

## Environmental, Health, Safety and Sustainability Policy

The KION GROUP, which includes both Dematic Benelux and KION Automated Solutions EMEA NV, is committed to managing its global operations in a responsible manner. This includes promoting environmental management and ensuring the health and safety of its employees.

### Objective

The purpose of this policy is to ensure that Environment, Health, Safety and Sustainability (EHS & D) is a priority within KION and is integrated and functions integrally within the company, within each business unit. KION's EHS management system is supported by KION Global Leadership Team and driven by all local management teams.

### Policy principles

KION undertakes to act in accordance with the following principles in carrying out its activities.

- Establish and maintain a strong and sustainable EHS culture.
- Comply with all applicable Environmental, Health and Safety regulations and legislation.
- Strive to apply high EHS standards for all its employees and everyone involved in its business activities.
- Ensure a safe working environment by identifying, eliminating, or reducing risks to acceptable levels using a recognized risk management approach.
- Provide EHS training and information to its employees to enable them to perform their duties safely.
- Involve and engage employees through participation and consultation in the development and improvement of the EHS management system.
- The environmental management system and health and safety management system are continuously updated to improve EHS performance.
- Consider Environmental, Health and Safety aspects and effects when developing new products or processes.
- The choice of production materials and the implementation of production processes should strive for the efficient use of raw materials, the efficient use of natural resources, and where possible, reusable, or recyclable materials.
- Open up to society and other interested parties regarding Environmental, Health and Safety considerations.
- When conducting business, strive to prevent pollution in all facets of the business.
- Preventing personal injury, property and environmental damage and striving for continuous improvement in the field of EHS.

Our employees are continuously made aware of the importance of KION's safety management systems. Stakeholders will be involved where necessary and appropriate in efforts to improve environmental performance.

## Responsibility

Management at each KION site has the responsibility to implement these principles and other required elements of the EHS & D management system. Each KION employee is expected to understand and comply with the EHS & D procedures and practices of his or her position. All employees have a duty to act in an environmentally responsible and safe manner and to report their EHS & D problems or concerns to their supervisor.

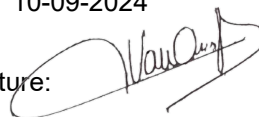
The cooperation and involvement of all KION employees is crucial to protecting the health and safety of all KION stakeholders.

**Patrick Van Orshaegen**

Managing Director  
KION Automated Solutions EMEA NV

Date: 10-09-2024

Signature:



**Frank Heptner**

Managing Director  
KION Automated Solutions EMEA NV

Date: 10-09-2024

Signature:

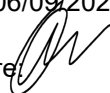


**Farly Orie**

Managing Director  
Dematic Benelux

Date: 06/09/2024

Signature:

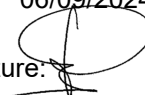


**Francis De Backer**

Managing Director  
Dematic Benelux

Date: 06/09/2024

Signature:



**Nele Herteleer**

EHS Manager  
KION Automated Solutions EMEA NV  
Dematic Benelux

Date: 04/09/2024

Signature:

