

Linde Material Handling

Linde

Sustainability Report 2025

Moving safely towards a sustainable future



Table of Contents

3	About This Report	32	Health and Safety
4	Reporting Period and Scope	33	Health Protection
5	Collection of Data and Information	33	Safety: Prevention Rather Than Response
5	Forward-Looking Statements	35	Training
5	Further Information and Resources	37	Occupational Safety Key Performance Indicators
6	Targets and Key Figures	38	Audits and Certifications
7	Overview of Sustainability Key Performance Indicators	39	Environment
8	Key Targets	40	Certified Environmental Management
10	Sustainability Strategy and Management	40	Energy
11	Double Materiality Analysis	43	Water
13	Company	44	Climate Protection
14	Sustainability Organization	47	Additional Emissions Monitoring
14	Initiatives and Ratings	48	Efficient Use of Resources
16	Compliance and Responsibility	51	Environmental Protection in Day-to-Day Work
17	Compliance Management System	53	Products and Solutions
18	Whistleblower System and Reporting Channels	54	Product Development
35	Training	55	Energy Management
20	Compliance Auditing for Business Partners	56	Alternative Fuels and Drive Technologies
21	Periodic Risk Analysis	57	Refurbishment and Recycling
21	Data Protection and Information Security	59	Life Cycle Assessments
23	Good Employer	60	Sustainability within the Supply Chain
24	A Great Place to Work	61	Principles of Supplier Conduct
27	Collaboration with the Works Council	61	ESG Supplier Risk Management Process
27	Training and Professional Development	63	Environmental Product Requirements
28	Diversity	64	Emissions Transparency in the Supply Chain
31	Compliance with International Labor and Human Rights	64	Training of Employees and Suppliers
		65	Conflict Minerals and Critical Minerals
		66	Social Engagement
		67	Linde Solidaria
		68	StaplerCup hilft e. V.
		68	Linde Help



Here's how we put our goals into practice

sustainability.linde-mh.com/report/en/services/stories [↗](#)



About This Report

- 4 Reporting Period and Scope
- 5 Collection of Data and Information
- 5 Forward-Looking Statements
- 5 Further Information and Resources

As part of KION, Linde Material Handling is a leading global manufacturer of forklift trucks and warehouse trucks, and a provider of services and solutions for intralogistics. With a sales and service network that spans more than 100 countries, the company is represented in all major regions around the world.

Reporting Period and Scope

This sustainability report from Linde Material Handling (“Linde MH” in this report) covers fiscal 2025 from January 1 to December 31, 2025 and addresses the sustainability activities of Linde MH in the Europe, Middle East, and Africa (EMEA) region. The report covers the consolidated companies of Linde MH in the EMEA region. This includes both the production plants and the sales and service companies in 15 countries.

As part of KION, Linde MH EMEA 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 Linde MH 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](#).

Collection of Data and Information

The standardized key performance indicators (KPIs) in this report were generally recorded by 47 reporting units. Data for 14 production and administration locations (referred to as “plants”) was collected individually, while 33 disclosure points for sales and service companies in some cases comprise data from several locations. 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 based on the current plans, objectives, outlooks, and estimates of the management of Linde MH. The management cannot guarantee that these forward-looking statements will prove to be correct. There are many different risks and uncertainties that could impact the future development of Linde MH EMEA and its subsidiaries, as well as its results, meaning actual events or results could differ from those reflected in the forward-looking statements.

Further Information and Resources

Further information on the sustainability concept can be found on the [Linde MH 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	98%	99%	94%
Energy use	1,091,133 GJ	1,109,815 GJ	1,107,453 GJ
Greenhouse gas emissions (Scope 1 and 2) ²	59,131 t CO ₂ eq	62,780 t CO ₂ eq	65,086 t CO ₂ eq
Greenhouse gas emissions (Scope 3.3) ²	17,169 t CO ₂ eq	17,427 t CO ₂ eq	16,392 t CO ₂ eq
Water withdrawal	130,543 m ³	140,895 m ³	146,211 m ³
Waste produced	41,053 t	42,185 t	38,529 t
Employees			
Percentage of female employees	17%	18%	18%
ISO 45001 certification rate ¹	98%	99%	91%
LTI (lost time injuries) ³	161	163	201
Accident frequency rate ⁴	7.1	6.9	8.9

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 Linde MH align with the key targets set out in the KION sustainability strategy and include both Group-wide actions and individual measures within the operating 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
	Circularity	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%
	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	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

11	Double Materiality Analysis
13	Company
14	Sustainability Organization
14	Initiatives and Ratings

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

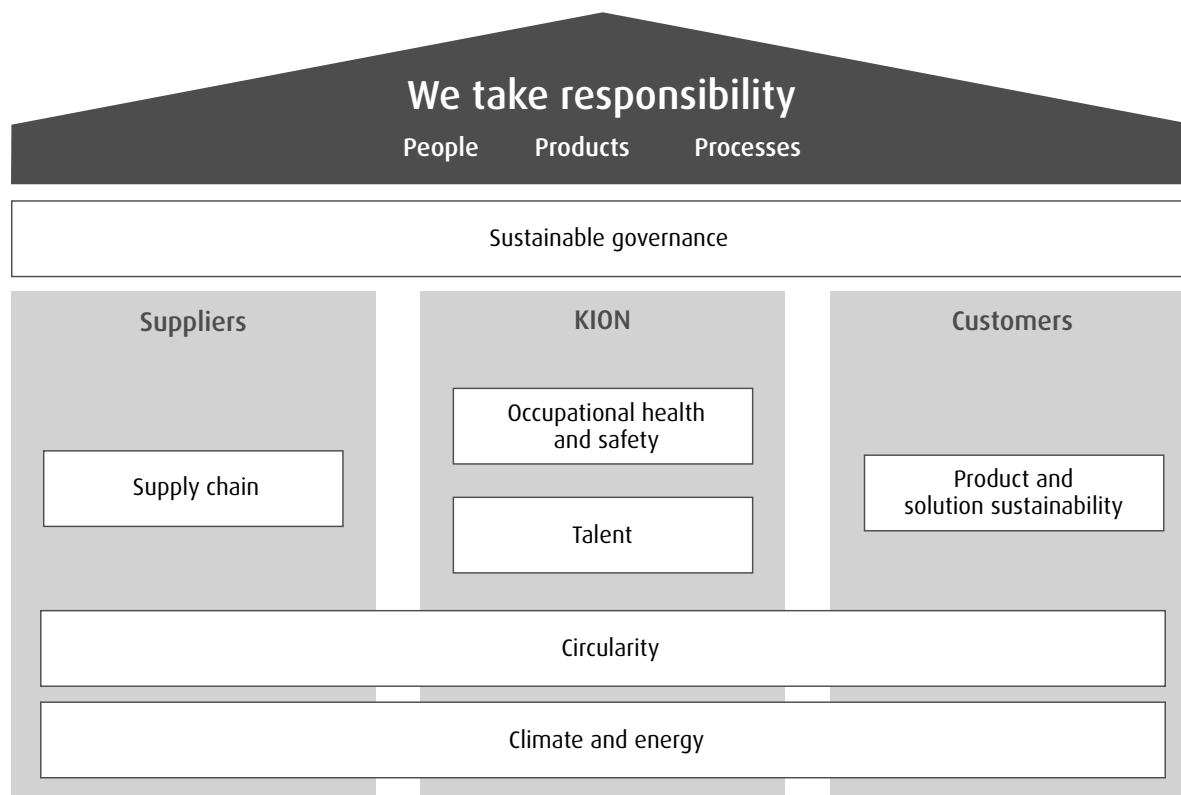
Linde MH aligns its sustainability activities with the results of the KION double materiality analysis (DMA), which is based on the concept of distinguishing between immaterial and material impacts, risks, and opportunities (IROs). The double materiality analysis evaluates both the environmental and 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 Business conduct.” 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, Linde MH follows the systematic approach defined by KION. At Linde MH, sustainability is linked to the wider-reaching targets and initiatives organized into the three strategic dimensions of People, Products, and Processes, always in keeping with the overall principle of "We take 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, Linde MH 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 Linde MH, as part of KION, is pursuing can be found under "[Key Targets](#)".

As part of KION, Linde MH 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

Linde MH looks back on a history spanning more than 120 years, over 50 of which have been in the field of material flow solutions. Headquartered in Aschaffenburg, Germany, the company is now one of the world's largest manufacturers of forklift trucks and warehouse equipment. As a technology leader in the industry, Linde MH offers a wide range of industrial trucks, automation, safety, and energy solutions, fleet management and warehouse management software, and comprehensive services. Linde MH has been part of KION since 2006 and is responsible for production sites in Germany, France, the Czech Republic, and Poland. The company delivers top performance under even the most challenging operating conditions. Alongside its desire to produce high-performance drive systems, safety and user-friendliness are top priorities of Linde MH: Precise load handling, outstanding maneuverability, intuitive operation, and an ergonomic driver's workstation guarantee excellent handling performance and productivity. In addition, the trucks can be seamlessly integrated into fleet management or warehouse management systems using wireless data transmission and digital interfaces. Combined with comprehensive energy, safety, and automation offerings and optimal integration into customers' business processes, this results in holistic solutions for connected, safe, and sustainable intralogistics.

In the field of electromobility, Linde MH is currently the only manufacturer to offer electric counterbalance trucks in the form of its X models. With their high power and robust design, these models offer an equally powerful alternative to trucks driven by an internal combustion engine. Customers can rely on the quiet and practically emission-free drive technology to handle even the most challenging of applications without compromising on performance.

With a large rental fleet of around 41,000 trucks, Linde MH offers a high level of flexibility, whether customers want to take advantage of the various options available to them – leasing, long-term rental, or hire – or prefer to opt for a used Linde forklift truck, all of which are refurbished in accordance with standardized specifications throughout Europe.

Number of Trucks in the Rental Fleet

41,000



Sustainability Organization

Since 2023, the Chief People & Sustainability Officer (CPSO) on the Executive Board of KION GROUP AG has been responsible for human resources as well as sustainability, including occupational health and safety. 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. Linde MH 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. The voluntary commitment of KION 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, Linde MH 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, Linde MH was awarded the highest rating level, **Platinum**, by EcoVadis for the third time in a row. With 92 out of 100 possible points, Linde MH remains among the top 1 percent of all evaluated companies and once again surpasses its own result from the previous year. Linde MH 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

92/100



Linde MH is also a partner of the Blue Competence sustainability initiative. This initiative of the Verband Deutscher Maschinen- und Anlagenbau e. V. (VDMA/German Mechanical Engineering Industry Association) aims to promote sustainability in mechanical and plant engineering and raise awareness of sustainable solutions in the industry. As part of this partnership, Linde MH has committed to upholding the 12 sustainability principles of mechanical and plant engineering.

The Bavarian Environmental and Climate Pact is another initiative that Linde MH is supporting with qualified environmental efforts. Participating companies commit to conserving resources and using environmentally friendly technologies in order to promote sustainable, environmentally sound business practices and thus help preserve natural resources. To this end, topic-specific working groups have been formed to formulate goals and make recommendations for implementation. The working groups are supported by external experts where necessary. In 2025, participation of Linde MH was once again recognized with a certificate valid for three years.



Compliance and Responsibility

17	Compliance Management System
18	Whistleblower System and Reporting Channels
19	Training
20	Compliance Auditing for Business Partners
21	Periodic Risk Analysis
21	Data Protection and Information Security

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

As part of KION, Linde MH shares these values and is committed to ensuring complete compliance with all legislation, regulations, and codes of conduct. The comprehensive compliance management system of Linde MH is based on the KGCC, which defines guidelines for ethical, value-oriented, legally compliant conduct in business. The KGCC also provides a binding framework for engaging with colleagues, customer and partner companies, 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.

