



Sustainability Strategy and Management

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KION follows a systematic, Group-wide approach to implementing its sustainability strategy. Anchoring sustainability in the Group strategy [“Playing to Win”](#) is of central importance here, as it not only ensures profitable growth but also strengthens responsibility toward employees, the environment, and society.

Double Materiality Analysis

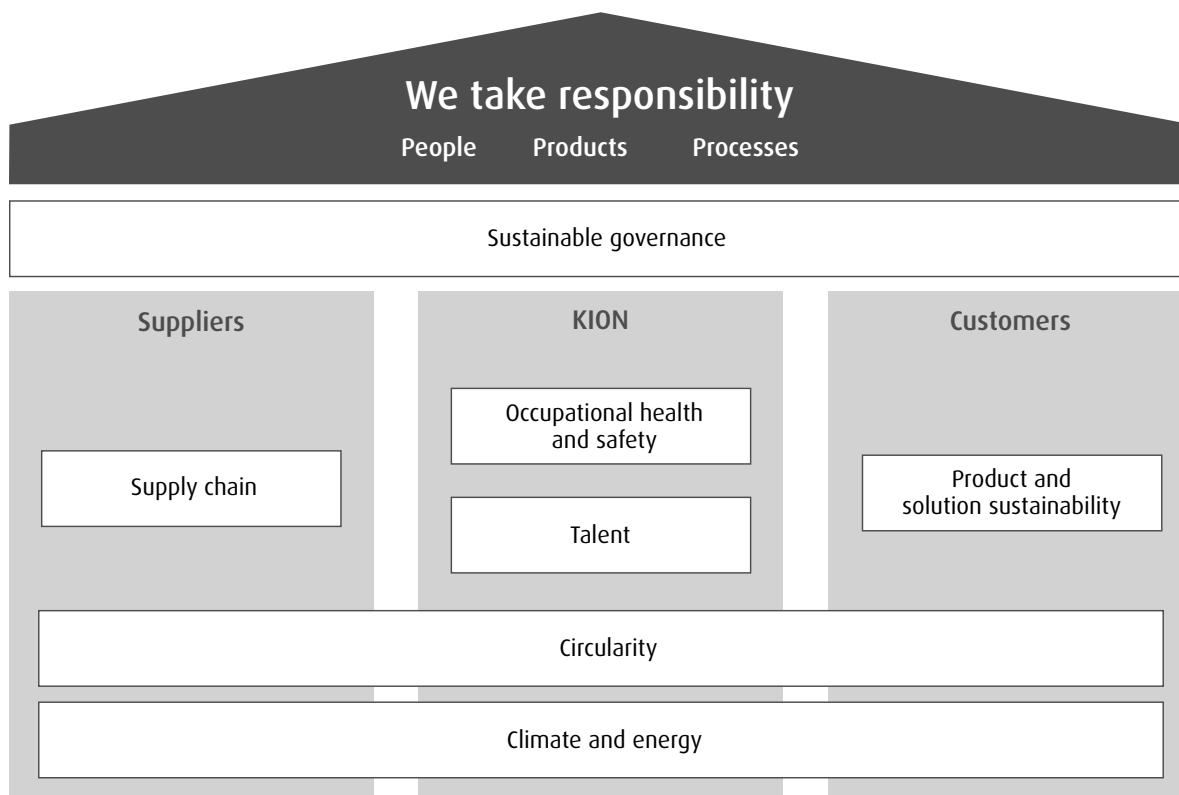
Linde MH aligns its sustainability activities with the results of the KION double materiality analysis (DMA), which is based on the concept of distinguishing between immaterial and material impacts, risks, and opportunities (IROs). The double materiality analysis evaluates both the environmental and 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.