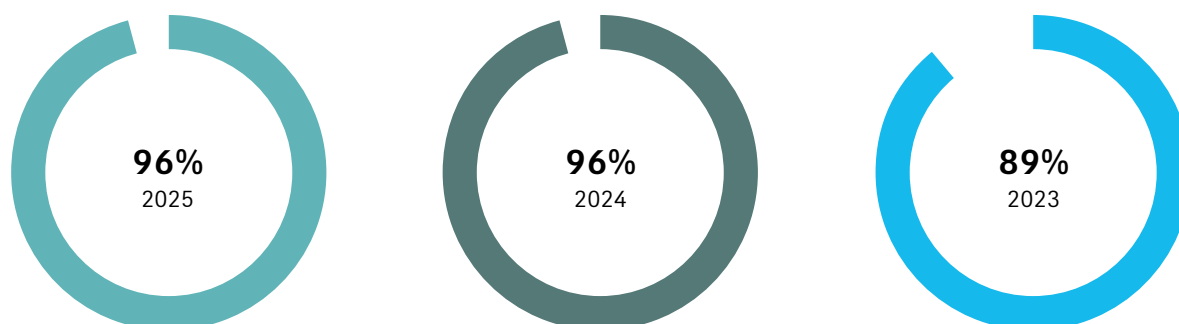
Occupational health care is provided by the company physician and the occupational health assistant. First aiders, paramedics, and an in-house medical unit work as a team to ensure first aid can be provided in all instances. These staff members work together with a team of safety specialists to ensure that STILL has expertise in place to effectively meet the occupational health and safety requirements set out in law.

Safety: Prevention Rather Than Response

The HSE management system covers all relevant workplace safety issues and ensures that staff have a clear understanding of the most important safety processes. This helps increase awareness and lays the foundation for safety-conscious behavior in the workplace on the part of all staff and managers. The HSE management system is underpinned by a series of interconnected policies, including the policy of STILL for handling hazardous substances and agents, emergency procedures, and a process for analyzing accidents and near-misses.

Regular and detailed risk analyses are conducted for all STILL activities and workplaces, including both internal production and office facilities and the external working environments encountered by service technicians at customer premises. The aim of these analyses is to ensure that employees come to work healthy and return home healthy – without suffering any preventable damage to their health either during or after the end their careers. In addition to hazards relating to physical, chemical, and ergonomic aspects, the risk assessment includes an analysis of psychological stressors in the workplace. The risks posed to employees' mental health by stress, mental fatigue, monotony, mental saturation, and emotional exhaustion, as well as the concrete actions needed to improve the situation, are identified through a systematic analysis.

Percentage of Sites That Communicated a Risk Assessment



Handling Hazardous Substances and Agents

Hazardous substances and agents must be handled with care at all times. For this reason, the company takes care to ensure that hazardous substances are reduced to a minimum and less hazardous alternatives are always selected before a substance is used. An interdisciplinary hazardous substances committee confers on the introduction of new substances, taking into account the safety data sheets, legal aspects, and usage instructions, as well as the respective conditions on site. Approved hazardous substances and agents are listed and monitored in a database.

All employees that work with hazardous substances and all individuals that could come into contact with these substances are given verbal instruction in how to use the substance safely, both before they use it for the first time and at least once per year after that. This training covers the potential risks, safety precautions, and rules during use as well as actions to be taken in case of an emergency. Where appropriate, practical exercises also form part of the training. If a risk to health and safety cannot be eliminated by applying technical or organizational measures, personal protective equipment (PPE) must be used.

Relevant production processes are analyzed by taking regular measurements to monitor exposure to hazardous substances or working conditions, such as fumes, noise, and chemicals. STILL is gradually replacing its manual welding stations with robotic welding systems, as well as installing ventilation systems at steel construction sites and improving the soldering processes for its mechatronics work, in order to continually improve the standard of protection against exposure to hazardous substances for its employees. The potential for exposure to emissions or operating and auxiliary materials is also a key factor in the planning and procurement of new machinery and plants.

Emergency Procedures

How employees respond to an emergency situation (such as an accident, fire, or other unforeseen event) has a significant bearing on the incident outcome. STILL has therefore devised an emergency procedure to ensure these situations are handled quickly, appropriately, and in a well-organized manner.

Up-to-date emergency plans – with a bulleted list of the key action points – are therefore available at all STILL sites and are displayed in a clearly visible location, such as close to the entrances or alongside fire extinguishers. Responsibility for creating these emergency plans lies with the site management, and they are supported in this task by their team of safety specialists and, where available, their fire officers.

Change Management

Change management is a proven process for monitoring HSE risks and dangers resulting from changes to facilities, operational procedures, or staffing within an organization. Right from the initial planning phase, STILL is committed to assessing and minimizing any potential risks in terms of health and safety, quality standards, energy procurement, and environmental protection.

To this end, the company has an established process in place for workplace approvals, which governs the procedure for approving new workplaces, machinery, and plants as well as equipment and materials. This process is designed to support managers in deciding whether a new workstation, machine, plant, or operating material can be commissioned without compromising the health and safety of employees.

Process for Analyzing Accidents and Near-Misses

Accidents and near-misses are recorded and carefully analyzed across all sites using a variety of different tools. All the parties affected – persons involved in the accident, their line manager, the HSE department, and site management – are questioned in detail about what happened and the surrounding circumstances, and the cause of the accident is identified based on this information. A cause-and-effect (Ishikawa) diagram is also created, and appropriate action is defined.

In Switzerland, for example, a special reporting app has been introduced to learn from unsafe or dangerous situations. Employees are encouraged to report risky or dangerous situations (where an accident was narrowly avoided) using the online app, so that action can be taken to prevent similar situations in future. Details of the situations reported and actions taken are available for all employees to view on the intranet.

Training

All STILL employees receive regular health and safety training. New employees must complete mandatory training in the specific risks associated with their workplace/role before starting work and then at least once per year thereafter. Employees who miss the training must be briefed immediately upon their return to work. Information on the hazards relating to the respective role, the corresponding protective measures, and the actions to take in hazardous situations is communicated in a conversation between the line manager and employee. This encourages behavior that is conducive to health and safety.

The respective manager is responsible for carrying out the training. Safety training is tailored to the respective workplace and covers the specific risks encountered there as identified in the risk assessment, as well as any operational lessons learned. The training may include the following topics:

- Company HSE policy
- Employee and manager responsibilities with respect to safety
- Emergency protocols (raising the alarm, escape routes, assembly point, etc.)
- Procedure for reporting accidents within the company
- Contact information in case of emergencies
- First aid and emergency equipment
- Fire procedure and firefighting equipment
- General company safety precautions
- Alcohol and smoking policies
- Availability and use of personal protective equipment (PPE)
- Safe handling of hazardous substances
- Safe use of machinery, cranes, and forklift trucks
- Company's environmental obligations
- Potentially explosive areas
- Performance of manual tasks
- Wellbeing and hygiene
- Safe use of hand-held tools and portable electrical devices
- Safety awareness, incentives, and training to address specific areas of conduct

Training is also provided as required in response to specific events, for example, following accidents or near-misses.

Percentage of Sites Where Employees Received Health and Safety Training in 2025

100%

2024: 100%, 2023: 100%



Management of External Contractors

The system for managing external contractors is designed to minimize risks that could arise due to work performed by external contractors, thereby furthering efforts to continually improve health and safety and environmental protection. Trained contractor coordinators work together with the contractor to ensure the required work is performed in line with the safety strategy of STILL and to check that the agreed working conditions are maintained while the work is carried out. External contractors must use the HSE information sheet of STILL as the basis for providing their employees and any subcontractors with training on safe working practices at STILL and the specific conditions at the work or construction site prior to commencing work. This training must also be provided each time there is a change in personnel. Staff who are employed on a continual or recurring basis are to receive refresher training every year.

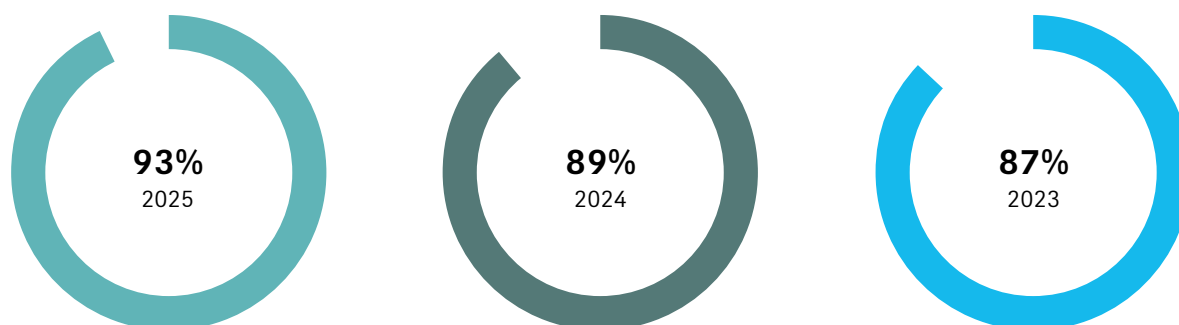
Additional Measures

STILL has also introduced the following measures and initiatives to improve workplace safety standards at its sites:

- An HSE monitor was introduced in the German service organization so each manager can record their technicians' safety performance in real time and evaluate the near-misses they report, for example.
- The HSE software used to record all data of relevance to occupational safety is also being rolled out at a growing number of sites outside Germany. Automated interfaces and a streamlined login process ensure data is up to date while providing for a convenient user experience.
- The global "SAFETY STARTS WITH YOU" training campaign was launched in 2023 for all STILL service technicians and was continued in 2024. Four short video clips show two employees encountering typical unsafe situations in the service setting, which they have to identify and deal with promptly. The videos are available in the respective local languages and are assigned to employees as mandatory e-learning.
- Since 2015, STILL has taken a psychologically informed approach based on dialog and appreciation to promote attitude and behavior change as part of its "Behavior Based Safety" (BBS) concept. This approach aims to help everyone involved avoid workplace accidents wherever possible and create a sense of shared responsibility for safety.
- An increasing number of employees who have received HSE training are being recruited in smaller units as well, even if this area only represents part of their work.
- To further promote safety awareness, STILL launched the "Mom, Dad, look after yourselves!" campaign in 2024. The campaign builds on the trust placed in STILL by employees' families that the company provides a responsible and safety-conscious environment. It included a drawing competition for employees' children, a photo shoot at Family & Friends Day, and a series of posters featuring the children. The campaign was met with an overwhelming response, encouraged discussions among staff and families, and highlighted the importance of occupational safety within the company.
- In the reporting year, the company once again received the "Smart Fox" award for STILL Hamburg's exemplary commitment to occupational safety and health, for two projects: the internal communication campaign "Simon and Simone Safe" and the "Professionals Always Work Safely" campaign day. The "Simon and Simone Safe" campaign uses specially created comic characters, visually striking communication materials, and emotional measures to firmly anchor awareness of the "10 golden rules of occupational safety" of KION throughout the entire workforce. The "Professionals Always Work Safely" campaign day, in turn, offered practical demonstrations at six stations on the safe handling of fire, tools, hazardous materials, and more.

Safety officers meet regularly with management staff, the HSE department, and the works council to share information about the latest health and safety developments and discuss various topics relevant to the company's business operations.

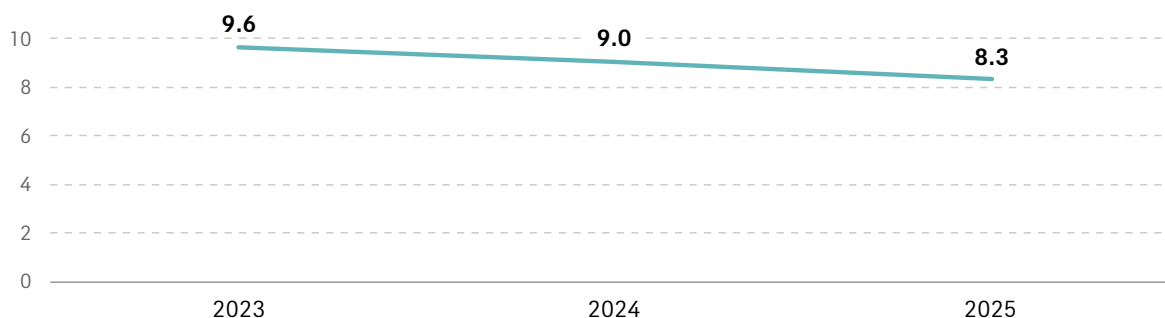
Percentage of Sites with an Official Joint Health and Safety Board



Occupational Safety Key Performance Indicators

The lost time injury frequency rate (LTIFR¹) is the key performance indicator (KPI) used to measure progress toward the sustainability target of reducing workplace accidents and days lost due to illness. The LTIFR represents the number of workplace accidents recorded, per one million hours worked during the reporting period, that resulted in an employee being off work for at least one day. The target is to reduce this KPI – and consequently the accident frequency rate – by at least five percent per year.

LTIFR (Lost Time Injury Frequency Rate)¹



¹ Number of accidents per one million hours worked that resulted in an employee being off work for at least one day

LTI (Lost Time Injuries)¹

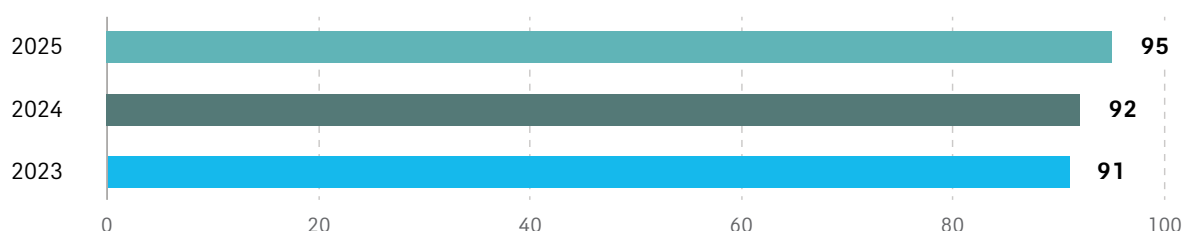
	2025	2024	2023
Employees including apprentices	122	140	141
Employees with fixed-term contracts	2	7	8
Contractors, guests, other	0	0	0

¹ Number of workplace accidents that resulted in an employee being off work for at least one day

Audits and Certifications

The purpose of HSE certifications and regular audits is to ensure that all internal and external HSE requirements are being met and that rapid action is taken as necessary to address cases of non-compliance. To this end, all production locations and almost all sales organizations are now certified in line with current labor and environmental standards (ISO 14001 and ISO 45001). Furthermore, the energy management system at the largest sites is certified according to ISO 50001. Feedback from the certification and audit process also provides valuable strategic insights that help inform future actions and initiatives.

Percentage of Sites Certified under ISO 45001



Internal reporting also provides the basis for the systematic analysis of current health and safety standards and potential areas for improvement. This also includes the annual risk assessment based on the KION HSE standard. The results of this risk analysis are used to define actions that local organizations can take to prevent injuries, illness, and damaging impacts on the environment. In addition, all sites in Germany undergo an external HSE risk analysis at least every two years to verify that they are compliant with the health and safety standards set out in law.

STILL pursues a focused and coordinated approach to achieving its HSE targets in close consultation with the responsible Group management. This process is supported, in particular, by the audits conducted as part of its HSE management certification and to ensure compliance with Group-wide HSE standards. In addition, the company conducts its own internal HSE audits across all of its departments each year.

By taking these steps, STILL lays the groundwork for a process of continual improvement, which ultimately fosters a positive HSE culture among all its employees.



Environment

42	Certified Environmental Management System
43	Energy Management
45	Water
46	Climate Protection
48	Additional Emissions Monitoring
49	Efficient Use of Resources
52	Further Initiatives

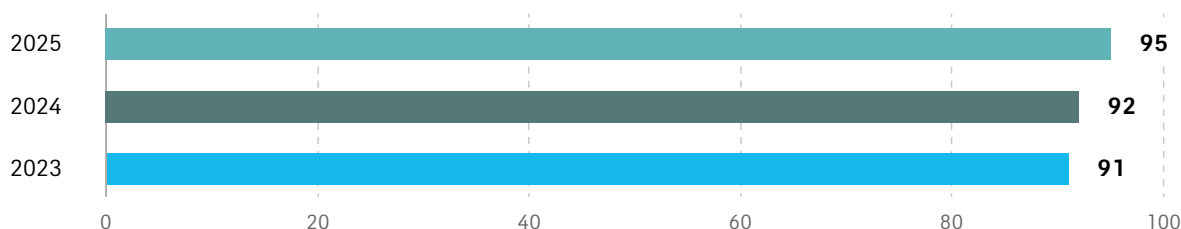
Certified Environmental Management System

Protecting the environment is an important priority for STILL. The company is committed to minimizing the environmental impact of its operations through its HSE management system. Making responsible use of resources and continuously reducing damage to the environment at the local level are a top focus in particular. Its indicator-based approach to environmental management focuses on the areas of energy and greenhouse gas (GHG) emissions, as well as water and waste.

Under the company's integrated management policy – which covers sustainability, quality, health and safety in the workplace, the environment, and energy – all managers are required wherever possible to: introduce environmentally-friendly and energy-efficient processes and production procedures; reduce waste; use natural resources such as water, land, and raw materials sparingly and responsibly; prevent and reduce contamination of the air, waterways, and soil; and make active efforts to cut GHG emissions. All STILL sites have committed to uphold the Group-wide HSE standard of KION and are also developing specific strategies in line with local requirements. To support these efforts, a designated HSE officer has been appointed for each national subsidiary.

A key sustainability target set out in the corporate strategy of KION is to achieve ISO 14001 (environmental management) certification for all sites. All production locations and almost all sales organizations are now certified in line with the latest environmental standard ISO 14001. Furthermore, the energy management system at the largest sites is certified according to ISO 50001 and/or DIN EN 16247. Regular audits provide transparency around the actions taken and lay the groundwork for continually improving sustainability performance. All relevant energy and environmental management data is also recorded as part of the established HSE management system, thereby supporting effective sustainability management across STILL.

Percentage of Sites Certified under ISO 14001



Energy Management

STILL has set itself the target of increasing energy efficiency and reducing energy consumption per truck. To this end, the company is focusing on renewables and electric vehicles, as well options to optimize the lighting technology in use across its sites. Work has already begun to switch the company's lighting systems over to LED technology and install motion sensors at workstations. The Group aims for a complete switch to green electricity by 2030. In fiscal 2025, STILL sourced 99 percent of its purchased electricity from renewable sources, both in its plants and in its branches.

Share of Electricity Purchased from Renewable Sources at Plants and Branches in 2025

99%

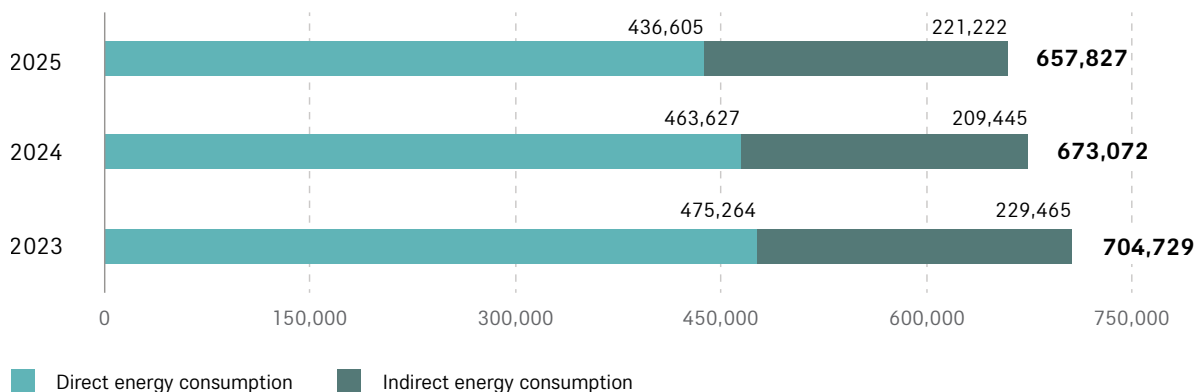


STILL has completely refurbished the energy systems at its administrative building in Hamburg and taken advantage of the increased efficiency of the city's district heating network to significantly improve its energy footprint and cut its greenhouse gas emissions. Responsible use of energy and reduction of energy consumption are also part of the mandatory annual HSE training.

Shorter transport distances are also helping reduce the company's energy consumption. For instance, customers in the Czech Republic, Slovakia, Hungary, Poland, and Austria are today supplied directly from the warehouse at the new Regional Service Center in Brno in the Czech Republic. The new center has enabled STILL to optimize its transport routes and delivery times and, in doing so, has brought the company closer to its customers as well as further reducing its response times and increasing the availability of its products.

