

**DEMATIC**

**A BETTER  
TOMORROW  
DESIGNED  
WITH INTENT.**



**2025**  
SUSTAINABILITY  
REPORT

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**DEMATIC**

Dematic's purpose is clear: to modernize global supply chains through insight-led innovation, delivering outcomes that matter for our customers, our people, and the world. That purpose is captured in our new brand — **THE MIND BEHIND THE MACHINE** — not automation for its own sake, but the intelligence, experience, and judgment behind every decision, designing solutions that perform today and are ready for what comes next.

For our customers, sustainability is inseparable from efficiency, resilience, and long-term performance. When systems move materials accurately, use space intelligently, and reduce wasted motion and energy, sustainability follows. That is the principle of sustainable automation: design efficiency and sustainability together to reinforce results. By embedding insight early in the design process, we help customers meet operational goals and advance environmental ambitions without compromising return on investment.

Software provides the intelligence layer of automation, allowing systems to think, adapt, and improve over time. In 2025, we advanced this capability with Dematic Command Center, providing real-time visibility, performance insight, and dynamic visualization across warehouse operations. By turning data into direction, teams protect availability, optimize workflows, and sustain throughput — supporting more efficient, resilient, and sustainable operations as conditions change.

Sustainability also starts with how we operate. Across Dematic, our people bring deep expertise, creativity, and care to every interaction, applying that same discipline to our environmental and safety responsibilities. In 2025, we maintained 100% ISO 14001 and ISO 45001 certification and recorded a best-in-class Lost Time Injury Frequency Rate. These are not compliance milestones alone — they reflect how seriously we take our responsibility to create safe, well-run operations.

Our greenhouse gas reduction strategy follows a simple principle: apply insight, measure what matters, and act with intent. Aligned with KION's Science Based Targets initiative (SBTi) commitment, our data-driven journey to net zero delivered measurable progress in 2025. We extend this responsibility beyond our operations by helping customers reduce environmental impact across the full life of their systems. Dematic Lifecycle Solutions & Services keep systems performing and evolving — extending asset life, improving energy efficiency, and reducing replacement and waste for long-installed sites.

This report offers a transparent view of our progress and direction. Progress is rarely linear, but it is always deliberate — guided by Dematic's principle of applying experience and foresight to solve complex problems responsibly.

Thank you to our employees, partners, and customers who push us to think harder and design better. Together, we are shaping supply chain systems that perform intelligently, adapt with confidence, and support a more efficient, sustainable future.



Mike Larsson  
President, Dematic,  
KION Executive Board Member



# EXECUTIVE SUMMARY

## **Driven by Insight, Guided by Purpose**

Headquartered in Atlanta, Georgia, Dematic is a member of KION, the Supply Chain Solutions Company, a global leader in industrial trucks and integrated automation technologies. Across the organization, work is guided by four shared values: integrity, collaboration, courage, and excellence.

Expertise at Dematic is powered by our people — thinkers, problem-solvers, and partners who bring clarity and purpose to every challenge. What we deliver empowers customers, strengthens communities, and creates safe workplaces where talent can thrive. By valuing diverse perspectives, we make decisions with care, insight, and intent.

Dematic supports the United Nations 2030 Agenda for Sustainable Development and recognizes sustainability as an ongoing responsibility, not a fixed destination. We focus on outcomes that matter — improving energy efficiency, enabling safer operations, and building solutions designed for longevity and adaptability.