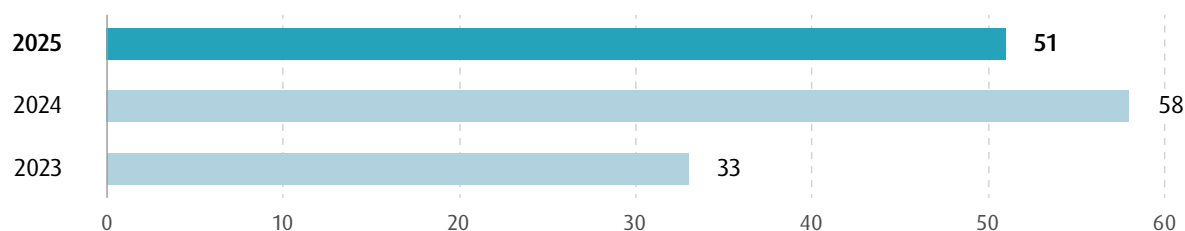
The KION Compliance Committee is a cross-functional body made up of managers from the Corporate Compliance, Internal Audit, and Legal departments. This committee oversees the processing of reports of potential breaches and related investigations and decides on sanctions in the case of identified compliance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

The Compliance Committee at Linde MH 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 Linde MH 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 suspicions are systematically reviewed, and 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, extensive information, advice, and training are available. The compliance officers of Linde MH and representatives 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 on 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

- In-person 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 of this program 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, 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
76%	82%	76%

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 Linde MH and are governed by policies that apply to the whole of KION. While the Data Protection Policy focuses on implementing 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 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 Linde MH, these are Linde Material Handling GmbH in Aschaffenburg and Linde Material Handling Ibérica, S.A.U. in Spain. The KION headquarters in Frankfurt am Main, the Linde MH headquarters in Aschaffenburg, and Willenbrock Fördertechnik GmbH in Burgwedel (also a Linde MH company) are certified in accordance with 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. The focus is 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 assessments 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: 0





Good Employer

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

Teamwork plays a central role at Linde MH. Our employees tackle their tasks together based on groundwork of solidarity, mutual trust, and a strong sense of team spirit. Equal opportunities are a key priority in this context. The company's values form the foundation for treating all employees fairly.

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, and employee surveys. The [KION Group Code of Compliance](#) provides the framework for legal compliance and ethical behavior throughout 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, and prohibit any form of forced or compulsory labor or child labor as well as discrimination in 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.

A Great Place to Work

As a top employer, Linde MH offers an exciting working environment, excellent international career opportunities, and attractive remuneration. Interesting projects, long-term prospects, strong team spirit, and a wide variety of development opportunities motivate employees to give their best day in, day out. Diversity also plays a key role here. Linde MH is aware that there is room for improvement, including when it comes to a work-life balance.

Flexible Working Arrangements

The ability to work flexibly from anywhere promotes a healthy work-life balance. A corresponding company agreement on remote working provides the legal framework for this. The regulation is deliberately kept flexible in order to reflect the diverse needs of employees as well as those of internal and external customers.

Linde MH offers various flexible working options depending on country-specific requirements. Fenwick-Linde in France, for example, has a collective agreement on teleworking and a flexitime scheme with the option of taking half a day off per month. In addition, employees with disabilities receive an extra day off, and parents are entitled to leave when their children are ill.

In the UK and Ireland, employees are also actively supported in achieving a work-life balance. This includes flexible working models, family-friendly leave provisions, recognition of caregivers' needs, and a wide range of wellbeing services – among them the Employee Assistance Programme, the Aviva Digicare app, and accredited mental-health first aiders. In Germany, parents of children up to the age of twelve and caregivers can apply for collectively agreed leave days.

In Germany, all employees at the headquarters and at the Aschaffenburg production site have the opportunity to register their children aged three to twelve for the "Sommerkinder" (Summer Children) program during the Bavarian summer vacation period. A varied program of activities with an educational element, including field trips, is offered for the children throughout the vacation period. The flexible booking options during the vacation make parents' lives a lot easier and help them balance their work and family life.

To support a healthy work-life balance, Linde MH Germany is committed to the following principles, among others:

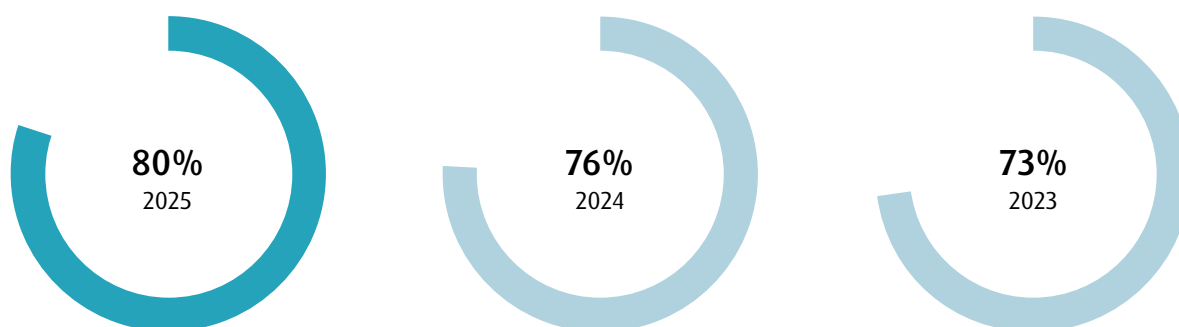
- “We support part-time working.”
- “We offer flexible working hours.”
- “We prioritize family-friendly meeting times.”
- “We grant leave during school vacations.”

At the Linde MH headquarters in Aschaffenburg, a co-creation office space concept with desk sharing was also introduced, creating a modern working environment that is tailored to operational needs. The layout supports both focused work and interdisciplinary collaboration, with inspiration and creativity at the forefront. The aim is also for the office to become even more of a place where employees can socialize and learn from each other. This has been complemented by the construction of the new “Headquarters West,” which has added a large number of modern meeting rooms and co-creation spaces.

Remuneration and Additional Benefits

The entire workforce receives fair remuneration in line with market conditions and performance. Remuneration levels are reviewed annually and adjusted as necessary to reflect individual performance and skills levels and other potential changes in circumstances. Linde MH compensation models vary depending on national labor market conditions and legislation.

Employees Covered by a Collective Bargaining Agreement



Collective agreements govern wages and salaries in many countries and for large parts of the workforce. The minimum wage requirements in these agreements are always met. As many employees are highly qualified, however, remuneration is usually significantly higher than the prescribed level. Depending on the local situation, employees’ remuneration may be supplemented with additional benefits, including pension plans, insurance policies, and healthcare cover.

The principle of equal pay for equal work applies, irrespective of gender. Equal pay is regularly assessed at Linde MH. For example, Linde MH Schweiz AG was awarded the Fair-ON-Pay+ certificate. The Fair-ON-Pay process uses the equal pay analysis tool Logib, which is recognized in Switzerland, to determine whether the current Swiss requirements for equal pay are being met. The results are supplemented with clear and meaningful evaluations and concrete recommendations for specific improvements.

Mental Health Support and Occupational Healthcare

In times of profound social upheaval, an employer's responsibility for the physical and mental wellbeing of its workforce becomes even more important. Through the "Employee Assistance Program," all employees in Germany have access to professional support by phone, online, or in person, in various languages, 24 hours a day, 365 days a year. Employees can use this service to talk about professional and personal challenges such as bereavement, addiction, debt, burnout, and workplace conflicts. All employees can use the service anonymously; the company does not receive any information about individual cases. Linde MH covers the costs of the advisory service.

In 2025, additional health-promotion initiatives focusing on physical health and prevention were implemented. These include regular health tips, health-oriented adjustments to the cafeteria menu, and various health screenings. In addition, numerous short talks were held for managers and employees on topics such as addiction prevention, back health, shift work, nutrition, and sleep. These measures aim to strengthen health awareness, identify health risks at an early stage, and promote personal responsibility for one's own health. As part of its corporate health management program, Linde MH also offers active breaks, physiotherapy, and company sports groups.

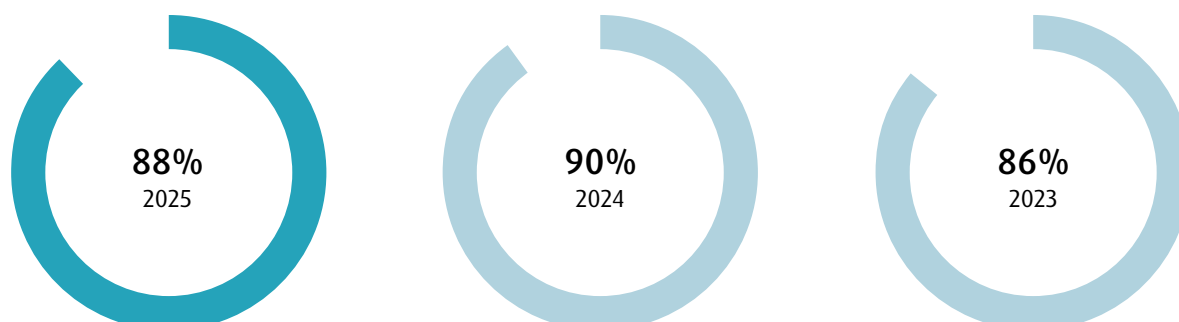
In addition, employees have access to a "Stressless Toolbox," which offers practical support in dealing with everyday stress. It includes explanations of how stress develops and how it can be reduced, as well as a comprehensive range of training courses – with the aim of building resources, reducing stress, and helping employees approach their duties with greater composure.

Feedback Culture

Employees typically receive feedback on their professional conduct and performance from their manager. As part of the OCTR (Organization Capability Talent Review) process, the annual performance review provides a formal framework for this. Additionally, the mid-year check allows the agreed targets and measures to be reviewed during the year and adjusted if necessary. This ensures an ongoing exchange between employees and managers.

Once a year, KION also conducts its global KION Pulse employee survey. In 2025, 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. In doing so, the Group aims to secure sustainable growth.

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



Collaboration with the Works Council

The management and the local employee representatives at Linde MH meet at regular intervals to discuss day-to-day matters. The European Works Council, which represents the interests of the workforce across Europe on cross-border issues, holds regular meetings with the KION Executive Board. The aim of these meetings is to establish a cooperative relationship with works councils and those representing the interests of employees.

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

2025	2024	2023
58%	59%	56%

Training and Professional Development

Employee development is a top priority in the HR strategy of Linde MH. The KION Group companies collaborate closely in terms of their talent management activities and training and development programs. The OCTR (Organization Capability Talent Review) process supports this goal. OCTR is an integrated process of performance, talent, and succession management that supports all employees throughout the company. The identification and development of talent and succession planning enables the Group to offer employees more opportunities for further development. The development programs cover all employment groups and include everyone from talented junior staff to experienced executives.

Numerous courses on methodologies, soft skills, foreign languages, and specialist topics are offered as part of these programs, and are designed to help employees quickly and efficiently adapt to new requirements. With the integration of LinkedIn Learning into Workday, further training functionalities were also rolled out; Linde MH employees now have thousands of individual learning opportunities available as a result. The online tool gives almost all employees access to courses, videos, and files as well as their own learning history. LinkedIn Learning offers an extensive digital library with countless courses in technical, business, software, and creative fields.

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

100%

2024: 100%, 2023: 98%



Diversity

Diversity, equality, and inclusion are an integral part of HR work at Linde MH. 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. Rules and guidelines have therefore been established that make it clear that discrimination, bullying, and harassment have no place in the company. 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.

Anyone who experiences or observes discrimination, bullying, or harassment is encouraged to contact the Linde MH Compliance Committee. This independent body receives and investigates reports and provides support and assistance to anyone affected. Its main aim is to create a “speak-up culture” for all employees, leaving no room for discrimination. All employees are encouraged to report incidents and stand up for each other.

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



The elected works council is also available to support those affected or to help them assert their rights. Of course, the official KION reporting channels are also available to all employees. These include the anonymous whistleblowing hotline.

Linde MH employees came together in Aschaffenburg during a day of action to form a human chain as a symbol of respectful cooperation in everyday working life. They also signed a truck from the yard fleet that had been painted with the word “respect” as part of the event – and this truck has been visibly present at the plant ever since.

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.

In June 2025, during the awareness month, various activities took place at Linde MH in Aschaffenburg and at the KION headquarters in Frankfurt am Main, helping foster greater openness and diversity within the company. The following key topics were addressed through workshops, articles, and videos:

- **“From awareness to action: Turning prejudice into inclusion”**
Here, the focus was on concrete steps that employees can take to break down prejudices and create a more inclusive environment.
- **“Belonging beyond the basics: Cultivating real connections”**
The aim of this topic was to learn about the elements that contribute to a real sense of belonging and to cultivate connections between colleagues through team-building activities and giving back to the community.

Promoting Women

As a KION company, Linde MH pursues the Group-wide ambition of increasing the proportion of women in the company over the long term. The focus is on increasing interest in technical professions among women and raising awareness of the importance of gender diversity in technical fields.

In 2025, Linde MH once again took part in Girls’ Day, giving 30 girls from German sixth grade and above the opportunity to experience traditionally male-dominated occupations up close. The day offered hands-on insights into the fields of electrical engineering and metalworking. Girls’ Day is not only important for the career orientation of young women, it also gives Linde MH the chance to build early relationships with talented future professionals.

In addition, the Group-wide Women’s 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
	17%	18%	18%

Accessibility

Everyone should have the opportunity to achieve their potential at work. That is why Linde MH is constantly striving to create an accessible working environment. The internal representative body for employees with disabilities represents the interests of severely disabled employees vis-à-vis the employer and provides them with support and advice. 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.

For example, it makes sure that the recruitment process is barrier free and examines how individual positions can be adapted to specific needs. In addition, processes have been put in place to ensure continued employment in the event of constraints and to facilitate reintegration into the workplace.

In France, the UK, and Ireland, employment of people with disabilities has been promoted for several years, and existing employees with disabilities are actively supported. In addition, where possible, contracts are also awarded to organizations that operate sheltered workshops. Guidance on working with people with disabilities has now also been drawn up with the aim of combating stereotypes and raising awareness among managers.

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 defined standards. 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 Linde MH 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 minimum employment standards reported in the 2025 reporting year.

Linde MH verifies the age of all job applicants prior to their recruitment by cross-checking this information against their social security number. Linde MH 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, Linde MH did not employ any staff of compulsory school age.

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.

Cases of Forced or Compulsory Labor in 2025

0

2024: 0, 2023: 0





Health and Safety

33	Health Protection
33	Safety: Prevention Rather Than Response
35	Training
37	Occupational Safety Key Performance Indicators
38	Audits and Certifications

A good workplace must be safe. A Group-wide KION HSE Standard (Health, Safety, Environment) has been in place since 2018, providing the basis for uniform requirements and processes across the Group. In addition, specific HSE regulations apply to legally independent companies and to sales and service entities. The regulations take into account work-specific and regional circumstances and are continuously adapted to new conditions.

At Linde MH, these Group-wide standards form the basis for the guidelines governing operational HSE implementation. The company's detailed regulations meet and often go beyond the basic health and safety standards required by law to ensure that employees have the safest-possible working environment, while at the same time minimizing environmental impact.

Health and Safety form part of the corporate strategy. This also applies to external companies that work for Linde MH. It is important to ensure that their activities are managed in such a way to provide safe conditions for external and in-house employees as well as visitors to Linde MH, and to ensure that applicable safety regulations are observed.

Health Protection

Employee health is always a top priority at Linde MH, so a wide range of measures are taken to promote awareness of a healthy lifestyle. As well as providing health-related information, many sites offer preventive health checkups, dietary advice, and vegetarian dishes in the canteen.

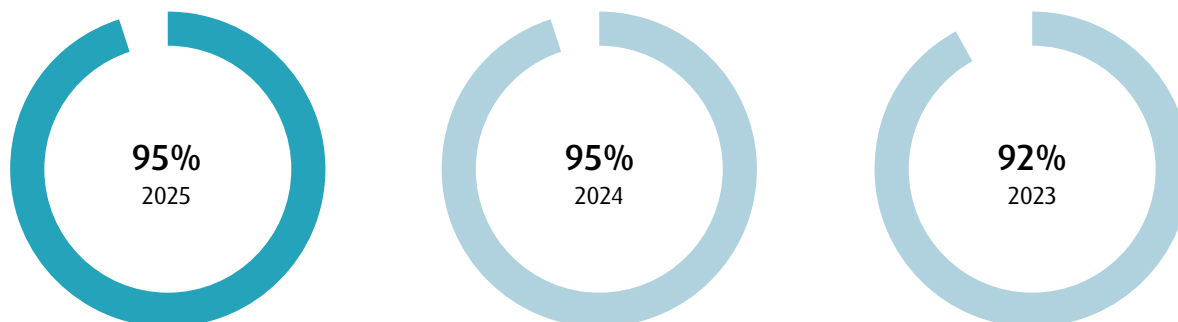
All employees have access to the "mein EAP" (my Employee Assistance Program) platform, which provides free and confidential advice and assistance to employees. This service includes solution-oriented support in overcoming crises, referrals to other institutions such as physicians, psychotherapists, counseling centers, and authorities, and face-to-face or telephone consultations.

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 sharpens awareness and lays the foundation for safety-conscious behavior in the workplace on the part of all staff and managers. Linde MH supports this through a series of interconnected policies, including guidelines for handling hazardous substances and agents, emergency procedures, and a structured process for analyzing accidents and near misses.

Regular and detailed risk analyses are conducted for all Linde MH 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 during or after the end of their careers. Part of this risk assessment also involves evaluating mental stress in the workplace. This is done by completing a systematic questionnaire to assess the risk to employees' mental health due to stress, mental fatigue, monotony, mental saturation, and emotional exhaustion to determine specific countermeasures.

Percentage of Sites That Communicated a Risk Assessment



Handling Hazardous Substances and Agents

Special care must always be taken when handling hazardous substances. An interdisciplinary hazardous substances committee therefore monitors all listed working materials along with their safety data sheets, legal aspects, and application methods. This body also encourages their replacement with less harmful substances where necessary, defines protective measures, and is responsible for the approval of new substances.

All employees who work with a hazardous substance and all persons who may come into contact with hazardous substances are informed verbally about the hazardous substances and the correct, safe procedures for handling these substances at least once a year. 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.

Emergency Management

How employees respond to an emergency situation (such as an accident, fire, or other unforeseen event) has a significant bearing on the incident outcome. For this reason, Linde MH has introduced a process that ensures an appropriate, rapid, and organized response.

Up-to-date emergency plans – with a bulleted list of the key action points – are therefore available at all 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.

Accidents and near-misses are recorded and carefully analyzed across all sites using a variety of different tools. At several Linde MH sites, for example, a special reporting app has been introduced to learn from unsafe or dangerous situations. Employees can use this app to report risk situations online so that appropriate preventive measures can be taken to prevent them arising again in the future. The reported situations and the countermeasures taken are available on the Intranet and can be viewed by all employees.

Systematic recording and analysis of such information can prevent negative consequences for the company and strengthen its reputation among customers, suppliers, investors, employees, and the public. In this way, Linde MH builds trust and can mitigate the negative impact of an incident that could affect any site and any employee.

Training

Regular training and instruction in occupational health and safety ensures employees and designated individuals (e.g., first responders, fire safety officers) are able to respond quickly and appropriately in hazardous situations. All conceivable company-specific incidents and scenarios must be covered.

New employees must complete workplace-specific training on the hazards relating to their activities and on protective measures and appropriate conduct in case of emergency before starting work and at least once a year thereafter. The precise nature of this training depends on the respective requirements. The respective manager is responsible for carrying out the training. Safety training includes (but is not limited to) the following topics:

- 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

As part of the Group-wide training program for HSE specialists and managers, a comprehensive training package promoting a more proactive approach to HSE was offered for the first time. Additional training should also be conducted as and when needed – especially after accidents and near-misses. Any employees who miss a training session must catch up on the training at the earliest opportunity.

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

100 %

2024: 100%, 2023: 100%



Field Service and Management of External Companies

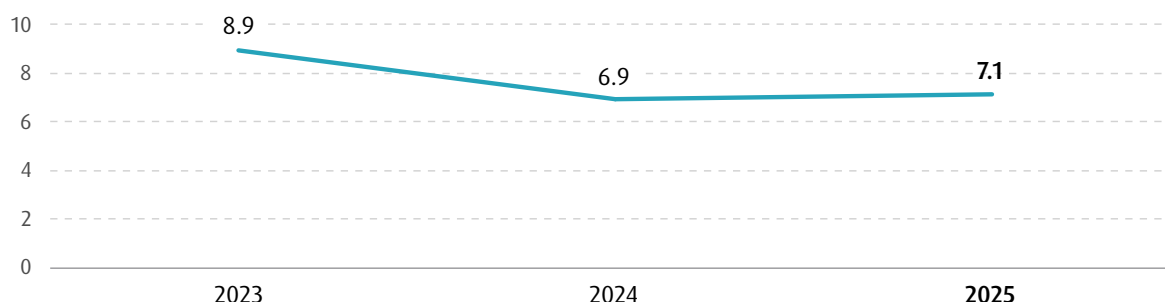
Customer service employees ensure that Linde forklift trucks are always ready for use. Repair and maintenance work is often carried out directly on customers' premises. To ensure optimal occupational health and safety for employees when working off-site too, the Service Compendium and the Linde Service Guide summarize key aspects and guidelines for safe off-site work and provide specific advice for practical implementation at the customer. Besides creating safe working conditions, they also address the ergonomic design of workplaces and service vans.

External contractors are required to inform their employees and any subcontractors about the regulations set out in the HSE information sheet of Linde MH before starting work at a plant. Whenever there is a change in personnel, supervisors must also inform new employees about the specific requirements applicable to the work or construction site before starting work, then regularly thereafter and in any case at least once a year.

Occupational Safety Key Performance Indicators

The key figure associated with the sustainability target of reducing the number of workplace accidents and lost time of more than one day due to accidents is the Lost Time Injury Frequency Rate (LTIFR¹). Going forward, the aim is to reduce this limit and hence the accident frequency by at least 5 percent a year.

LTIFR (Lost Time Injury Frequency Rate¹)



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

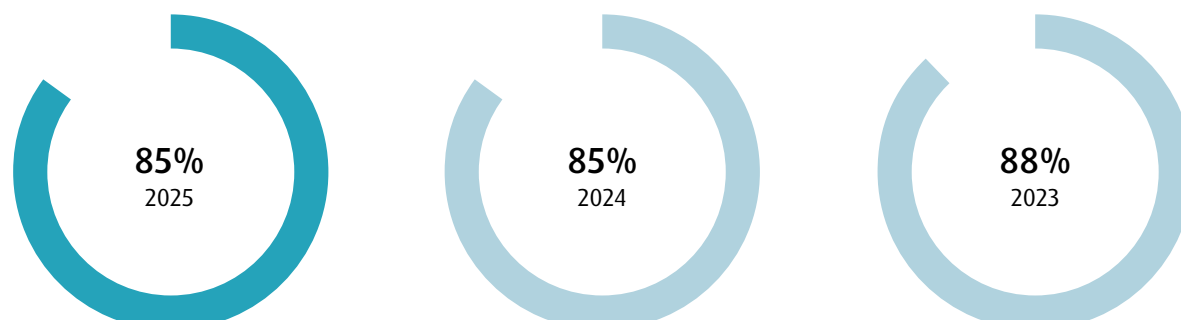
LTI (Lost Time Injuries)¹

	2025	2024	2023
Employees including apprentices	161	163	201
Employees with fixed-term contracts	0	10	13
Contractors, guests, other	1	5	5

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

The KION Board OHS Award was created to recognize sites that demonstrate outstanding achievements in health and safety management. At the same time, the aim is to foster a culture of best practice and continuous improvement and to raise awareness of occupational health and safety (OHS) throughout the Group. By promoting the sharing of knowledge between the sites, the award also serves as a platform for the transfer of specialist knowledge and best practices, thus helping to create a safety-oriented culture in all organizational units. Winning this award not only strengthens stakeholder confidence, but also underlines a site's commitment to robust OHS management systems.