Efforts aimed at conserving energy and using it efficiently go back a long way at STILL. The Hamburg production site obtained its certification according to ISO 50001 (energy management) back in 2013. All of the energy-intensive production locations of STILL are now certified as well and undergo regular audits as part of the current certification cycle.

Direct and Indirect Energy Consumption in GJ



Total Direct and Indirect Energy Consumption by Source in GJ

	2025	2024	2023
Total energy consumption, direct and indirect	657,827	673,072	704,729
Direct energy consumption	436,605	463,627	475,264
Diesel (non-renewable)	242,095	255,999	258,501
Gasoline (non-renewable)	25,639	23,623	14,289
Heating oil (non-renewable)	16,864	14,330	13,892
Coke (non-renewable)	36,717	58,829	74,874
Natural gas (non-renewable)	112,710	108,830	111,714
LPG (non-renewable)	544	697	709
Biodiesel (renewable)	384	0	0
Bioethanol (renewable)	25	0	0
Hydrogen (renewable)	7	0	0
Self-generated solar power (renewable)	1,621	1,319	1,285
Indirect energy consumption	221,222	209,445	229,465
Electricity	157,635	155,708	164,955
Heat	63,587	53,737	64,509

Water

STILL ensures that all machinery in use at its premises meets the criteria set out in the German ordinance on industrial health and safety (BetrSichV) and the ordinance on installations for handling water-polluting substances (AwSV). It also carries out regular inspections and monitoring of this machinery.

The company's sites around the world have measures in place to reduce water withdrawal, such as water-saving units in sanitary facilities and instructions that company vehicles only be washed when strictly necessary. In addition, the powder-coating systems used in the plants of STILL are state of the art and generate less wastewater. Automated processes and technologies help reduce environmental pollution by recirculating and reprocessing the water for pretreatment. Used process water from production is separated and subjected to chemical-physical treatment before being reintroduced into the natural water cycle.

The operations of STILL have very little impact on water quality, to the extent that – other than the use of oil water separators – the wastewater needs no additional treatment prior to disposal. Nonetheless, STILL commissions regular external analyses at some of its locations in order to monitor its wastewater.

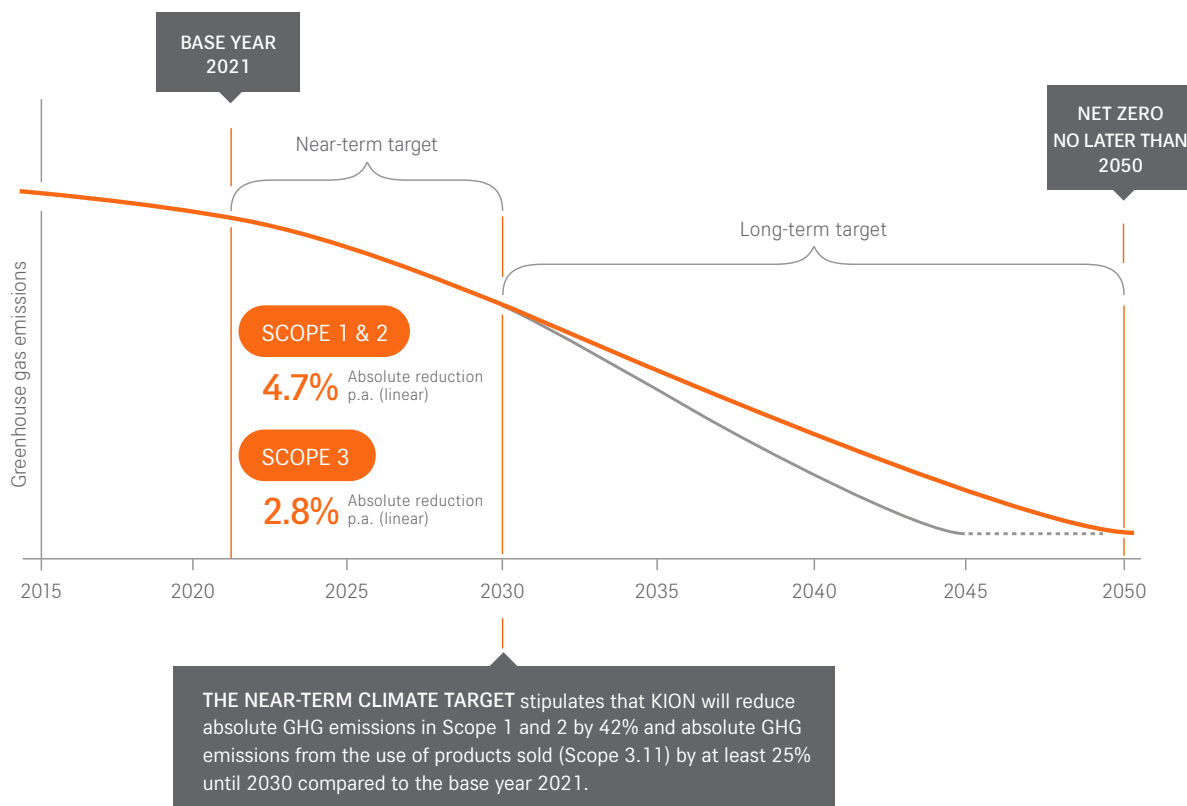
Water Withdrawal in m³

	2025	2024	2023
Total water volume	78,910	118,314	121,130
Groundwater	450	440	450
Municipal water supply	78,460	117,874	120,679
Other sources	0	0	1

Climate Protection

As part of international efforts to limit global warming and address the many challenges associated with climate change, STILL and its partners must also take proactive and forward-thinking action to protect the world's climate. STILL works closely with its customers, suppliers, and business partners in many different areas – including energy consumption, efficient use of resources, and mitigation of GHG emissions – to ensure that it is making a difference within its own operations and beyond.

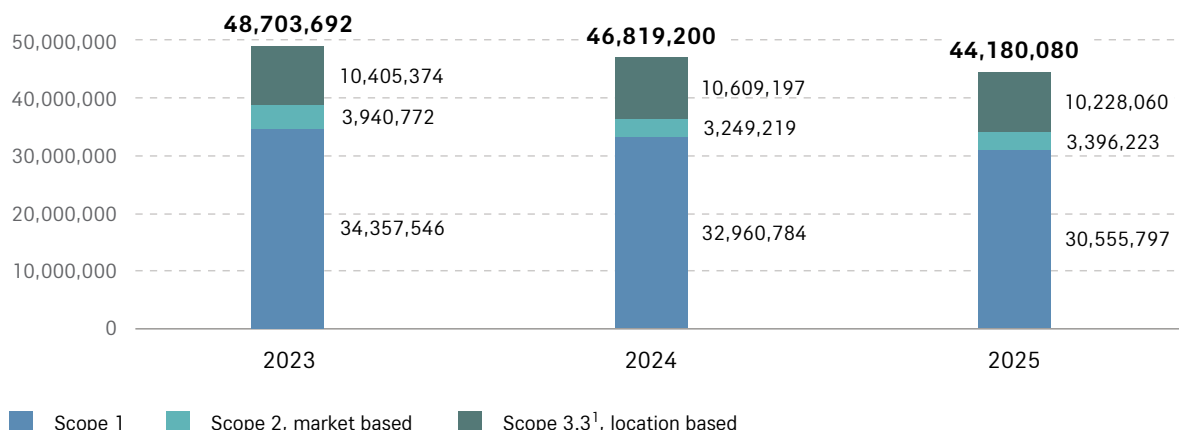
KION's climate and energy management policy is based on the 2015 Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels on a cross-sector basis. After setting initial climate targets in 2018 and carrying out a comprehensive strategy review starting in 2021, KION made a public commitment in 2023 to achieve net-zero GHG emissions across its entire value chain by 2050 at the latest. In 2024, the Science Based Targets initiative (SBTi) has formally validated the short-term climate targets and net-zero target of KION (see "[Key Targets](#)"). All of the Group's stated GHG targets are gross targets and do not include negative GHG emissions, CO₂ offsets, or avoided GHG emissions as a means of achieving the GHG emissions reduction targets.



The Group has put in place a comprehensive climate management system to ensure effective and efficient management of GHG emissions and energy use, including the promotion of renewable energies. This system covers the company's own operations as well as upstream and downstream activities within the value chain, from purchasing and production to use and reuse at the end of the life cycle. The internationally recognized standards of the Greenhouse Gas Protocol (GHG Protocol) serve as the methodological basis for recording and controlling GHG emissions.

KION intends to make future investments in order to achieve the strategic targets related to climate protection and adaptation to climate change. The timing and scope of such investments are currently in the planning phase. Further details are to be provided in a transition plan for fiscal 2026.

GHG Emissions in kg CO₂eq



¹ Indirect (upstream) fuel- and energy-based GHG emissions

	2025	2024	2023
Scope 1	30,555,797	32,960,784	34,357,546
Scope 2, market based	3,396,223	3,249,219	3,940,772
Scope 3.3 ¹ , location based	10,228,060	10,609,197	10,405,374
Total emissions	44,180,080	46,819,200	48,703,692

¹ Indirect (upstream) fuel- and energy-based GHG emissions

Climate Protection Measures for CO₂ Reduction

To reduce GHG emissions from its own operations (Scope 1), STILL is gradually replacing combustion engine vehicles in its service and company vehicle fleet with electric vehicles. In fiscal 2025, this concept for quieter and more sustainable mobility was systematically advanced throughout the EMEA region. The target is electrification across the entire vehicle fleet – from company cars to service vans. To this end, a practical and future-proof e-mobility concept was first developed for Germany, which is to be implemented nationwide in 2026 and serves as a blueprint for the entire EMEA region. The basis was a detailed analysis of charging options at home, at work, on the road, and at the customer's premises, as well as the necessary infrastructure. To ensure the operational capability of electric vans, particularly in the service business, technical and regional requirements regarding range, payload, and charging times of the relevant vehicle types were carefully examined. This decarbonization approach in Scope 1 is closely linked to the reduction of GHG emissions in Scope 2, as fleet electrification goes hand in hand with increased use of renewable energy in the company's own operations (see "[Energy Management](#)").

In Switzerland, STILL collaborates with DKV Mobility. Since 2022, more than 90 percent of vehicles have been refueled via the DKV Climate Card, with the emissions generated during fuel consumption being offset through certified climate protection projects. At the Nordic locations in Denmark, Sweden, and Norway, a company car policy has also been in effect since 2022 that permits only hybrid and electric vehicles. Work has already begun in Benelux to electrify the vehicle fleet, and the transition to electric is also being reviewed and gradually expanded at many other locations. To complement this process, the charging infrastructure has also been expanded, and all main locations in Germany have now been equipped with e-charging stations since 2024.