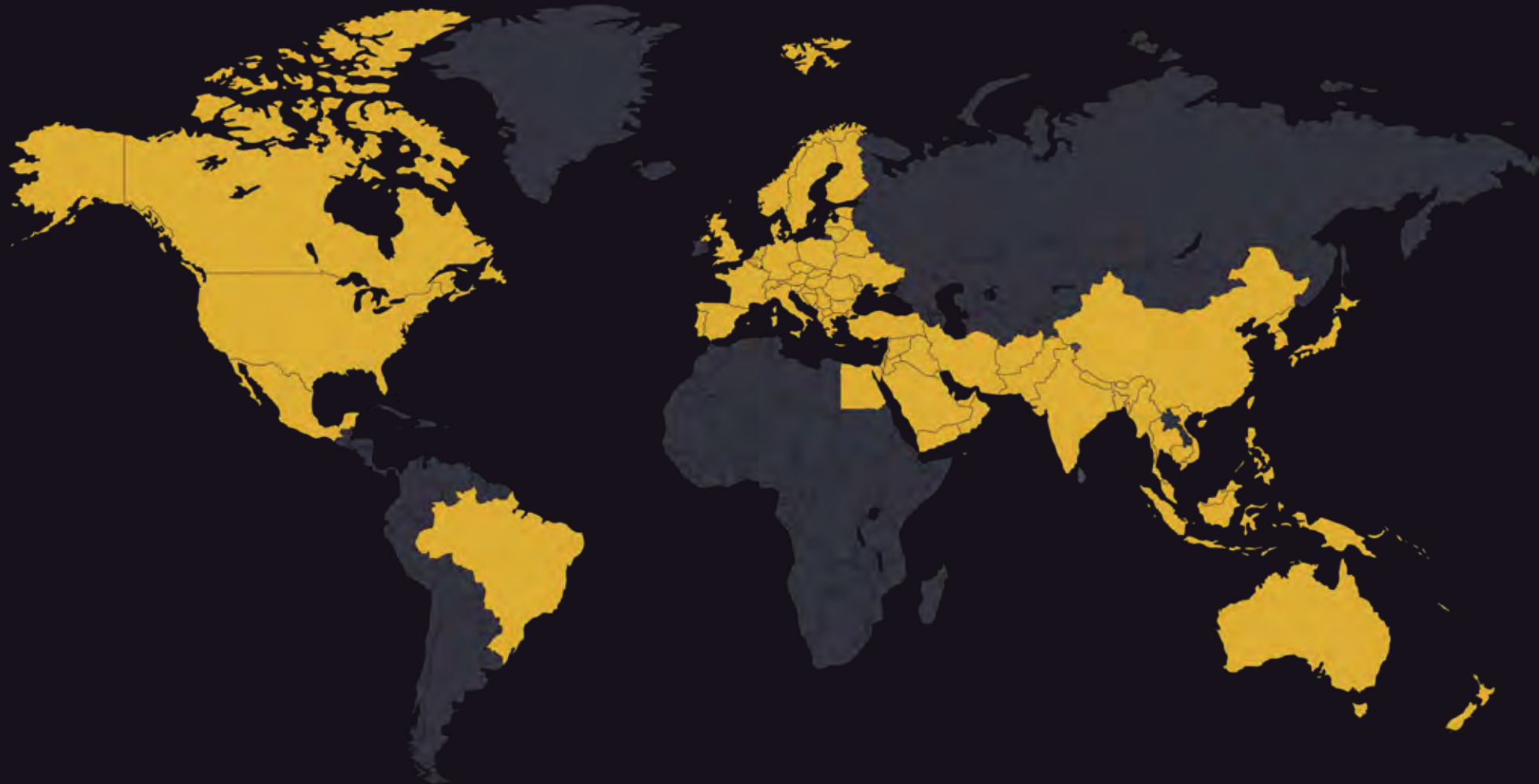
## About Dematic

Dematic delivers intelligent supply chain automation solutions that adapt to change, maximize productivity and capacity, reduce risk, and create lasting competitive advantage. Drawing on the combined expertise of more than 10,000 employees worldwide, Dematic develops, implements, and supports operations featuring advanced technologies and software. With consulting, research, engineering, manufacturing, and service centers in over 26 countries, Dematic is a trusted partner for distributors, warehouses, and manufacturers globally.

### ABOUT THIS REPORT

This sustainability report reflects activity, accomplishments, and metrics spanning our 2025 fiscal year, January 1 to December 31, 2025. Data and policies reflect all fully owned operations within our global network unless otherwise indicated. Monetary figures are in US dollars unless otherwise indicated.

Please direct any questions regarding the content of this report to [sustainability@dematic.com](mailto:sustainability@dematic.com).



over

**10,000**

employees



over

**26**

countries



**\$3.47B**

in revenue



## Sustainability Strategy

### WE TAKE RESPONSIBILITY SERIOUSLY

At Dematic, sustainability is an ongoing journey shaped by continuous improvement and purposeful innovation. Our focus is balanced across people, planet, and a portfolio of intelligent solutions — embedding responsible practices into operations and reinforcing Dematic’s role as a global leader in automation informed by insight and experience.