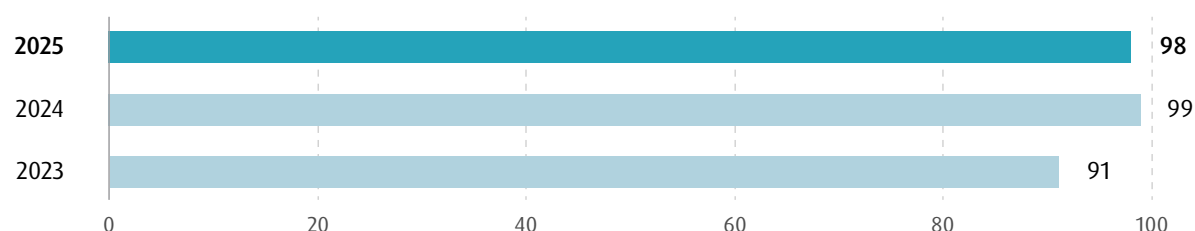
Percentage of Sites with an Official Joint Health and Safety Board



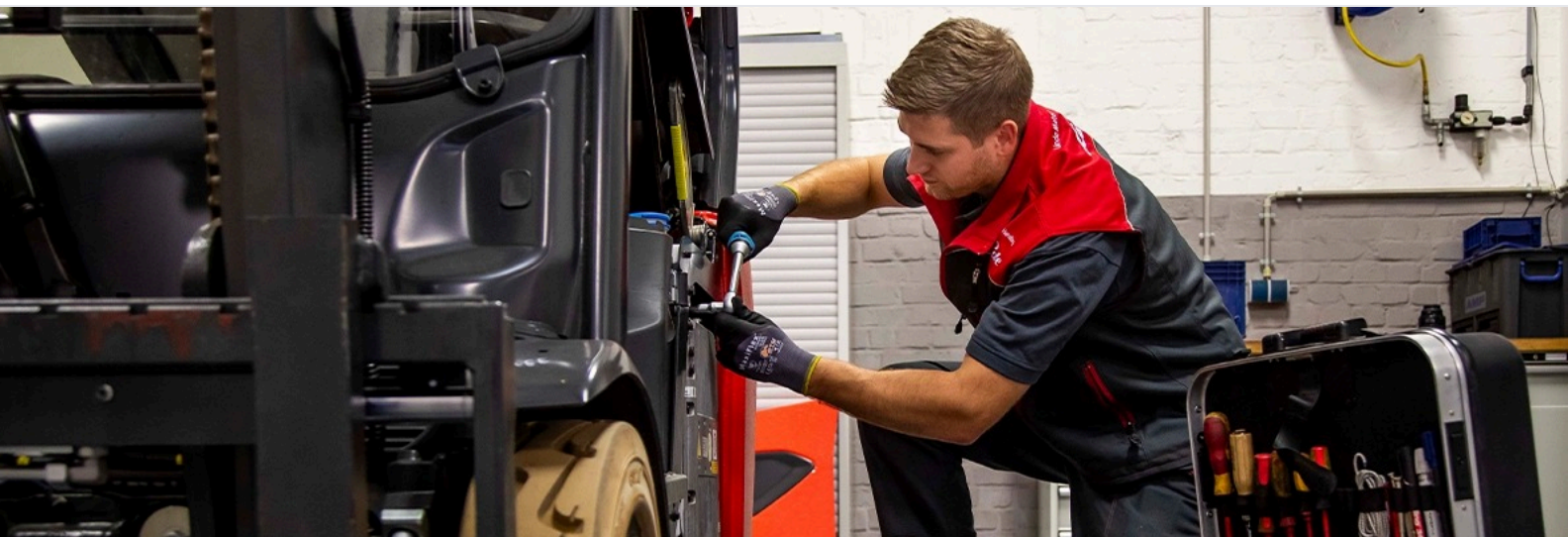
Audits and Certifications

HSE certifications ensure that all relevant HSE data is available in the required quality at all times so that corrective action can be taken quickly if necessary. Feedback from the certification and audit process also provides valuable strategic insights that help inform future actions and initiatives. To this end, all production sites and almost all sales organizations are now certified in accordance with ISO 45001 – the current occupational health and safety standard. 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



Regular HSE audits verify that the HSE management system is effective and that its elements are implemented at site level. Internal audits are carried out regularly – on at least a quarterly basis – by a qualified individual.



Environment

40	Certified Environmental Management
40	Energy
43	Water
44	Climate Protection
47	Additional Emissions Monitoring
48	Efficient Use of Resources
51	Environmental Protection in Day-to-Day Work

Certified Environmental Management

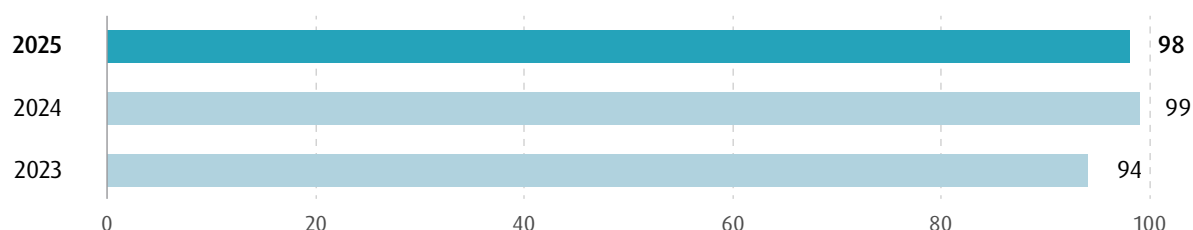
As part of its HSE management, Linde MH strives to minimize the impacts it has on the environment. In particular, the company aims to use resources responsibly and consistently reduce its local environmental impact. To do this, Linde MH pursues an indicator-based approach, focusing on energy and greenhouse gas (GHG) emissions, water, and waste.

The company's integrated management guideline "Quality - Health and Safety at Work - Environment - Energy" requires the management and all executives to ensure processes and production operations are environmentally friendly and energy efficient. Waste is also to be avoided wherever possible, and natural resources such as water, soil, and raw materials used in a sparing and responsible way. In addition, the guideline requires and promotes efforts to avoid or decrease the release of emissions into the air, water, and soil as well as active steps aimed at reducing GHG emissions generated by business activities.

Some Linde MH sites are developing specific strategies to take local conditions into account, in addition to the Group-wide HSE standard of KION. To support these efforts, an HSE officer has been appointed for each national subsidiary.

A key target in the Group-wide sustainability strategy is for all sites to obtain the ISO 14001 (environmental management) certification. Regular audits provide transparency regarding sustainability performance as well as the basis for continuous improvement in this area.

Percentage of Sites Certified under ISO 14001



Energy

The Group aims for a complete switch to green electricity by 2030. In fiscal 2025, Linde MH sourced 99 percent of its purchased electricity from renewable sources, both in its plants and in its branches. In addition to the environmental benefits, switching to green electricity has also generated significant cost savings. The sites in Germany and the Czech Republic are leading the way in this respect and demonstrating that the use of renewable energies can make both environmental and economic sense.

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

99%



The German production sites and other Linde MH sites in Germany and other countries are certified in accordance with ISO 50001 (energy management) and are regularly reviewed as part of the current certification cycle.

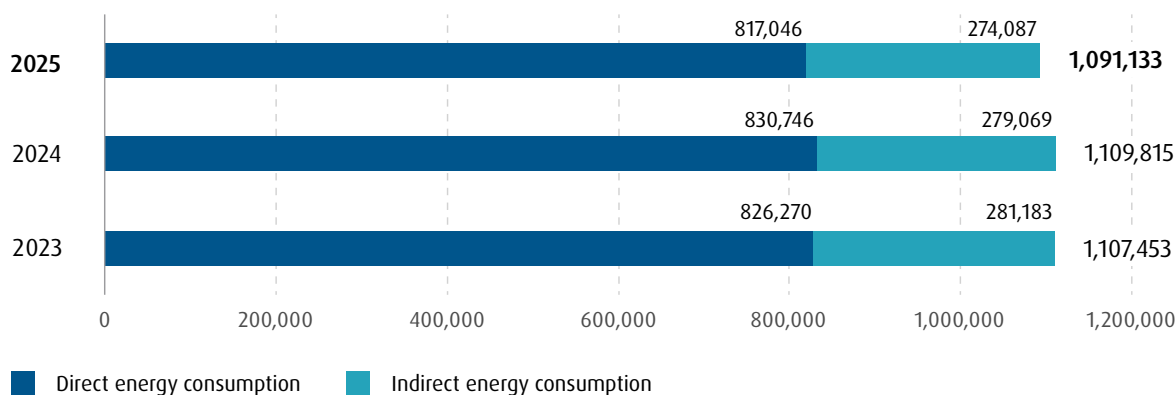
Certification supports continual improvements in the area of energy efficiency, and the warehouse technology plant in Châtelleraut is a prime example of this. This plant's building technology makes it possible to determine lighting and heating operating times based on the outside temperature or sunlight, which generates significant energy savings. The team in Châtelleraut initiated the ISO 50001 certification process back in 2013, and it was completed in 2015. This makes the plant a pioneer within KION.

New sales and service locations must comply with standards for construction and building technology to reduce energy consumption. These include – for example, at Willenbrock Fördertechnik in Burgwedel – energy-efficient façades and alternative heating systems (such as air source heat pumps), LED lighting with daylight control, green roofs, insect-friendly systems, and preparations for the installation of photovoltaic systems.

There are numerous other examples of energy savings achieved through process optimization in the company:

- Thanks to a precise process analysis, significant energy savings have been achieved on the powder painting line at the largest plant of Linde MH in Aschaffenburg. Some 20 fans and four cooling towers were being used to provide the mast cooling for the line. The process analysis showed that there was no need for so many resources and that the energy consumption was therefore too high. By optimizing the cooling zones, one cooling tower and four fans could be switched off, resulting in energy savings of approximately 25 percent for this process.
- Own renewable energy production at Linde MH Ibérica, Spain: The installation of 252 solar panels on the roof in conjunction with two inverters with remote control and monitoring has generated savings of 380,000 euros and around 10.5 metric tons of CO₂eq annually.
- By switching from a mix of energy sources to 100% renewable energy, Jetschke Industrie in Germany has achieved annual savings of 1,100 euros and 19 metric tons of CO₂eq.
- Reducing compressed air leaks cuts energy consumption: Leaks lead to higher energy consumption and higher costs, which should be avoided for economic and environmental reasons. A single one-millimeter leak costs around 500 euros per year due to wasted energy. That is why the team at Linde MH Aschaffenburg meticulously searches for and eliminates leaks in the compressed air network, for example by replacing maintenance units, tools, shut-off valves, vents, and porous compressed air hoses.

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	1,091,133	1,109,815	1,107,453
Direct energy consumption	817,046	830,746	826,270
Diesel (non-renewable)	336,304	357,552	358,726
Gasoline (non-renewable)	51,710	33,870	28,874
Ethanol (non-renewable)	34	34	34
Heating oil (non-renewable)	18,262	17,307	2,299
Hard coal (non-renewable)	93	91	92
Coke (non-renewable)	130,917	153,045	162,344
Natural gas (non-renewable)	259,537	249,698	249,476
Compressed natural gas (non-renewable)	1,308	2,223	5,811
LNG (non-renewable)	195	37	36
LPG (non-renewable)	9,019	10,741	13,850
Other direct energy consumption (non-renewable)	0	0	20
Biodiesel (renewable)	1,281	0	0
Bioethanol (renewable)	543	560	400
Wood chips (renewable)	5,053	4,006	-
Hydrogen (renewable)	7	8	3
Self-generated solar power (renewable)	2,783	1,575	1,042
Indirect energy consumption	274,087	279,069	281,183
Electricity	262,070	267,572	272,388
Heat	12,017	11,497	8,795

Water

Linde MH and its production facilities are based in regions with sufficient water supplies and good local infrastructure. The company makes sure that all facilities on its premises comply with the applicable safety and environmental regulations and are regularly checked to ensure that they are in good working order.

Measures have been taken at the plants to reduce water withdrawal, such as the instruction to wash company vehicles only when necessary. Existing plants and equipment are updated whenever buildings are renovated or facilities are upgraded or installed:

- The powder painting line at the Aschaffenburg plant has been at the cutting edge of technology since 2019. The process is fully automated and can completely eliminate pollution, volatile organic compound emissions (VOCs), and the need for water treatment thanks to the technologies in place. Solvent emissions alone have fallen by almost 25 metric tons per year.
- At the Weilbach production site, a special sweeper has been commissioned to clean outdoor areas on a daily basis. The machine is equipped with effective filters that have resulted in significant reductions in dust emissions during the sweeping process. Moreover, the low-noise machine needs only 40 percent of the water volume used by the previous equipment and is more energy efficient.
- At the same site, closed cooling circuits are used for sand conditioning and in the cupola furnace to reduce water withdrawal. In these systems, the main aim of coolant treatment is to prevent corrosion by means of softening or desalination and chemical dosing. This means that water is rejected only when the salt content reaches a certain level.
- Willenbrock Fördertechnik conserves water by using a cistern to collect rainwater. With a capacity of 20,000 liters, it can collect a large amount of water when it rains, which is then used to flush toilets in the building and irrigate green outside spaces.
- At the Barcelona site, a washing plant with water treatment has been installed to reuse water and keep water withdrawal to a minimum.

Business activities of Linde MH have only a very minor impact on water quality, so apart from the use of light liquid separators, there is no need for any further pretreatment of wastewater prior to disposal. Nevertheless, Linde MH has its wastewater regularly monitored by external analyses, which are in turn monitored through internal reporting processes that record volumes and treatment methods. Water withdrawals and wastewater are regularly monitored by means of monthly sampling and analyses, for example.

Water Withdrawal in m³

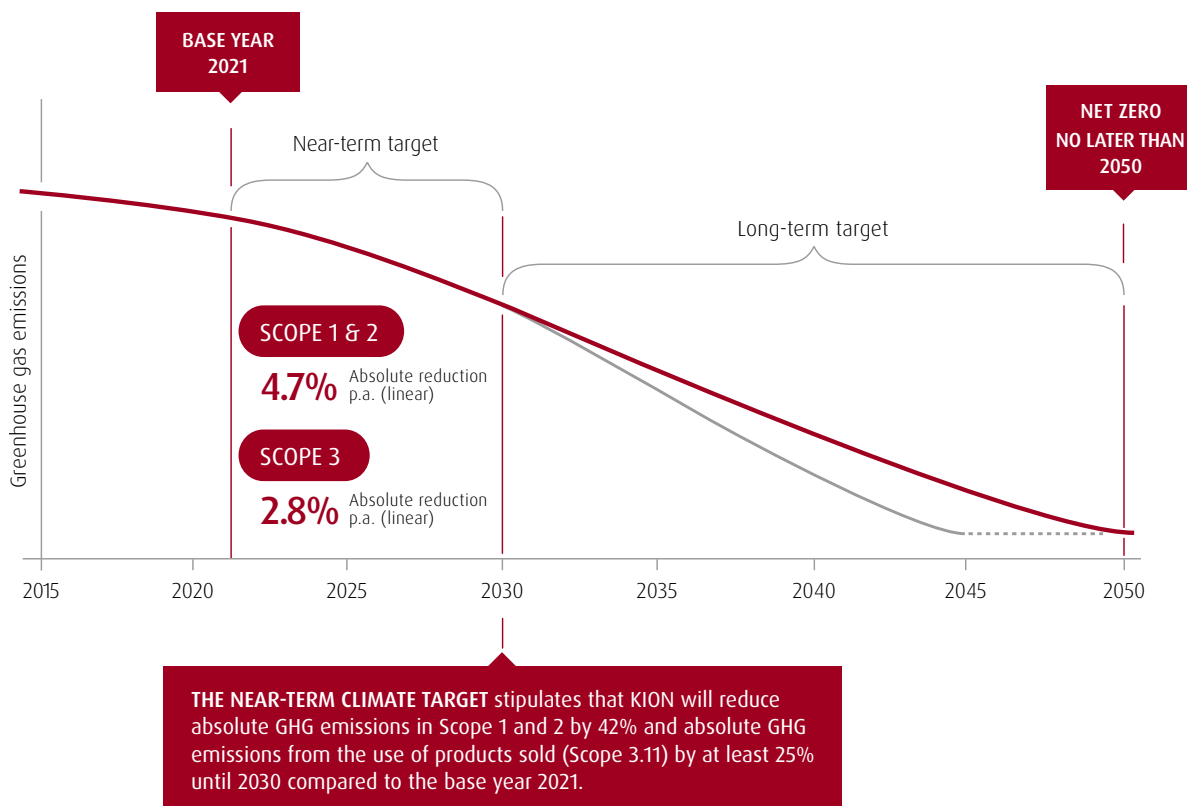
	2025	2024	2023
Total water volume	130,543	140,895	146,211
Groundwater	9,443	9,742	11,206
Municipal water supply	120,683	130,807	135,005
Other sources	417 ¹	346 ¹	–

1 Surface water

Climate Protection

As part of international efforts to limit global warming and address the many challenges associated with climate change, Linde MH and its partners must also take proactive and forward-thinking action to protect the world's climate. Linde MH 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.

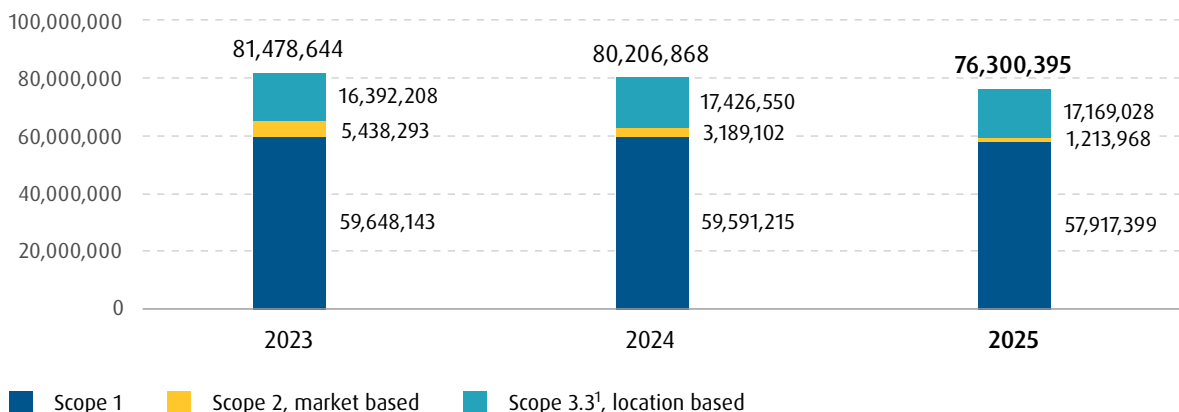
The climate and energy management policy of KION is based on the 2015 Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels on a cross-sector basis. After setting initial climate targets in 2018 and carrying out a comprehensive strategy review starting in 2021, KION 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	57,917,399	59,591,215	59,648,143
Scope 2, market based	1,213,968	3,189,102	5,438,293
Scope 3.3 ¹ , location based	17,169,028	17,426,550	16,392,208
Total emissions	76,300,395	80,206,868	81,478,644

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

Climate Protection Measures for CO₂ Reduction

To reduce emissions from its own operations, Linde MH is pursuing various measures – from electrifying the vehicle fleet and offering more sustainable mobility options for employees to the comprehensive transformation of the Aschaffenburg-Nilkheim plant with the aim of increasing energy efficiency and driving decarbonization.

To reduce GHG emissions from its own operations (Scope 1), Linde MH is gradually replacing combustion engine vehicles in its service and company vehicle fleet with electric vehicles. In fiscal 2025, this concept for cleaner, quieter, and more sustainable mobility was systematically advanced throughout the EMEA region. The goal 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](#)"). Linde MH Nordic Markets (Denmark, Sweden, Norway) already has a company car policy that permits only hybrid and electric vehicles.

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.

For the plant in Aschaffenburg-Nilkheim, a comprehensive energy transformation concept is continuing in its implementation; its development began in 2023 and it was presented in 2024. The concept pursues three central objectives: First, it aims to create transparency regarding energy consumption and emission sources at the plant. Second, it identifies potential savings and substitution options in order to gradually reduce the use of fossil fuels such as natural gas, heating oil, diesel, and gasoline. Third, the concept forms the strategic basis for reducing GHG emissions (Scopes 1 and 2) by at least 40 percent compared with the base year 2021 over a period of ten years.

In the area of heating, heating circuit pumps were gradually replaced with electronically controlled pumps as early as 2024 in order to continuously increase energy efficiency. In addition, a new boiler was installed that enables the use of alternative fuels such as hydrogen and biodiesel (FAME), creating an important prerequisite for decarbonization. The use of waste heat potential from the cooling tower and diesel cooling systems, and their integration into the central heating network, is part of a broader heating concept. For this purpose, the first cooling tower was completely refurbished and adapted to current needs in 2025. In addition, various refurbishment and optimization measures that had already been initiated in 2023 and 2024 were continued.

As planned for the entire EMEA region, another focus of the transformation concept is the electrification of the vehicle fleet in Aschaffenburg. During the reporting year, work began on expanding the charging infrastructure for the electrification of shuttle trucks and company vehicles, with completion planned for 2026. While the electric trucks are used in shuttle service between the foundry and the assembly plant to transport counterbalances, the electric transporters handle logistics between the regional locations with zero emissions. With the new electric fleet, Linde MH aims to save around 180 metric tons of CO₂eq per year at this site.

Overall, the measures implemented in the reporting year resulted in savings of over 843 MWh of electricity and gas, as well as around 157 metric tons of CO₂eq. Additional savings measures will be implemented gradually over the coming years.

Offsetting via Certified Climate Protection Projects

In addition to reducing emissions, Linde Material Handling in Switzerland also focuses on offsetting transport emissions: Since 2022, emissions generated during domestic deliveries of products have been offset through certified climate protection projects. The company works with Swiss Climate to purchase emission certificates and support selected projects.

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.

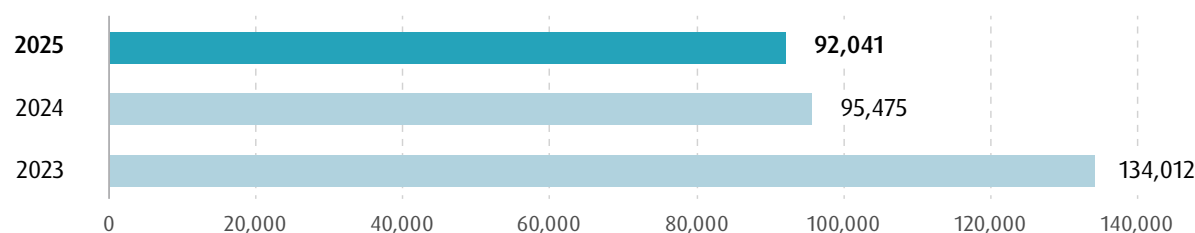
From 2026 onward, the Swiss company plans to use electric trucks for deliveries to customers, thereby replacing the previous compensation via climate credits with a direct reduction of emissions in its own operations.

Additional Emissions Monitoring

Linde MH buildings are usually located in industrial areas where no residents live. Ongoing checks and measurements have shown that noise barriers are not needed. However, the company does employ internal noise protection measures, such as enclosures for the relevant work areas, roller shutters in workshops, and personal protective equipment.

Linde MH has systems for filtering exhaust air – such as exhaust gases, paint, and welding fumes – at many sites as well as dedusting systems in trucks. Highly effective filter systems are installed in the foundries in particular to minimize the release of fine dust into the atmosphere and environment. Where emissions are generated by painting and heating systems, Linde MH uses highly effective combustion processes that minimize pollutants in the gases emitted into the atmosphere and feed the heat generated back into the buildings or manufacturing processes.

Other Significant Air Pollutant Emissions in kg



Other Significant Air Pollutant Emissions by Type in kg

	2025	2024	2023
Total quantity of other significant airborne emissions	92,041	95,475	134,012
Carbon monoxide (airborne emissions, CO)	14,621	19,571	18,347
Nitrogen oxides (NO _x)	19,697	20,286	18,318
Sulfur oxides (SO _x)	5,028 ¹	5,095 ¹	34,009
Volatile organic compounds (VOCs)	42,795	40,749	41,425
Particulate matter (PM)	3,723	3,505	3,492
Other airborne emissions	6,178	6,269	18,421

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

Efficient Use of Resources

Linde MH has introduced resource-saving measures at nearly all of its sales and service entities – including opportunities for truck refurbishment, return systems for batteries, and partnerships for the return and recycling of tires. The refurbishment process extends the service life of forklift trucks and improves material efficiency and the environmental balance, such as their carbon footprint, energy consumption, and VOC emissions. This significantly reduces the overall demand for energy and raw materials, as well as the amount of waste generated.

The mixed production line in Aschaffenburg, where several different truck models are assembled on the same line, is another example of how the company is using resources more efficiently. As well as offering economic advantages, this production method is also extremely beneficial from an environmental perspective: The smaller production area reduces the need for raw materials and energy for the construction, operation, and maintenance of the infrastructure. The level of automation in production was also increased in the case of forklift trucks built on the mixed production line, for example through robotic welding. This not only has environmental benefits, such as reducing spikes in electricity usage, but also health benefits, as employees in many areas are no longer directly exposed to the hazards of the welding process, such as heat and smoke.

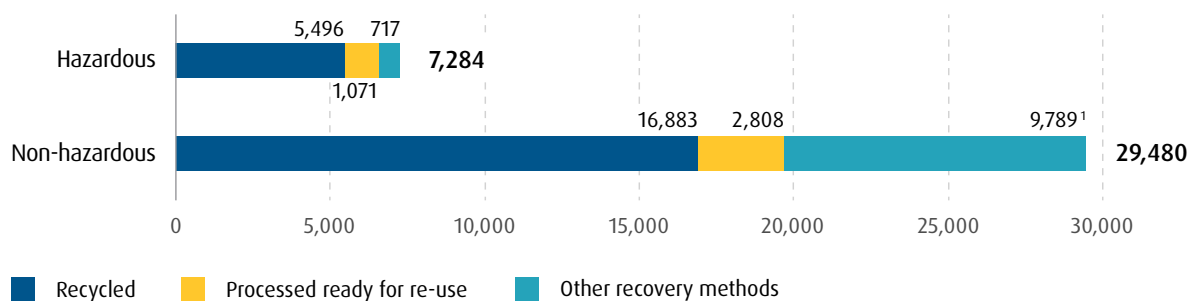
Making the most economical use of resources has become the established approach at the Weilbach site, too: Parts that are indispensable for all forklift trucks have been cast here since 1975. The team at the foundry produces counterbalances that are made entirely from melted scrap from all over Europe and are assembled in Aschaffenburg. Depending on the product line, a counterbalance can weigh between 700 and 3,300 kilograms.

Replacing critical or hazardous substances with less critical ones is also an important aspect of responsible resource management. This applies both to raw materials and to operating materials that are required for production but do not form part of the end product. For example, the hazardous substance methylene chloride, which was commonly used to clean paint spray guns, has been replaced with a less dangerous substance in recent years. A less hazardous product is now also used to rinse painting facilities.

The careful use of resources also requires the careful disposal of waste. Linde Pohony in the Czech Republic, for example, uses waste compactors that are suitable for plastic and paper waste. They reduce fuel consumption and CO₂ emissions because the volume of waste transported is lower. They are also covered to prevent contamination of rainwater. In France, Fenwick-Linde stopped sending industrial waste to landfill in February 2023 and is working with the waste-to-energy plant in Limoges to recycle all of its waste. The material is recycled in a combustion plant, and the heat generated is converted into electricity via a turbine and fed into the grid.

The headquarters in Aschaffenburg and production plant in Nilkheim are also reducing their waste in another specific area. With RECUP and REBOWL, a system with more than 13,900 takeout and return points, the company avoids 30 kilograms of waste a day while saving 30,000 euros every year.

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

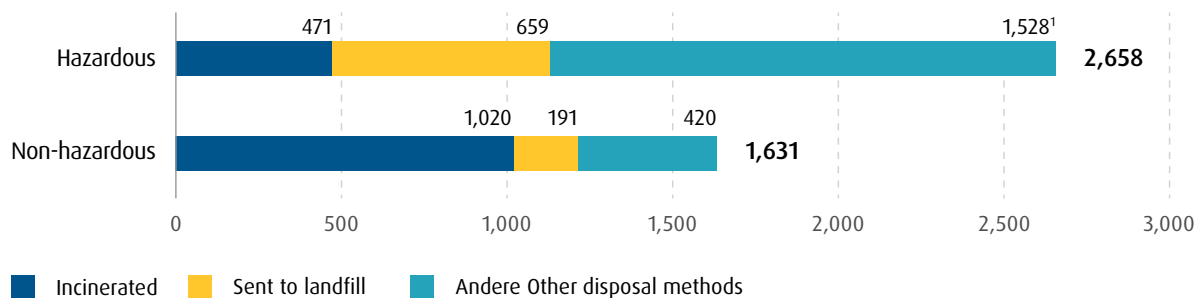


¹ Altered data collection in accordance with waste contractor reports

	2025	2024	2023
Hazardous waste for recycling/re-use	7,284	6,603	5,534
Recycled	5,496	4,872	4,550
Processed ready for re-use	1,071	922	646
Other recovery methods	717	809	338
Non-hazardous waste for recycling/re-use	29,480	30,700	28,177
Recycled	16,883	16,641	24,326
Processed ready for re-use	2,808	2,940	3,532
Other recovery methods	9,789 ¹	11,119 ¹	319

¹ Altered data collection in accordance with waste contractor reports

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



¹ Increased waste volumes due to a technical defect and construction-related waste disposal

	2025	2024	2023
Hazardous waste for disposal	2,658	2,503	1,668
Incinerated	471	423	675
Sent to landfill	659	599	511
Other disposal methods	1,528 ¹	1,482 ¹	482
Non-hazardous waste for disposal	1,631	2,379	3,150
Incinerated	1,020	1,492	1,817
Sent to landfill	191	428	802
Other disposal methods	420	459	530

¹ Increased waste volumes due to a technical defect and construction-related waste disposal

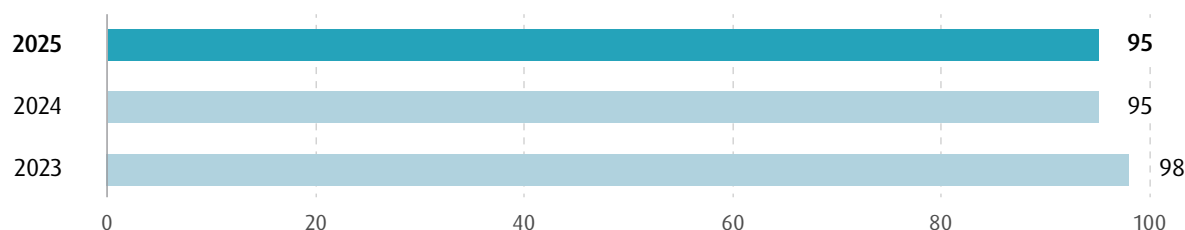
Total Waste in t

	2025	2024	2023
Hazardous waste	9,942	9,106	7,202
Non-hazardous waste	31,111	33,079	31,327
Total waste for disposal	4,288	4,882	4,817
Total waste for recovery	36,764	37,303	33,711

Environmental Protection in Day-to-Day Work

The mandatory HSE (Health, Safety, and Environment) 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



The numerous environmental protection campaigns organized over the years are a testament to the company's success at raising employee awareness of environmental issues:

- Every year at Easter, the “Recycling Bunny” visits employees in Switzerland with ideas, tips, and suggestions relating to sustainability and health.
- A green roof has been installed at Willenbrock Fördertechnik specifically to protect bees and insects: The 1,087 m² roof of an office building has been planted with grass, shrubs, and flowers to provide a source of food for bees and other insects. Green roofs like this not only promote local biodiversity but also improve air quality, lower the ambient temperature, and store rainwater. Going forward, the plan is to install an economically viable number of PV systems covering a total area of 9,304 m² on the hall roof in order to produce renewable energy and reduce the company's dependence on fossil fuels.
- Information on potential ways to reduce energy consumption has been posted in the buildings at Fenwick-Linde's branches in France and this was already generating savings of around 5,100 euros and a reduction of 10 metric tons of CO₂eq in 2022.

Idea Management

Idea Management has been an established part of Linde MH for many years now and supports the continuous development of the company through the suggestions provided by employees. 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 new idea from an employee will directly strengthen the materials cycle in the future: Used blasting media (steel scrap) from production, which was previously recycled externally, is to be returned directly to the supplier with new deliveries and immediately processed for reuse. This reduces transport and disposal costs, lowers CO₂ emissions and the need for primary steel, and at the same time increases resource efficiency along the supply chain. Following a successful test phase in 2025, full implementation is planned for fiscal 2026.

As part of an idea management campaign focused on ecological sustainability, a sensor-based analysis for controlling the compressed air network was introduced in 2023. The optimization potential identified in this way also enabled savings of 300 MWh at the Aschaffenburg-Nilkheim production site in fiscal 2025. Building on this, an AI-supported compressed-air leak detection system was implemented in 2025, enabling demand-based rather than cyclical leak detection and thereby further increasing efficiency.

In addition, the parts production and spare parts distribution center in Kahl am Main, as well as the foundry in Weilbach, were identified as suitable locations for expanding this measure. Implementation at both plants is planned for 2026.

Another measure, initiated in 2024 and in the implementation phase in 2025, concerns targeted control of hall lighting in the parts production and spare parts distribution center in Kahl am Main. During regular break times, the lighting is dimmed by up to 50 percent – a solution that saves around 9 kWh of energy per day and also signals the start of the break to employees. Expansion of this measure to the Aschaffenburg-Nilkheim production site is planned for 2026.

With these measures, Linde MH is reducing its environmental footprint and underlining its commitment to the responsible use of resources. The savings achieved are intended to motivate the implementation of similar measures at additional locations.

Fleet and Transport Management

In terms of the switch to more environmentally friendly drives, the fleet and transport management strategy is to replace the company's own combustion vehicles with electric models. For example, Jetschke Industriefahrzeuge in Germany – a subsidiary of Linde MH – has already replaced two diesel vans with two electric vans and replaced two diesel vehicles with purely electric vehicles plus a further eight diesel vehicles with plug-in gasoline hybrid vehicles.

In addition, the area management plan for service technicians has been restructured at all Fenwick-Linde branches in France in order to optimize the fleet and routes. At Loire Océan Manutention, also in France, route planning has been optimized to achieve a better distribution of customer service technicians' sectors by forming groups of two according to customers and geographical areas.

The use of the new Area Reform software also enabled Linde Magyarország Anyagmozgatási in Hungary to reduce fuel consumption by optimizing the routes and thus the emissions of service vehicles.

Fourteen new EV charging stations were installed at Willenbrock Fördertechnik – eight in Bremen and six in Großburgwedel – to promote e-mobility among employees. The company's vehicle fleet currently consists of 26 hybrid vehicles and two electric vehicles.

Beginning in 2026, two electric trucks will take over the transport of forklift counterbalances from the foundry 35 kilometers away to the assembly plant in Aschaffenburg. In addition, ten more electric vans will be used by Central Services and will make an important contribution to decarbonizing journeys within and between sites in the Aschaffenburg region.



Products and Solutions

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

Performance, efficiency, reliability, user-friendliness, and versatility are what define the Linde MH portfolio. Sustainability and the careful use of resources have long been part of the brand promise, because true efficiency must take all operating costs into account. Linde MH therefore supports its customers with holistic solutions to save energy, reduce emissions, and optimize their environmental footprint.

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.

The innovative Product Evolution Process 2 (iPEP2) is the framework of KION for product development in the ITS segment. The basic idea is to tailor the process to a specific project. Every project has specific parameters and requirements that must be taken into account in project management. The implementation of these requirements is controlled by life cycle management software that organizes the requirements and documents the achievement of targets.

In 2025, selected iPEP2 product development processes were specifically updated to integrate sustainability aspects in a structured way. While existing deliverables were further developed in defined areas, the brand new “Product Sustainability Alignment” process represents a fundamental addition. The adjustments 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.

In keeping with the overall strategy of KION, prioritizing the energy efficiency and sustainability of its products is also a key aspect for Linde MH. This includes reducing greenhouse gas (GHG) emissions during the product use phase and increasing the use of recyclable and recycled materials.

Linde MH relies on agile methods to achieve results and goals more quickly. A high degree of modularity helps optimize the use of materials and has a positive impact on logistics, production, and service. Intelligent platform concepts are an important element of this approach. In 2019, Linde MH introduced the first series of the new generation of counterbalance trucks with the Linde H20 – H35, in which all internal combustion engine and electric forklifts are based on a common platform. This allows significantly more identical parts to be used than in previous model series. This in turn reduces both the number of tools required for assembly and, in the medium term, the volume of spare parts that has to be carried in service vehicles across Europe. As a result, production and logistics costs fall, while efficiency in assembly and service rises.

The platform concept also made it possible to develop a new class of electric forklift trucks – the X models – which are in no way inferior to internal combustion engine forklifts in terms of performance and robustness and can replace them in any application. This makes it easier for customers of Linde MH to transition to more sustainable drive technologies and, as part of KION, helps the Group reach its target for 92 percent of products sold annually being electrically powered by 2027. In the reporting year, more than 91 percent of Linde MH vehicles sold were already equipped with an electric drive.

Introduced at the end of 2024 and launched during the reporting year, the Xi and E series in the one- to two-metric-ton capacity class represent the latest generation of electric counterbalance trucks. Since there is hardly any demand for diesel or gas-powered forklift trucks in this capacity class, no new H model is being introduced. Designed for particularly demanding applications, the Xi models feature an integrated lithium-ion battery, allowing for a larger and more ergonomic footwell. The E models likewise follow the plug-and-play principle and enable a cost-effective transition from lead-acid to lithium-ion or fuel-cell technology.

All forklift trucks in the new generation also feature a modern electrical and electronic system architecture and data transfer via cellular networks and Wi-Fi. This provides the basis for telematics applications, remote updates, remote diagnostics, and predictive maintenance, as well as for integrating the trucks into digital processes such as fleet and warehouse management – with the aim of extending the service life of the equipment and reducing resource consumption.

Together, the benefits of the platform concept and connectivity help reduce emissions during both the manufacturing and use phases and support customers in achieving their decarbonization targets.

Share of Electric Vehicles Sold in 2025

91%

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



Energy Management

New drive technologies are not the only way to reduce energy consumption – making better use of energy can also open up significant scope for savings. To further improve product efficiency, Linde MH is therefore developing solutions for networked control of chargers, for example. The aim is to avoid expensive peak demand and to efficiently control the power draw of individual chargers.

Linde MH uses data-driven consulting tools to help its customers find the ideal drive and energy system for their fleet and achieve their sustainability goals. In sales, employees use these tools during consultations to work with customers to capture all relevant criteria for choosing an energy system. Based on this information, software evaluates which energy solution – diesel, gas or biofuel, lead-acid battery or lithium-ion drive – best matches the customer's operating conditions and goals from a cost and sustainability perspective, and quantifies the result as a percentage score. Expertise and test data from various customer projects were used in the development of the software and associated database.

In the reporting year, Linde MH introduced the Energy Calculator 2.0. This customer-oriented application simulates the use of various combinations of batteries and chargers based on customer-specific inputs. Key features include an energy consumption calculator, a CO₂ comparison tool, and a comparison of the relevant costs of different energy system combinations – providing support for selecting the optimal energy system. The Energy Calculator 2.0 is a major advancement over its predecessor and explicitly considers not only costs but also environmental impact. Since its initial release in February 2025, the user base has grown steadily, and access has been gradually extended to sales staff and dealers. By supporting more informed and individually tailored customer consultations, the Energy

Calculator 2.0 contributes to the adoption of energy-efficient solutions and helps strengthen the commitment of KION to climate-friendly technologies and responsible resource use.

Alternative Fuels and Drive Technologies

Linde MH also offers alternatives for industrial trucks with internal combustion engines: As early as 2022, KION received approval to use hydrotreated vegetable oil (HVO) as a fuel in Linde MH internal combustion forklift trucks. Depending on the manufacturer, a large proportion of HVO diesel is produced from renewable raw materials. Customers who use diesel forklift trucks can now fill up with this alternative diesel fuel, reducing GHG emissions by up to 90% compared with conventional diesel.

Energy-efficient lithium-ion batteries are available for the majority of the Linde MH fleet. They offer decisive advantages over conventional lead-acid batteries, including faster charging times and higher charging efficiency as well as a service life that is three to four times longer and a much higher energy content. In addition, the energy efficiency of lithium-ion batteries is over 90%, which enables users to achieve energy savings of around 30% as well as significantly reduce GHG emissions compared with a conventional battery-charger combination.

Hydrogen

At the customer's request, Linde MH offers the factory integration of fuel cells into its industrial trucks as well as the "fuel cell ready" option. The aim of offering forklift trucks with fuel cell technology is to give customers an alternative source of energy. If hydrogen obtained from renewable energies is also used, the fleet then operates virtually emission-free and thus makes a significant contribution to GHG emission savings. Indeed, Linde MH already has one of the largest fuel-cell fleets in use at the production site of a well-known German automotive group.

Refurbishment and Recycling

For several years now, Linde MH has been offering attractive deals on rental and used trucks that reduce costs for the customer while at the same time conserving valuable primary resources. In the reporting year, Linde MH gave 32,168 used trucks a second life in the EMEA region – including all used vehicles sold to both end customers and dealers. Through this approach, Linde MH is making a solid contribution to the circular economy.

Number of Refurbished Used Trucks in 2025

32,168



With its “Approved Trucks” concept, Linde MH has established a uniform, high standard. Only industrial trucks that have undergone a clearly defined process following the strictest guidelines are handed over to customers. Linde MH places great importance on trucks having an impeccable history: The used trucks come either from the company’s own rental fleet or are leasing returns.

Another building block of the circular economy is the responsible handling of lithium-ion batteries. As well as producing its own lithium-ion batteries, KION also places particular emphasis on refurbishment and recycling. A key question for the future is what happens to these batteries once they have reached the guaranteed number of charging cycles. This is where the return guarantee of Linde MH comes in: The nearest network partner in the country concerned takes back the batteries, thus ensuring that Linde MH fulfills its legal obligation. Linde MH lithium-ion batteries go through a life cycle process with the aim of taking full advantage of the extraordinary lifespan of this technology:

Step 1: Refurbishment

Thanks to the long lifespan of lithium-ion batteries, batteries that have reached a certain state of health (SoH) can be cleaned, refurbished, and reused in a new or used truck. Depending on battery usage, this cycle can usually be repeated several times.

Step 2: Remanufacturing

If the used battery no longer meets the requirements for reuse in a forklift truck but is still functional, parts are repurposed for other operations (such as cell modules in stationary operations or reconditioned steel trays for new batteries).

Step 3: Recycling

Once a battery reaches the end of its life, it is disassembled into its composite parts and recycled by material type. Cells and modules are recycled in a two-stage process, allowing the recovery of the resources they contain. Since 2023 KION has maintained a strategic partnership with Li-Cycle Holdings Corporation. Li-Cycle was acquired by Glencore Battery Recycling GmbH (GBR) in 2025; however, the partnership continues unchanged and allows the Group to send returned lithium-ion modules to GBR for processing. In 2025, nearly 10 metric tons of battery modules, equivalent to 343 batteries, were returned to Linde MH and went through the established recycling process at GBR.

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

around **10 tons**



The advances made were supported by a web-based application implemented in 2025, which standardizes and digitizes the returns process across Europe. This shortens lead times, increases efficiency, and promotes the circular economy while simultaneously reducing the need for primary raw materials and lowering environmental impacts.

Linde MH also uses a well-established recycling loop for lead-acid batteries in which the manufacturers handle the recycling process.

The disposal of old forklift trucks is regulated by Directive 2000/53/EC of the European Parliament and Council. Linde MH therefore provides detailed information on the disposal of forklift trucks at approved recycling plants.

Life Cycle Assessments

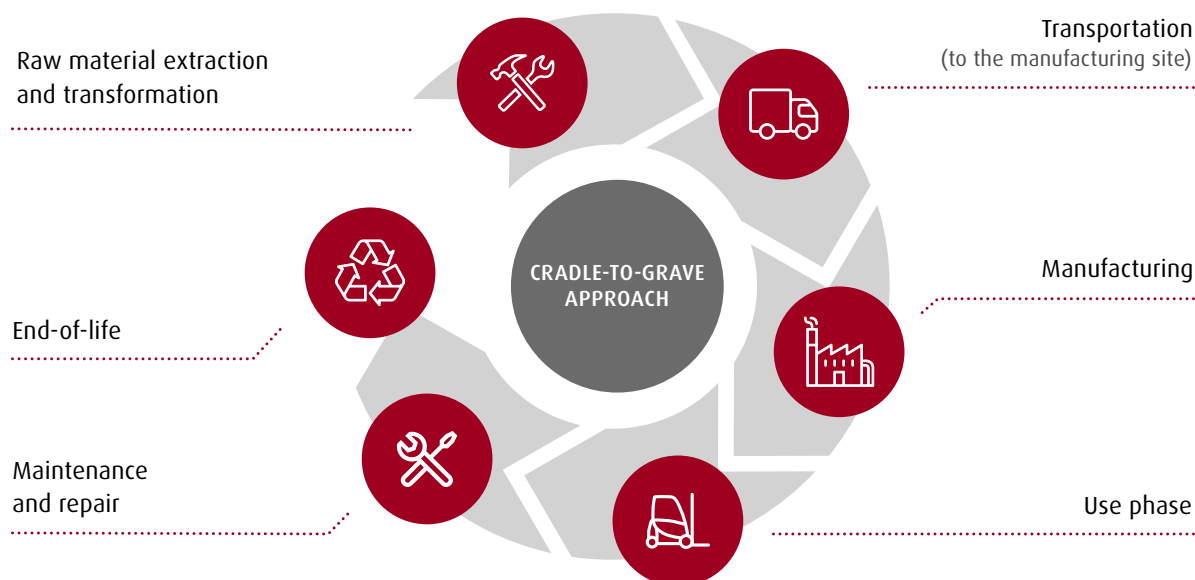
The life cycle assessments (LCAs) prepared for Linde MH products show that the use phase is the main source of GHG emissions if customers use a traditional energy mix. The energy efficiency of the power units is therefore a key focus – both for internal combustion engines and in the further development of powerful and efficient electric drive technologies.

To ensure consistent and reliable environmental data, KION has invested in robust life cycle assessment methods that serve as a basis for decisions throughout the entire product life cycle. The LCA team provides these analyses to steer internal environmental management strategies and to identify opportunities for further emission reductions.

Linde MH, as part of KION, has offered LCA training since 2024 to all employees – from managers to technicians. Building on this, in 2025 KION made relevant training courses available to all employees on its e-learning platform, covering both theoretical foundations and practical applications. These courses enable product developers and all interested employees to make more informed decisions regarding materials, design, and component lifespan. This has been complemented by a structured, multi-stage program that gives all interested employees a basic understanding of ISO 14040/14044 and offers specialists advanced technical modules to firmly embed life-cycle thinking in day-to-day product decisions.

In the 2025 reporting year, LCAs were also newly prepared for four Linde forklift truck series – a key step toward systematically recording and managing the product portfolio's environmental footprint. Another milestone was the product-related carbon footprint of the Linde N20 order picker (SV type 1115 N20), which was first independently verified in accordance with ISO 14067 in December 2024 and updated in June 2025.

Cradle-To-Grave Approach





Sustainability within the Supply Chain

61	Principles of Supplier Conduct
61	ESG Supplier Risk Management Process
63	Environmental Product Requirements
64	Emissions Transparency in the Supply Chain
64	Training of Employees and Suppliers
65	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 Linde MH. 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 Linde MH. 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 Linde MH 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 Linde MH 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.