Modernization work at the Hamburg plant in 2023 saw the replacement of two CO₂ laser cutting systems in sheet metal production with significantly more efficient fiber laser systems. This not only reduces electricity consumption but also generates additional CO₂ savings, as the new systems no longer use gas to generate the laser beam.

The STILL team took part in the "Stadtradeln" 2025 cycling campaign – for climate protection and for better cycling infrastructure in Hamburg – and came in third place in the corporate ranking. More than 254 employees covered 67,653 kilometers, setting a new team and distance record. This resulted in a saving of approximately 11 t CO₂eq. Another measure to promote emission-free commuting is the expansion of bicycle parking facilities at the Hamburg location: A total of 250 covered bicycle parking spaces are available on two levels. It is also possible to charge e-bike batteries at a smart charging station. To further promote sustainable mobility, all German KION companies offer their employees the opportunity to use a portion of their gross pay to lease a bicycle, which they can then use outside of their commute as well.

In addition to actively reducing its own emissions, the company of STILL in Switzerland also offsets GHG emissions through the use of carbon credits and supports a selected climate protection project. The supported project generates renewable energy from sawdust produced during the production of raw material for paper manufacture. The sawdust is used as biomass for generating steam, which in turn serves as an energy source for the production of more raw materials. This regenerative system therefore enables fossil energy sources to be replaced as a heat source. The biomass project is one of the few climate protection projects in Europe to have been awarded the "Gold Standard" by Swiss Climate.

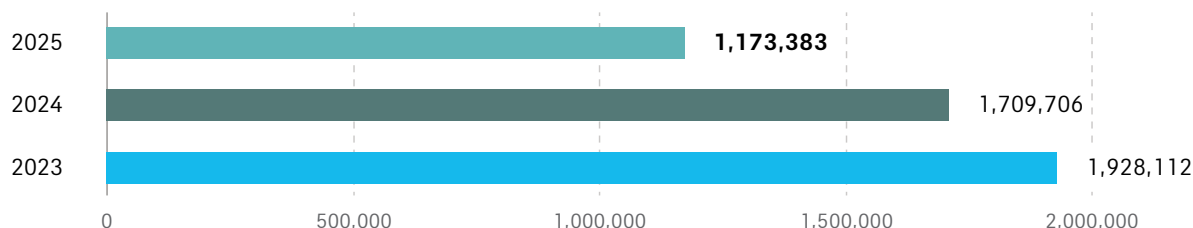
From 2026 onward, the Swiss company plans to use electric trucks for deliveries to customers, thereby replacing the previous compensation via climate credits with a direct reduction of emissions in its own operations.

Additional Emissions Monitoring

Most of the premises of STILL are located in industrial areas where there are no local residents. Ongoing checks and measurements have confirmed that no external soundproofing is required; however, STILL does have internal noise reduction measures in place. Noise levels are assessed across all workplaces and the health and safety and environmental protection department maintains and regularly updates a register of noise measurements taken. Risk analyses are conducted to identify the most effective measures to protect employees against noise-induced hearing loss, including warning signs displayed across all production sites and ear defenders supplied free of charge. Acoustic enclosures are also erected around loud machinery and soundproofing walls installed.

Filter systems are installed at relevant sites to limit the emissions generated by our plants with the aim of protecting the environment as well as our own employees from exposure to hazardous substances. The iron foundry of STILL, Eisengießerei Dinklage GmbH, is an example of a plant that is equipped with highly effective filter systems to reduce the amount of fine dust emitted into the atmosphere to an unavoidable minimum.

Other Significant Air Pollutant Emissions in kg



Other Significant Air Pollutant Emissions by Type in kg

	2025	2024	2023
Other significant airborne emissions - total	1,173,383	1,709,706	1,928,112
Carbon monoxide (airborne emissions, CO)	1,144,960	1,675,653	1,884,679
Nitrogen oxides (NO _x)	4,523	3,270	3,678
Sulfur oxides (SO _x)	1,049 ¹	1,019 ¹	5,141
Volatile organic compounds (VOCs)	22,145	29,104	34,220
Particulate matter (PM)	704	658	386
Other airborne emissions	2	4	8

¹ SO_x values have been based on a new measurement method since 2024

Efficient Use of Resources

At STILL, efficient use of resources is viewed as a holistic approach that aims to optimize the use of industrial trucks and components throughout their entire life cycle, to systematically return materials through maintenance, reuse, and recycling, and to minimize waste.

Another important focus for STILL in terms of using resources responsibly is to find ways to replace critical materials and hazardous substances with less critical and less hazardous alternatives. This applies to both raw materials and the operating materials used in production that are not part of the end product itself. For example, in 2024 a protective coating system for printed circuit boards was replaced after the manufacturer reclassified it as a CMR substance. In 2025, the coolant for the products was also changed to a less harmful product. This conscious handling of hazardous substances protects customers, employees, and the environment alike.

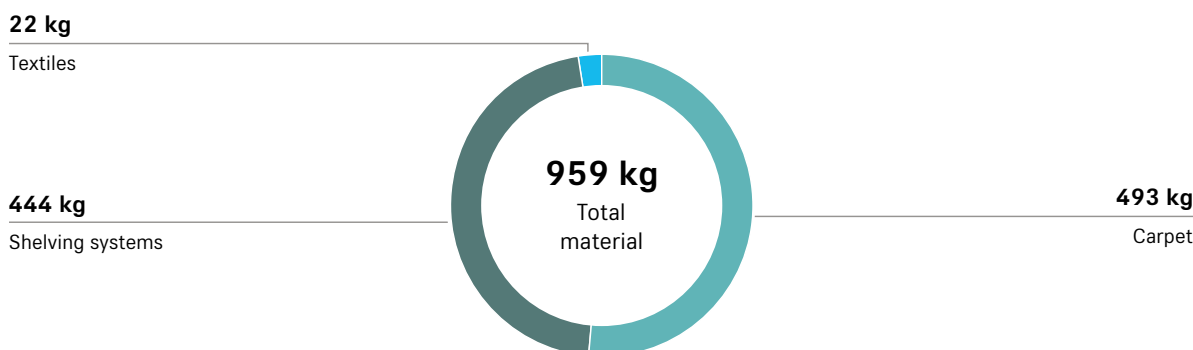
Waste prevention is right at the top of the waste hierarchy. To this end, STILL has installed reusable systems in various areas to help reduce waste. For example, the majority of spare parts supplied to individual sites and technicians in several European countries are handled via the reusable system. In countries where this is not possible, cardboard packaging and other materials are reused to conserve important resources and prevent waste.

Employees can also help reduce waste. The company canteen at STILL in Hamburg is participating in the RECUP and REBOWL initiative, Germany's largest reusable packaging system for takeout food and drink. Furthermore, an employee idea was implemented in 2025 so that the coffee machines at headquarters no longer dispense disposable cups.

Where it is not possible to completely avoid waste, STILL places the utmost importance on high-quality recycling, either through its own plant or partner organizations. For years, STILL has been reprocessing scrap at its own iron foundry to make new counterweights for its forklift trucks, thus making an important contribution to implementing the circular economy. Under the Group-wide HSE Standard, all local Group companies – including STILL – must have processes in place for recycling and re-using their waste.

Resource conservation and CO₂ reduction also play an important role even at the planning stage of events such as trade fairs. For example: At LogiMAT 2025, STILL once again thoroughly reviewed and optimized its planned trade fair presence in advance. Regional procurement, waste reduction, and social and ecological criteria were the main focus for partners and suppliers, with a particular focus on reusing the trade fair stand. What began as a pioneering achievement the previous year is now an integral part of the STILL trade fair concept – collaboration with the Leipzig-based company Trash Galore GbR, which passes on non-reusable materials from the exhibition stand to non-profit organizations. In 2025, around 959 kg of material – including over 493 kg of carpet, 444 kg of shelving systems, and 22 kg of textiles – was donated to Kunstverein Wagenhalle e. V., Jugendfarm Sindolino, Stuttgarter Jugendhaus, and Lederschmiede. The partnership was thus able to reuse valuable resources and save over 4,000 kg CO₂eq, while supporting the important work of the charitable projects taking part.

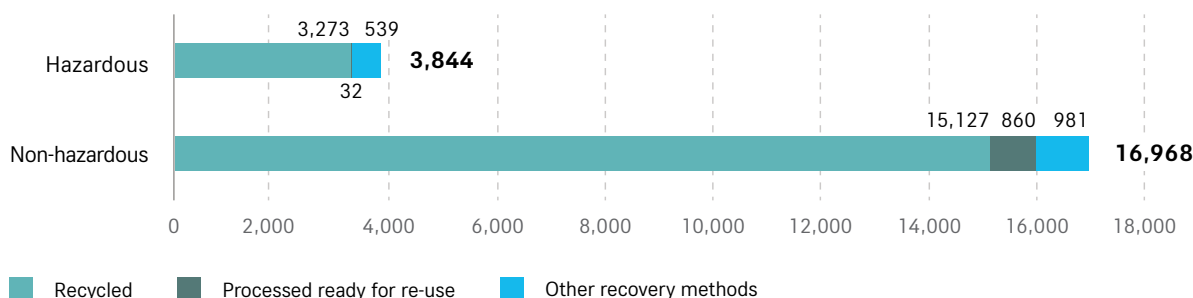
Recyclable Materials Donated from the Trade Fair Stand in Partnership with Trash Galore in 2025



For production waste, STILL in Hamburg works exclusively with qualified waste disposal companies that use the following recycling processes:

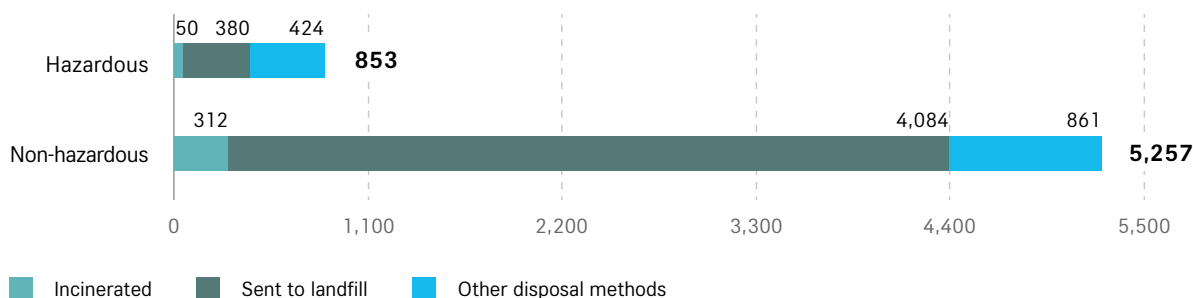
- Recycling and recovery of organic waste
- Reprocessing of sludge and residue from kitchen grease trap
- Recycling of food waste from the company canteen via ReFood
- Recycling and recovery of inorganic waste – i.e. reprocessing of slurry and emulsion from operating processes
- Waste exchange, so that the waste can be processed – for example, conditioned or dried – and inputted into another end recycling or recovery system

Hazardous and Non-hazardous Waste for Recycling/Re-use in t in 2025



	2025	2024	2023
Hazardous waste for recycling/re-use	3,844	4,280	3,542
Recycled	3,273	3,878	2,762
Processed ready for re-use	32	22	66
Other recovery methods	539	380	714
Non-hazardous waste for recycling/re-use	16,968	15,288	16,558
Recycled	15,127	13,618	14,989
Processed ready for re-use	860	874	655
Other recovery methods	981	796	914

Hazardous and Non-hazardous Waste for Disposal in t in 2025



	2025	2024	2023
Hazardous waste for disposal	853	981	1,049
Incinerated	50	52	52
Sent to landfill	380	473	639
Other disposal methods	424	457	359
Non-hazardous waste for disposal	5,257	6,983	4,926
Incinerated	312	350	217
Sent to landfill	4,084	5,692	3,734
Other disposal methods	861	941	975

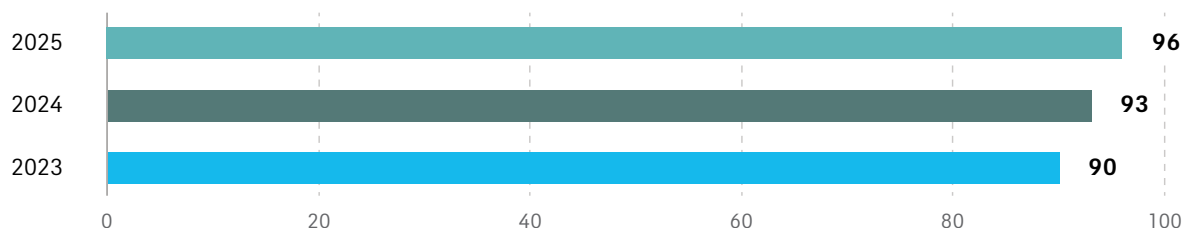
Total Waste in t

	2025	2024	2023
Hazardous waste	4,697	5,261	4,591
Non-hazardous waste	22,225	22,271	21,484
Total waste for disposal	611	7,964	5,975
Total waste for recovery	20,812	19,568	20,100

Further Initiatives

The mandatory HSE training completed by staff each year covers a range of environmental, climate, and energy management topics that are relevant for the business, including energy consumption, water usage, waste separation, and the risks posed by climate change.

Percentage of Sites Where Employees Received Training on Environmental Topics as Part of HSE Training



In addition to the training, campaigns are also run to raise awareness of current issues. For example, in 2024 employees in Spain were given intensive training in water conservation in response to the ongoing drought in Catalonia and Andalusia.

The increased awareness of environmental issues among staff can be seen in the environmental initiatives organized across the business:

- Nearly all units of the business are now working within the framework of the ISO 14001 certification, with the remaining sites set to follow in 2025.
- Every year at Easter, the "Recycling Bunny" visits employees in Switzerland with ideas, tips, and suggestions relating to sustainability and health.
- STILL has been contributing to biodiversity in Hamburg by hosting a bee colony on its premises for the past six years. In Denmark, green spaces are also no longer being mowed to preserve insect habitats.

Idea Management

Idea management – i.e. the process of collecting suggestions from all staff in order to continually improve the business – has been a central fixture in the company culture of STILL for many years. Quality standards, productivity, and employee satisfaction are thus improved across the company based on the insights and experiences of the staff as a whole. The aim is to leverage untapped potential for improvement and incorporate these areas into the ongoing improvement process for the entire product and service portfolio, which comprises both production and work processes as well as working conditions, including health and safety and environmental protection. Ideas for improvement are assessed by an expert in the relevant field against a defined set of criteria and given a score, with prizes awarded for the best-scoring ideas.

One example is the idea submitted in the reporting year at headquarters in Hamburg for reusing squared timber. The wooden beams used as loading aids and previously disposed of will, according to the idea, be collected after use and reused. With implementation planned for 2026, it is expected that approximately 2,900 pieces of squared timber per year can be saved; this corresponds to approximately 27.84 m³ of wood.

As part of an idea management campaign focused on ecological sustainability in 2023, various employee ideas were implemented, and these were also continued in fiscal 2025. These include cutting the volume of plastic waste associated with the delivery of cylinders to production sites by working together with the supplier to have the cylinders delivered in bundles, thereby reducing the amount of plastic packaging. The number of printed delivery notes for spare parts was also reduced from two copies to one, saving a large amount of paper and toner in the process.

Furthermore, the use of plastic quick-seal bags in production has been discontinued since 2023. Production orders that were previously passed on in such bags have since been passed along in the process without plastic packaging.

A socially sustainable initiative was also continued in 2025: Regional fruit is harvested and processed into fruit juices by people with disabilities or by socially disadvantaged people; the juices are then available to employees in the canteen at the headquarters in Hamburg.



Products and Solutions

55	Product Development
57	Energy Management
58	Alternative Fuels and Drive Technologies
59	Refurbishment and Recycling
61	Life Cycle Assessments

Sustainability is an integral part of the performance promise that STILL makes with each of its products. STILL sees itself as a pioneer in the development of efficient low-emission drive technology, not least thanks to its longstanding tradition of developing electric vehicle technology that meets the specific requirements of its target customer groups, which has been the core element of the business for over 100 years.

Product Development

With uniform standards and global coordination of technical activities to shorten the development times despite a growing variety of product variants, the development approach of KION is geared towards efficiency. Product development projects initiated as needed by the product management team of the KION ITS EMEA Operating Unit are coordinated and overseen by the Group-wide CTO organization. With its products, services, and individual solutions, STILL, as part of KION, aims to make a significant contribution to helping its customers achieve their sustainability targets. Therefore, STILL pursues the goal of integrating sustainability into all phases of the product life cycle – from design and production through to use and end of life – as effectively as possible.

STILL has a clear objective of consistently aligning its portfolio with sustainable battery technologies. The company is also aiming to steadily increase the proportion of components that are fed back into the production process with new product innovations. In 2025, 98.2 percent of STILL trucks sold to customers were electric. To support these measures, the Innovative Product Evolution Process 2 (iPEP 2) of KION provides a comprehensive framework for optimizing product development along the entire value chain. The success of this process is based on its clearly defined roles and process structures, which are supported by integrated project planning. One important aspect here is the flexibility of project managers to adapt the process to specific requirements, such as sustainability targets.

Share of Electric Vehicles Sold in 2025

98%

Based on the Number of Units Ordered in New Business Order Intake



In 2025, a series of updates for selected iPEP2 deliverables was introduced to further improve the structured integration of sustainability aspects into product development. In addition to refining existing processes, “Product Sustainability Alignment” represents a completely new element. The associated developments concern process requirements, evaluation steps, and data flows, so that environmental and circularity aspects are identified early, documented, and consistently managed via the life cycle management system.

Innovation in Production and Products

The commitment of STILL to continuously improving processes and products is also reflected in its manufacturing. One example of more efficient utilization of resources is the mixed production line, where several different truck models are assembled on the same conveyor. As well as providing economic benefits, this production method also requires less production space and thereby reduces the need for raw materials and energy to construct, operate, and maintain the infrastructure. The level of automation in production was also increased in the case of counterbalanced trucks built on the mixed production line, for example through robotic welding. This not only has environmental benefits – by preventing spikes in electricity usage, for example – but it also promotes employee health, as it often means they are no longer directly exposed to welding risks – such as heat source and fumes.

Another example of the commitment of STILL to innovation and sustainable product development is the FM-X iGo, the first automated reach truck of STILL in series production, which won the IFOY Award in the “Mobile Robot” category in 2025 – the thirteenth IFOY Award for STILL. The FM-X iGo embodies the core sustainability principles of STILL: Its lithium-ion technology ensures high energy efficiency and availability, while its ability to seamlessly integrate into existing warehouse layouts and make optimal use of available storage space reduces the need for customer infrastructure expansions and the resource consumption that this entails. Furthermore, its design, which is based on standardized components, supports straightforward maintenance, quick repairs, and facilitates software updates via a digital twin. This extends the product life cycle and reduces material requirements.

In the 2025 reporting year, STILL was also nominated as a finalist for the IFOY Award 2026 in the “Special Vehicle” category for a specially adapted RX 60 electric forklift truck developed in close collaboration with Voß Edelstahlhandel and special vehicle manufacturer Barrus Engineering. The truck was designed so that it can be operated safely and independently by an employee of small stature, without limiting its practicality for other team members. Since standard solutions were not possible for safety reasons and the stilt solution commonly available on the market did not allow full integration into the workflow, STILL developed a customized, electrically height-adjustable driving platform that can be precisely adjusted to the individual operator's height at the touch of a button and reset to the standard configuration for colleagues of average height. Since its handover in September 2024, the truck has been used daily at the customer's site and fully integrates the employee into normal warehouse operations. This expands his range of tasks and contributes to a more inclusive working environment. The nomination is an example of how customer-oriented technology can promote accessibility in the intralogistics workplace.

A key highlight of 2024 was the addition of three new frames to the LiftRunner system of STILL. One of these allows a single towing truck to pull six to eight trailers, thereby doubling the towing capacity of the tugger train without the need for more space. This reduces both warehouse traffic and energy consumption. The two other models are designed for automating the “last mile” in intralogistics and feature advanced steering for improved driving stability.

Energy Management

With its "Mission: Zero Emission", STILL aims to reduce CO₂ emissions from its product portfolio to zero. Until then, the company will continue to optimize its existing technology, in order to give its customers a key competitive advantage. It is for this reason that STILL continues working every day to further enhance the efficiency of its products, including the development of smart software solutions such as the STILL Smart Portal, digital fleet management systems, and intelligent charging systems.

STILL vehicles are already among the most energy efficient in their class. The Blue-Q mode further reduces energy consumption by up to 20 percent by automatically switching off unnecessary functions at the touch of a button.