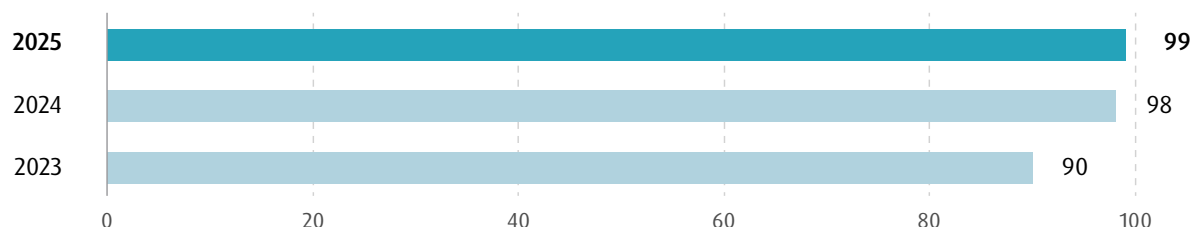
In addition, the [General Purchasing Conditions](#) of KION and individually agreed contracts set out detailed requirements to ensure compliance with procurement obligations, applicable laws, and the KION Supplier Code of Conduct, as well as for maintaining transparency throughout the supply chain. All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

ESG Supplier Risk Management Process

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.

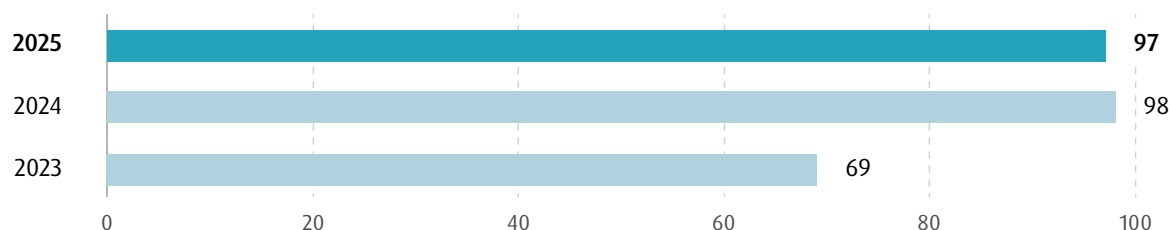
This multi-stage approach verifies that suppliers comply with specific standards in the areas of HSE, anti-corruption and anti-bribery measures, and monitoring of upstream supply chains. Above all, this process ensures that suppliers are compliant with human rights, employee rights, and employment standards. 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 Linde MH Allocated to Tier-1 Suppliers Covered by a Global ESG Risk Assessment (EcoVadis IQ)



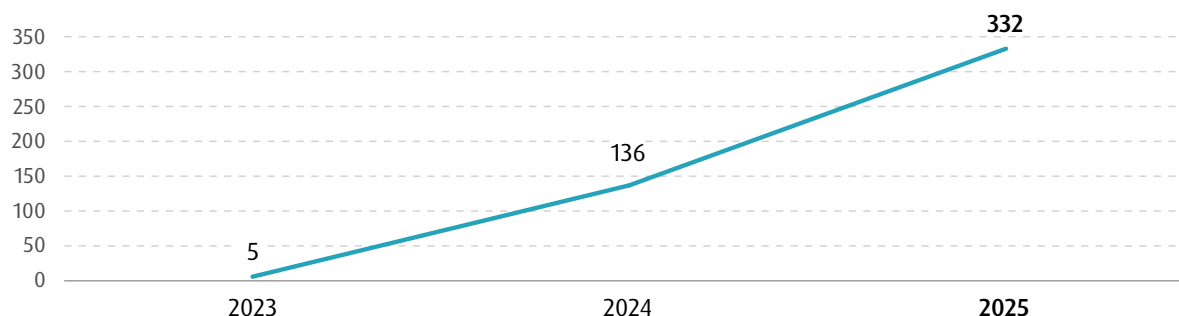
Based on this, an individual supplier self-assessment is obtained via the IntegrityNext and EcoVadis platforms. Self-assessment questionnaires are used to determine the maturity level of suppliers with regard to compliance with human and labor rights as well as environmental protection. This assessment 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 Linde MH Allocated to Tier-1 A Suppliers Covered by an Individual Risk Assessment (EcoVadis or 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 Linde MH 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. Linde MH pursues the approach of working as cooperatively as possible with suppliers, eliminating knowledge gaps and offering support. Ultimately, Linde MH 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 assessment feed into various purchasing processes – including award decisions above certain volumes, material group strategies, and supplier development. Within the strategic “Supply chain” field of action, they are also taken into account in the Group-wide sustainability goals, 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 Linde MH 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 current focus is on the ITS EMEA operating unit, which also includes Linde MH. 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.

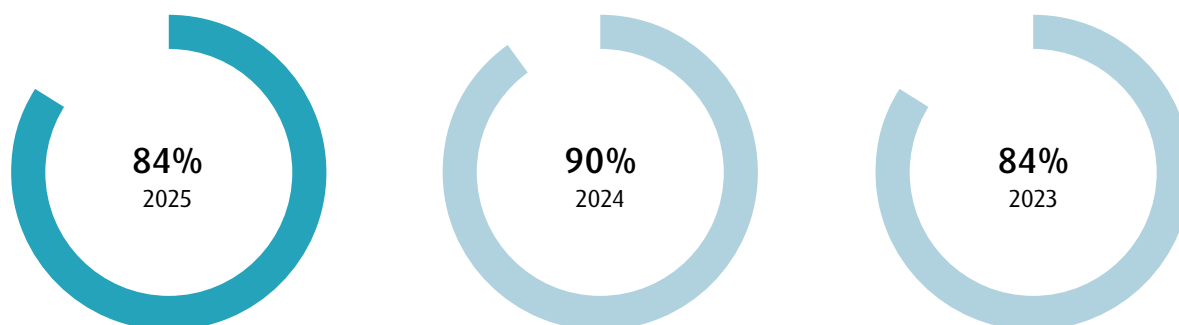
The calculation for Scope 3.1 emissions is currently still based on average sales and emissions values. In 2025, the concepts developed in the project were further tested and refined. Strategic suppliers were contacted using standardized questionnaires to assess their knowledge of CO₂ calculation, decarbonization 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, Linde MH 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.

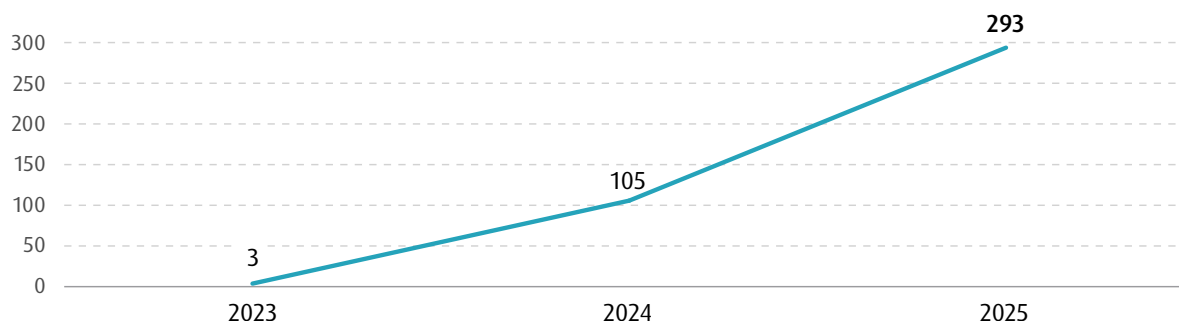
Several topic-specific training courses were also developed specifically for suppliers. These explain why sustainability is becoming increasingly important, the requirements that KION currently places on suppliers, and the underlying reasons for these. The training courses are available on the KION website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

Percentage of Linde MH 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 Linde MH 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 conflict minerals standard of KION 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 other 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 Linde MH 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 57 percent of Linde MH suppliers. The information provided by suppliers is assessed for potential human rights violations and any possible contribution to armed conflicts, and checked for corresponding risks.

KION also participates in an annual industry initiative coordinated by Assent, within which smelters and refineries are specifically encouraged to undergo assessments through industry-recognized auditing programs.



Social Engagement

67	Linde Solidaria
68	StaplerCup hilft e. V.
68	Linde Help

Sustainability also means social responsibility. As a model corporate citizen, Linde MH supports the positive and sustainable development of society – especially in the places where customers, employees, and their families live and work. The company focuses on social and humanitarian issues, but also aims to promote education, science, and environmental protection. The CSR approach focuses on the local level. After all, local teams know best when it comes to deciding which local projects to support. Linde MH employees demonstrate a great deal of commitment in this area and always get actively involved.

Linde MH is guided by the donation and sponsorship policy of KION, which governs social engagement, responsibilities, and the relevant decision-making processes. It covers both financial donations and volunteer work, meaning decisions can be made quickly and pragmatically on the spot and help can be provided quickly in an emergency, for example in the event of a natural disaster.

The [KION Group Code of Compliance](#) also contains relevant information and provides legal certainty for those responsible on site. 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 social engagement activities, KION 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.

Linde MH actively supports the social and humanitarian sector with a number of initiatives such as Linde Solidaria, StaplerCup hilft e. V., and Linde Help.

Linde Solidaria

Since 2006, Linde Material Handling Ibérica has demonstrated a strong social commitment through its Linde Solidaria program, which aims to improve the quality of life of people with special needs and those who are at risk of social exclusion. Over the past 19 years, the impact and reach of the program has steadily increased and cooperation with local associations and NGOs has been stepped up in order to deliver help where it is needed most. The growth of the program is reflected in the increasing participation by employees, family members, and friends who volunteer, and in so doing help bring about an increase in the number of solidarity actions and beneficiaries. Collaboration with organizations such as CEPRI, Fundació Arc de Sant Martí, AFADI, Banc dels Aliments de Barcelona, and the Red Cross is of critical importance.

Linde Solidaria's core activities include annual donations to fund projects in specialized centers that help improve facilities and provide essential resources. In addition, the program provides vehicles to institutions such as the Banc dels Aliments and the Red Cross to support the logistics of important solidarity campaigns such as the Gran Recogida de Alimentos. Volunteering days offer employees and their families the opportunity to actively participate in charity activities and social events.

The success of Linde Solidaria is largely down to the commitment shown by its employees, and this is encouraged through volunteering days, continuous internal communication about the projects, and suggestion forums for new solidarity initiatives. In the future, Linde Solidaria will continue to maintain its existing partnerships with associations and will expand its activities to other regions of Spain in order to make a positive contribution to the communities in which the company operates.

StaplerCup hilft e. V.

With a donation of 12,000 euros, StaplerCup hilft e. V. supported the “Inklusion leben” (living inclusion) project run by One Day e. V. in cooperation with Lebenshilfe Schmerlenbach in 2025. The donation was presented at the Linde Experience Hub in Aschaffenburg. The check was presented by members of StaplerCup hilft e. V. together with Linde MH trainees. The funds came from the proceeds of the StaplerCup 2025 charity raffle, which is traditionally organized by Linde MH trainees and made possible by numerous partner companies and supporters.

The project focuses on people with disabilities – their strengths, their individuality, and their participation in society. “Inklusion leben” creates spaces where abilities can be discovered, further developed, and made visible – impressively demonstrating how enriching diversity is for society as a whole.

In addition to the donation to One Day e. V., StaplerCup hilft e. V. supported two other regional organizations: Gesellschaft für Mucopolysaccharidoses e. V. and Bahnhofsmission Aschaffenburg, each receiving a check for 2,000 euros. In doing so, the association once again sends a clear signal of regional commitment and social responsibility in practice.

Donation from StaplerCup hilft e. V. for the “Living Inclusion” project of One Day e. V. in cooperation with Lebenshilfe Schmerlenbach

12,000 €



Linde Help

Working with industrial trucks results in numerous injuries every year – some of them serious, a few of them fatal. Against this backdrop, Linde MH Czech Republic launched the Linde Help initiative in 2025. It collects donations to support injured employees and the families of people who have died in workplace accidents – for example, by financing the purchase of medical equipment and covering the costs of rehabilitation and therapy.

The initiative is inspired by the guiding principle “Zero Accidents” of Linde MH – a safety philosophy whose consistent goal is to prevent accidents in intralogistics altogether.



Linde Material Handling GmbH | Carl-von-Linde-Platz | 63743 Aschaffenburg
Phone +49 6021 99 0 | Fax +49 6021 99 1570 | www.linde-mh.com | info@linde-mh.de