With the introduction of the STILL Smart Portal in 2025, STILL has taken its fleet management to a whole new level and also significantly further developed the energy management of customer fleets. The previous systems STILL FleetManager 4.x and STILL neXXt fleet have been replaced by this central, modular platform, which bundles all relevant information for fleet management into a single digital overview.

While the focus of STILL in fleet management has so far been on general data management and access control for trucks and fleets, the STILL Smart Energy Unit is an additional solution to further promote sustainability in intralogistics.

The STILL Smart Energy Unit is a standalone product for intelligent charger management: It networks stationary chargers via cable, controls charging processes according to demand, and ensures efficient energy distribution, thus avoiding costly power peaks, controlling charging time windows, and transparently mapping the entire charging behavior as well as fleet availability. This enables intelligent control of charging processes, a reduction in energy costs, and optimization of fleet availability. The Charging Control module allows the product to be seamlessly integrated into the STILL Smart Portal.

Smart fleet management is a fundamental requirement in order to remain competitive in the dynamic world of intralogistics. Smart charging is an important component in this process, ensuring availability, flexibility, energy efficiency, and transparent cost control. After all, only those who know when, where, and how much energy is needed and consumed can reliably and proactively plan their charging processes, and thus the availability of their vehicles and the seamless flow of materials, and significantly reduce their carbon footprint.

In addition to the operational energy management tools of STILL, the Smart TCO Advisor was introduced in the reporting year as a newly developed sales application. Based on customer-specific input such as energy costs and shift models, the tool enables sales teams and energy experts to systematically compare forklift, battery, and charger configurations. The results are clearly presented side by side – including energy consumption estimates, CO₂ emission comparisons, and total cost of ownership projections – thus forming a sound basis for identifying the optimal electric forklift truck solution for each individual application. Since its initial release in February 2025, the user base has been growing continuously. Access was gradually extended to sales staff and dealers after appropriate training. Further developments and regular updates are planned, including additional features such as load curve analysis and the integration of real-world operating data.

Alternative Fuels and Drive Technologies

The products of STILL play a key role in its customers' value chains and have a direct impact on its customers' progress toward their sustainability targets – including climate neutrality. GHG emissions, energy efficiency, efficient use of resources, and the circular economy are therefore key focus areas for STILL in its ongoing efforts to improve its products and solutions. These efforts include: moving toward an all-electric product range, offering a range of different electric drive technologies, increasing energy efficiency wherever possible, developing products that require fewer materials and generate less waste, and sourcing materials that support the creation of closed-loop material cycles.

Over the years, STILL has continued to develop its electric drive technology and, as a result of these efforts, electric forklift trucks with lithium-ion batteries can now achieve load capacities that were previously only possible with powerful diesel or gas-powered models. STILL is committed to developing electric forklifts that can replace their internal combustion counterparts, and in this respect its products have proven extremely successful.

The majority of STILL trucks are equipped with energy-efficient lithium-ion batteries, which offer significant advantages over conventional lead-acid technology in terms of efficiency, service life, and charging performance – helping customers reduce energy consumption and GHG emissions.

Tailor-made and intelligent lithium-ion battery solutions

In 2025, STILL expanded its battery portfolio with a new lithium-ion battery designed for the most common application profiles within intralogistics. Compared with conventional lead-acid technology, it offers a longer service life, higher energy efficiency, lower maintenance requirements, and shorter charging times – characteristics that contribute to reduced energy consumption during the usage phase and fewer battery replacements over the product life cycle. The precision-fit approach ensures that customers receive the energy system that best suits their individual application profile – thus avoiding unnecessary oversizing and the associated resource consumption. This makes lithium-ion technology accessible to a wider range of applications – including lighter single-shift operations that have so far been predominantly powered by lead-acid batteries – and thus supports the gradual transition to more energy-efficient drive technology in the customer base of STILL.

The battery features intelligent thermal management and is manufactured at the STILL site in Hamburg, which enables shorter transport routes and closer coordination between truck, battery, and charging technology. To validate performance under real operating conditions, an extensive field test program was carried out in several countries and climate zones, covering a wide range of forklift types, shift models, and operating environments. The data collected via cloud-based monitoring flows directly into product development decisions.

Refurbishment and Recycling

Minimum requirements for supplier parts and their selection are defined on the basis of the design guidelines and requirements of KION – including binding works standards. These requirements aim to promote the reuse of plastic and rubber components, ensure compatibility with existing recycling systems, and enable the cleanest possible separation of materials at the end of the life cycle.

Furthermore, STILL strengthens the circular economy along the entire product life cycle – through rental and used equipment offers, the refurbishment of industrial trucks and batteries, and the recycling of lithium-ion batteries. For many years, STILL has offered attractive deals on rental and used equipment, which reduce costs for customers and save valuable primary resources. STILL operates refurbishment centers in Bremen (Germany), Poznan (Poland), and Lainate (Italy), where expert teams evaluate the used trucks, conduct in-depth tests on their hydraulic systems and electronics, and classify them based on their condition (bronze, silver, or gold). Depending on this classification, they then fully refurbish the truck using original replacement parts and repaint it. The battery is regenerated, capacity testing is performed, and after some final quality checks, the truck is ready to begin its second life. By offering this refurbishment service, STILL is already making an important contribution to the expansion of the circular economy.

Used equipment is becoming increasingly important, especially from a sustainability perspective, as it enables significant CO₂ savings and contributes to improving the respective carbon footprint. The refurbishment and resale of used trucks and batteries offer significant advantages in this regard: They conserve valuable resources and extend the service life of the products.

In the reporting year, STILL was able to successfully reintegrate 30,304 used trucks (number of all used trucks sold, both to end customers and to dealers) into the circular economy in EMEA. At refurbishment sites, such as the group's own company BlackForxx, the industrial trucks are professionally refurbished and then returned to the market.

Number of Refurbished Used Trucks in 2025

30,304



STILL also offers its customers the opportunity to rent trucks on a flexible basis, e.g., to cover peak production periods, help with events, or replace trucks that are out of service. This means that resource-saving use through rental solutions is becoming increasingly important for many companies. Modern fleet management enables efficient use – even without owning a fleet.

KION not only produces its own lithium-ion batteries, but also places special emphasis on refurbishment and recycling and the circular approach for Li-ion batteries. Since 2023 KION has maintained a strategic partnership with Li-Cycle Holdings Corp. Li-Cycle was acquired by Glencore Battery Recycling GmbH (GBR) in 2025; however, the partnership will continue unchanged. Non-functional lithium-ion batteries that have been returned to STILL are shredded at GBR, and the valuable raw materials they contain are recovered and reused. In 2025, over 37 metric tons of battery modules, or 447 batteries, were handed over to GBR for recycling. This represents a significant increase compared with 2024, with over 8 metric tons of battery modules or 162 batteries.

Lithium-Ion Battery Modules Sent to Glencore Battery Recycling GmbH for Recycling in 2025

> 37 tons



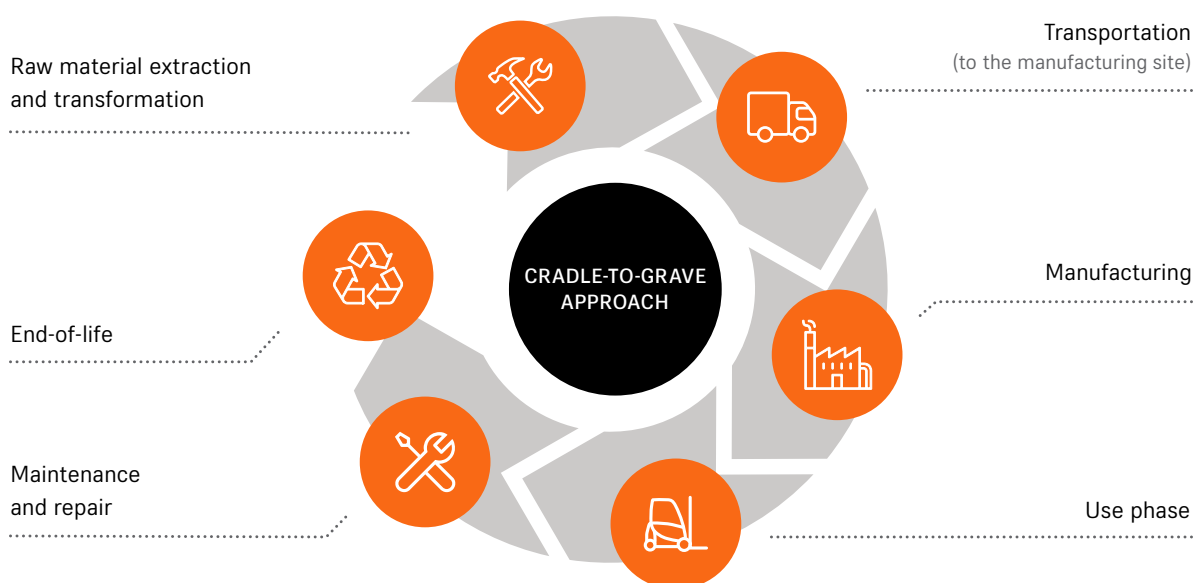
This progress was also supported by a web-based application developed and implemented in 2025. Its aim is to connect additional group companies in Europe to the return process and to simplify it. The solution enables standardized, digital processing of the return process, thereby reducing lead times and increasing operational efficiencies. Through this approach, STILL contributes to the promotion of the circular economy while helping reduce the demand for primary raw materials and lower environmental impacts along the value chain.

Old forklifts that have reached the end of their useful life are disposed of in accordance with Directive 2000/53/EC of the European Parliament and Council. In line with this legislation, STILL publishes detailed information about the disposal of its forklift trucks at approved recycling facilities.

Life Cycle Assessments

STILL is committed to promoting sustainability across all life cycle phases of its products and solutions. Products from various series that are representative of the company's range were analyzed throughout the entire product life cycle, and these analyses showed that the consumption of energy and fuel during the use phase are significant factors in terms of emissions. Based on this, energy efficiency is a priority for the powerful drive technologies of STILL. STILL is committed to developing robust and consistent Life Cycle Assessment (LCA) methodologies to ensure that reliable data is available for informed decision-making throughout the product life cycle.

Cradle-To-Grave Approach



To further improve this process, LCA training was offered in 2024 to a wide range of employees – from managers to technicians – and further expanded in 2025 through the Learning Academy. A structured, multi-stage online program was introduced there, comprising a basic module on the principles of ISO 14040/14044, open to all employees, and an advanced module for technical specialists in product development. The training covered both theoretical and practical aspects to support the internal decision-making processes regarding sustainability, particularly with regard to design assessments, material selection, and component lifetime. Life cycle assessment experts provide practical support to the internal teams and ensure that new findings are incorporated into product development at an early stage.

In 2025, life cycle assessments were also completed for four additional forklift series, further expanding the product coverage of the STILL life cycle assessment program.

The company has set out a timetable specifying which products are to be analyzed over the coming years. Life cycle assessment results will play a significant role in the products and solutions of STILL as the company will be able to incorporate new insights starting in the design phase.

Life cycle assessments are an effective tool for incorporating environmental aspects into the development process of new products and proposing environmentally friendly improvements. They create transparency around the environmental impacts of the products as well as related improvements.



Sustainability within the Supply Chain

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67	Conflict Minerals and Critical Minerals

KION has consolidated its procurement – also referred to as “purchasing” – into a centrally managed global organization, which covers the suppliers of STILL. Sustainable supply chain management requires an effective governance structure, high levels of process standardization, reliable data quality, and appropriate and workable policies that are intended to apply across all business units and legal entities within STILL. This is ensured by a central supplier sustainability department at KION, which bears responsibility across all organizational units.

The supplier sustainability program is embedded in the sustainability strategy of KION and measures the effectiveness of activities using KPIs. The central purchasing organization shapes and manages the flow of information and materials at all stages in the value chain, based on both business and sustainability criteria. In addition to procuring parts and services that make sustainable use of resources, The goal of STILL is to ensure that the various parts of the value chain live up to certain defined standards in terms of human dignity, working conditions, and environmental compatibility. To this end, KION has set up an information and analysis system to record relevant data and information to support the effective management of the supply chains for its key procurement items and materials.

Principles of Supplier Conduct

The Group has laid down specific requirements and rules of conduct for responsible procurement in the [KION Group Code of Compliance](#) and in the [Supplier Code of Conduct](#) and obliges its suppliers to observe these requirements when entering into business agreements with STILL companies. The Supplier Code of Conduct contains clear ecological and ethical guidelines in line with environmental, labor, and human rights standards and is available in multiple languages in the most important procurement markets.

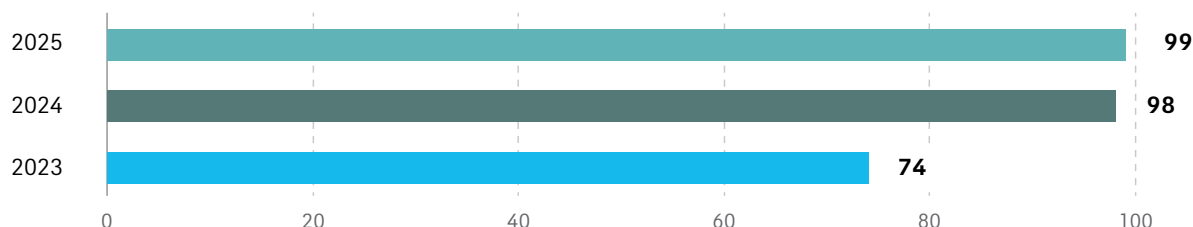
In addition, the [General Purchasing Conditions](#) of KION and individually agreed contracts set out detailed requirements to ensure compliance with procurement obligations, applicable laws, and the Supplier Code of Conduct, as well as for maintaining transparency throughout the supply chain. All these Group-wide regulations are binding for KION as a whole, including all legal entities of STILL, and are regularly reviewed to ensure they are up to date and complete.

ESG Supplier Risk Management Process

In order to objectively and reliably assess the sustainability risks and performance of its key suppliers, KION has introduced an ESG (Environmental, Social, Governance) assessment process that utilizes the SaaS (Software as a Service) platforms of EcoVadis and IntegrityNext. Since 2022, KION has been running industry and country risk analysis on all suppliers – regardless of revenue or product supplied – using the EcoVadis “IQ” platform, in order to determine their risk profile with regard to sustainability.

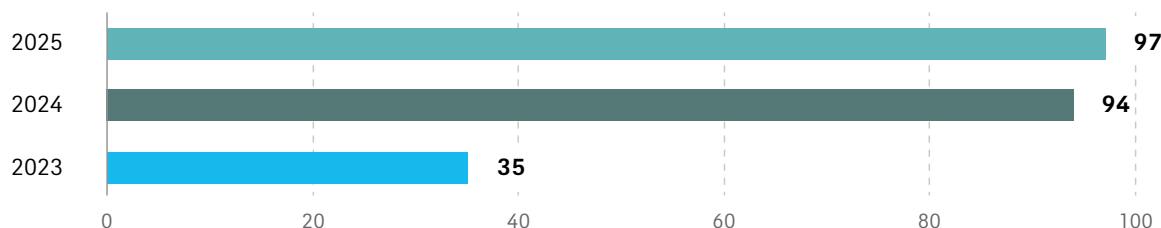
This multi-stage approach verifies that suppliers comply with specific standards in the areas of HSE, anti-corruption and anti-bribery measures, and monitoring of upstream supply chains. Above all, this process ensures that suppliers are compliant with human rights, employee rights, and employment standards. The KION GROUP AG thus complies with legal requirements, such as the German Supply Chain Due Diligence Act, but also laws such as the UK Modern Slavery Act and the Canadian Modern Slavery Act. The system is designed to be flexible and can be adapted to changing requirements.

Percentage of Direct Procurement Spend of STILL Allocated to Tier-1 Suppliers Covered by a Global ESG Risk Assessment (EcoVadis IQ)



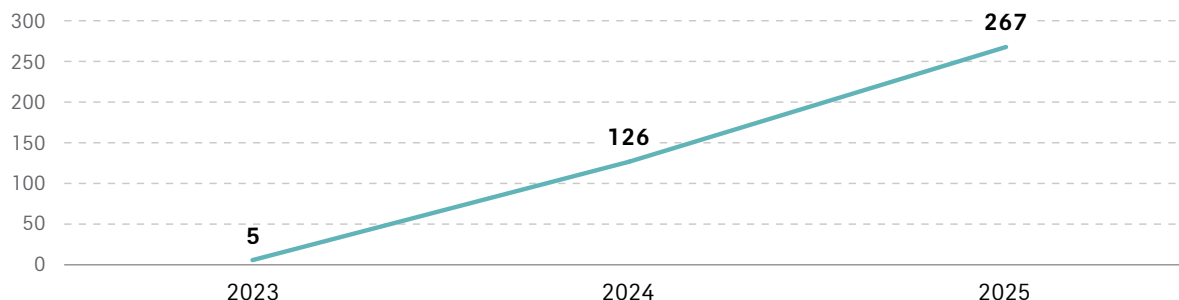
Based on this, an individual supplier self-assessment is obtained via the IntegrityNext and EcoVadis platforms. Self-assessment questionnaires are used to determine the maturity level of suppliers with regard to compliance with human and labor rights as well as environmental protection. This assessment is carried out for strategic suppliers (A suppliers) as well as for business partners identified as high-risk suppliers in the first step. When suppliers choose to be rated via EcoVadis, the provider conducts an independent verification of the responses.

Percentage of Direct Procurement Spend of STILL Allocated to Tier-1 A Suppliers Covered by an Individual Risk Assessment (EcoVadis IntegrityNext)



As a result, an individual risk is determined for each supplier, based on which the suppliers are classified into one of the following three categories: "low ESG risks," "possible ESG risks to a certain extent," or "high ESG risks." Suppliers with an existing risk are prioritized according to the severity and likelihood of a possible risk occurring. Based on this prioritization, suppliers are contacted to implement individual corrective measures. These measures are defined based on the existing risk and the suppliers' level of knowledge and may include supplier audits, corrective action plans, supplier training, individual discussions, various certifications, and other measures. Ideally, corrective measures reduce the risk of rights infringement.

Number of STILL Suppliers Who Received a Corrective Measure¹



¹ Corrective measures include all types of measures, including training.

Should a supplier refuse to cooperate in the ESG risk management process, fail to provide information, or obstruct initiatives, an escalation process will be initiated in accordance with the guidelines of KION. STILL pursues the approach of working as cooperatively as possible with suppliers, eliminating knowledge gaps and offering support. Ultimately, STILL reserves the right to terminate a business relationship if a supplier permanently refuses to cooperate in the ESG risk management process.

The results of the supplier evaluation are considered in various purchasing processes. This includes award decisions with defined volumes, material group strategies, and supplier evaluation as part of supplier development. Within the strategic "Supply chain" action field, they are also taken into account in the Group-wide sustainability strategy, which can be found under "Key Targets".

New suppliers are asked about their sustainability credentials as part of the supplier onboarding process and undergo the ESG assessment program. Existing suppliers are reviewed on an ongoing basis. These approaches give STILL a transparent way of tracking the sustainability performance of its suppliers and managing risks and opportunities related to the sustainability of the supply chains in a targeted way.

Environmental Product Requirements

Since 2022, data on suppliers' compliance with environmental product requirements has been systematically collected using the software provider Assent. The initial focus is on the ITS EMEA operational unit, which also includes STILL. The program collects compliance data on substances of very high concern (SVHCs) according to Article 33 of the European REACH Regulation, on the restriction of hazardous substances according to the EU RoHS Directive, on chemicals according to the Toxic Substances Control Act (US-TSCA), on Article 9 of the European Waste Framework Directive (WFD), on critical raw materials according to EU Regulation 2024/1252, as well as on persistent organic pollutants (POPs) and per- and polyfluoroalkyl substances (PFAS). The effectiveness of the program is monitored using the supplier response rate and the supplier feedback report provided by Assent, which serves as a basis for follow-up measures for the purchasing organization. Reporting is carried out via the [Group Sustainability Report](#) in the annual report.

Emissions Transparency in the Supply Chain

With the commitment of KION to achieve the net-zero target according to the SBTi standard by 2050, the continuous reduction of CO₂ emissions within the supply chains has also become a binding target. CO₂ reduction requirements have since been incorporated into the tactical design of the supply chain. In order to achieve its own climate targets in the upstream value chain (Scope 3.1), selected business partners are motivated and enabled to collect emissions data and to develop reduction plans. With external support, a project was set up with the aim of establishing a holistic approach to measuring and reducing CO₂ emissions in the supply chain and integrating these topics into purchasing processes.

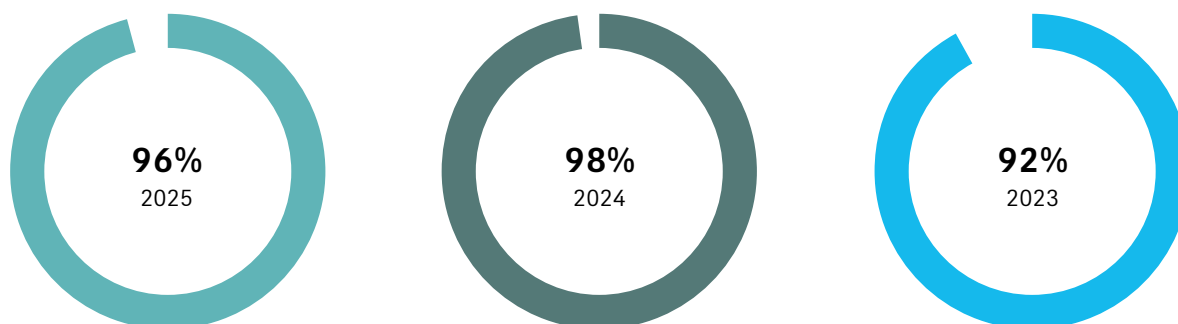
The calculation for Scope 3.1 emissions is currently still based on average sales and emissions values. In 2025, the concepts developed in the project were further tested and refined. Strategic suppliers were contacted using standardized questionnaires to assess their knowledge of CO₂ calculation, decarbonization plans, and reduction targets. If primary data from suppliers or product-related calculations were already available, these were used as an opportunity to discuss results, decarbonization plans, and existing obstacles individually. Where necessary, targeted support services were offered to suppliers – including online training and technical discussions. By gradually empowering its suppliers, STILL aims in the long term to base its calculations predominantly on primary data.

Training of Employees and Suppliers

KION has devised a range of training courses to educate its own employees on human rights and environmental protection in the supply chain. The aim here is to raise awareness among employees of the contribution they can make to compliance with human rights, labor rights, employment standards, and environmental protection in the supply chain. Other training courses cover environmental product requirements and general background information on the sustainability program of KION.

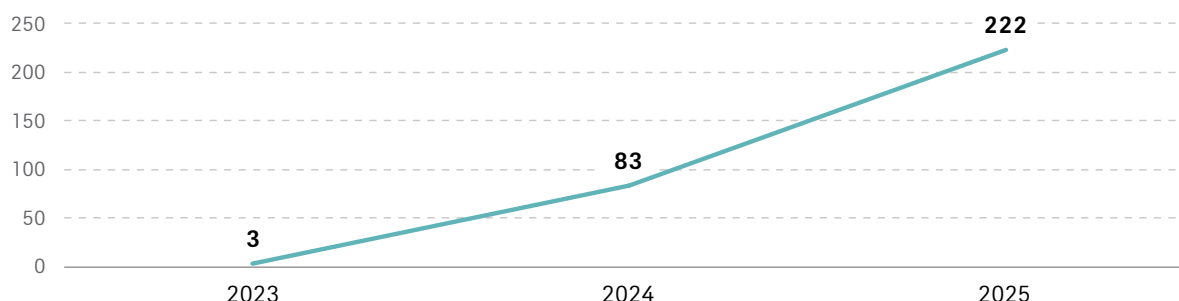
Several topic-specific training courses were also developed specifically for suppliers. These explain why sustainability is becoming increasingly important, the requirements that KION currently places on suppliers, and the underlying reasons for these. The training courses are available on the KION website and were created in English with Chinese subtitles. They are also sent to suppliers via the sourcing portal as needed.

Percentage of STILL Buyers Who Have Completed at Least One Training Course on Sustainability in the Supply Chain¹



¹ Based on the employee count at the end of the fiscal year on December 31.

Number of STILL Suppliers Who Have Completed at Least One Training Course on Sustainability in the Supply Chain



Conflict Minerals and Critical Minerals

In the 2025 reporting year, the KION conflict minerals standard was replaced by the [Responsible Minerals Sourcing Standard](#) . Both are based on the Due Diligence Guidance for Responsible Business Conduct of the Organisation for Economic Co-operation and Development (OECD), as well as on relevant guidelines and regulations. The responsible minerals sourcing standard represents a further development in that it includes not only the conflict minerals tin, tantalum, tungsten, and gold, but also other critical minerals such as cobalt, mica, copper, natural graphite, nickel, and lithium. In doing so, it pursues a holistic approach to the responsible procurement of critical minerals and at the same time creates a clear governance structure for this area.

For the first time, KION also published a [Due Diligence Report](#) for the reporting year; this can also be viewed on the website and explains the approach and the results in detail. It describes how KION, with the help of the platform provider Assent, uses templates – the Extended Minerals Reporting Template (EMRT) and the Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative (RMI) – to ask STILL suppliers about their upstream suppliers, countries of origin of the minerals, mines, smelters, and refineries. In 2025, information on conflict minerals (such as CMRT) was available for 61 percent of STILL suppliers. The information provided by suppliers is assessed for risks of human rights violations and contributions to armed conflicts.

KION also participates in an annual industry initiative coordinated by Assent. It specifically calls on smelters and refineries to undergo assessments through industry-recognized auditing programs.



Community Engagement

69	Supported Projects in the Headquarters Region
70	Supported Charity Projects in Grassroots Sports
70	Promoting Talent for Future Prospects

Community engagement is an important part of the identity of STILL as a business. As a global company, STILL strives to be a good neighbor to the local communities at its sites around the world, by lending its support to social and humanitarian projects. The headquarters of STILL in Hamburg, for instance, have a long history of supporting community organizations in the city where the company was first founded and where, decades later, it maintains a strong sense of affinity. In doing so, STILL puts its corporate values into practice: taking responsibility, creating equal opportunities, and shaping the future.

To ensure all actions by the company and its staff are transparent and within the law, STILL follows the KION policy on donations and sponsorship, which governs all aspects of the Group's community engagement activities, including areas of responsibility and decision-making processes. It covers both financial donations and volunteer work, and is designed to facilitate fast and pragmatic decision-making at local level and enable a rapid response in case of emergencies, such as natural disasters.

The [KION Code of Compliance](#) also contains relevant information on community engagement and gives confidence to managers on the ground that they are acting in line with the law. All donations and sponsorship arrangements must be verified and approved in advance by the compliance department. Donations must always be transparent, follow a strict set of standards, uphold the values and policies of KION, and conform with any applicable legislation.

In all its community engagement activities, STILL makes a clear distinction between donations and sponsorship. Donations are voluntary gifts of money or items that are given to charities without any expectation that this action will be reciprocated. In contrast, sponsorship is awarded in return for a service such as advertising or marketing. For this reason, it is vital that recipients' intentions in accepting donations or sponsorship are compatible with the values and principles upheld by KION.

Supported Projects in the Headquarters Region

Since 2010, STILL has been supporting three local projects in Hamburg that promote equal access to education, culture, and community for children and young people across the city. In 2025, STILL presented checks worth 5,000 euros each to the Mittagskinder foundation, the Kultur Palast Hamburg foundation, and the Produktionsschule Wilhelmsburg school. The Mittagskinder foundation provides a regular healthy lunch for around 200 children in Hamburg. The foundation's team also spends time with the children, offering care, a sense of community, and qualified homework support. The Kultur Palast Hamburg foundation, meanwhile, has been promoting cultural understanding through interactive music and dance projects for more than 40 years. The Produktionsschule Wilhelmsburg is particularly committed to equal access to education. The school helps young people from disadvantaged backgrounds enter the jobs market by providing relevant training, particularly in technical professions, carpentry, catering, retail, and hairdressing.

Donations

5,000 €

each to the Mittagskinder Foundation, the Kultur Palast Hamburg Foundation and the Wilhelmsburg Production School



The commitment of STILL goes beyond financial support. In November 2025, trainees in machine and plant operation from Produktionsschule Wilhelmsburg were invited to the company. In an open exchange with STILL trainees and training representatives, personal contacts were established and joint discussions held on career guidance, qualification, and starting a career.

Even outside of structured programs, STILL takes its social responsibility seriously. The headquarters in Hamburg, for example, provides support to aid organization Hanseatic Help e. V. In 2025, 18 fully depreciated engines in as-new condition, which were not needed internally for training purposes or for spare parts, were donated to the organization. In addition, following several trade fairs and events, approximately 7 kg of bottle caps were handed over to Hanseatic Help. The association recycles them separately by material type and uses part of the proceeds to finance its projects.

Supported Charity Projects in Grassroots Sports

Sport unites – and STILL uses this power to take on community responsibility. In 2025, the company therefore supported a number of grassroots sporting events and charity projects across EMEA. In Hamburg, 51 athletes took part in the annual Suzuki World Triathlon, supported by 40 helpers at the STILL Energy refreshment station and other supporters along the route. As the official logistics partner, STILL provided eleven forklifts for assembly, disassembly, and route security. STILL also competed as the second largest company team at the annual MOPO team relay race in Hamburg's city park, with 200 runners.

STILL is also active in sports and social activities in other countries. In Poland, for example, STILL has been participating in the "Poland Business Run" for four years now – the country's largest charity business relay race. The proceeds from the starter packages go directly to Fundacja Poland Business Run and support people with physical disabilities in purchasing prostheses and in undergoing rehabilitation. In France, as part of Octobre Rose – an awareness campaign for breast cancer screening – more than 300 employees took part in a charity sports event and, with more than 51 million steps, helped generate a donation for Institut Curie. STILL Sweden covered the entry fees for 20 employees at the annual Blodomloppet 2025 – a Swedish running event that raises awareness of the importance of blood donations and promotes physical activity.

Promoting Talent for Future Prospects

STILL once again took part in Future Day in 2025. 160 school students gladly took this opportunity and spent a varied and undoubtedly unforgettable day at the STILL plant in Hamburg. The apprentices and students in dual-study programs of STILL in Hamburg took the lead in looking after the school students and gave our young guests an authentic insight into the training program of STILL. At a total of eleven stations, they shared basic technical principles, let the participants look over their shoulders as they worked, and patiently answered the many questions from the attendees. But as there's nothing like trying it for yourself, we also gave the students the chance to get actively involved at the work benches in the apprenticeship workshop, where they fabricated the STILL logo and a puzzle made of metal, soldered an LED light in the mechatronics lab, and operated the AR (augmented reality) welding machine used by the construction mechanics of STILL. The highlights of the day were working with a forklift simulator in the high-bay warehouse and using a pair of VR (Virtual Reality) goggles, which gave the students a glimpse of what the future holds at STILL. Apprentices from mechatronics, industrial mechanics, construction mechanics, and cutting machine mechanics as well as trainee industrial executives and warehouse logistics specialists were there to support the young visitors at all of the hands-on stations.

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