Sustainability influences how the business operates every day. It guides our stakeholder engagement, informs the standards embedded in our solutions, and drives the meaningful impact those solutions deliver for customers and their operations.

### PEOPLE

We are committed to being an employer of choice, fostering a culture where health, safety, and well-being are foundational at our locations and on customer sites. Additionally, we actively support the communities where we operate, working to create a lasting, positive impact.

### PLANET

We manage our environmental footprint through responsible resource stewardship, operational efficiency, and proactive collaboration with suppliers and partners.

### PORTFOLIO

We deliver high-performance products, solutions, software, and services engineered for efficiency, operational excellence, workplace safety, and sustainable value.

## Dematic 2025 Sustainability Achievements

### PEOPLE



#### Ready, Safe + Sound

the Dematic safety pledge is the cornerstone of our culture and organization



50,000+

behavior-based safety observations in 2025

### PLANET



42%

reduction target for Scope 1 & 2 CO<sub>2</sub>e (SBTi 2030 interim target)



100%

covered with ISO 14001 certifications

### PORTFOLIO

#### Dematic Multishuttle® 2

achieved industry's first Cradle to Cradle (C2C) Certified® shuttle-based Automated Storage and Retrieval System (AS/RS)

#### Responsible End of Life

Dematic Multishuttle 2 is 85% recyclable at its end of life



89%

of global workforce engaged in the talent review process



100%

ISO 45001 certifications



55.5%

reduction in Scope 1 & 2 CO<sub>2</sub>e vs. 2021 baseline (market-based)



1%↓, 4%↑

reduced energy consumption while growing business

#### Quieter Workplace

Dual Diameter Rollers deliver an average 3 dBA noise reduction

#### Dematic Command Center

software platform advanced from successful beta pilots to full commercialization



Injury Free:

15 years

Salt Lake City, United States

11 years

Monterrey, Mexico

8 years

Belrose, Australia

8 years

Cernusco, Italy

with many other locations approaching 4+ years

#### Structured Product Safety

ISO-aligned Autonomous Mobile Robot (AMR) safety integration supported by a comprehensive safety management system

#### Extended Lifecycle Impact

modernizations keep customer sites running for decades

## Sustainability at Dematic

### ALIGNING TO KPIS

Sustainability oversight at Dematic is led by the Leadership Team under the direction of Mike Larsson, President of Dematic and Member of the KION Executive Board. This governance structure reinforces executive accountability and ensures global alignment across our organization. By embedding sustainability into core business operations and decision-making processes, strategic priorities are integrated at the highest level. Performance is measured through clearly defined key performance indicators (KPIs), ensuring progress is monitored with rigor and intent.

## Sustainable Development Goals

### ADVANCING GLOBAL GOALS THROUGH ACTION

Dematic’s sustainability strategy aligns with the United Nations Sustainable Development Goals (SDGs), a global framework to address poverty, inequality, and environmental protection in support of peace and prosperity by 2030. Focus is placed on the goals where Dematic operations, expertise, and partnerships create the greatest impact. By concentrating our efforts in these priority areas, sustainability moves from ambition to action — driving measurable progress and meaningful outcomes.

### OUR PRIORITY SDGs INCLUDE:

#### PEOPLE

<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>5</b> GENDER EQUALITY 	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>17</b> PARTNERSHIPS FOR THE GOALS 
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#### PLANET

<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>17</b> PARTNERSHIPS FOR THE GOALS 
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#### PORTFOLIO

<b>13</b> CLIMATE ACTION 	<b>17</b> PARTNERSHIPS FOR THE GOALS 
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## Governance

### INTEGRITY IN ALL WE DO

Commitment to strong governance is fundamental to Dematic and aligned with KION standards. A focus on systematic compliance — supported by established structures, programs, and standards — guides decision-making. [The KION Group Code of Compliance \(KGCC\)](#) is the foundation, ensuring all activities are conducted with integrity and in accordance with the law.

In alignment with KION, the KGCC provides clear guidance on conflicts of interest. Building on this foundation, Dematic applies its own standards across a wide range of activities, reinforced through clear and consistent communications with employees, suppliers, and customers. This approach underscores the global importance of accountability and integrity throughout our operations.

Our Corporate Compliance team promotes transparency and maintains a zero-tolerance approach to bribery and corruption, with a focus on proactively preventing and detecting potential risks. A dedicated [whistleblowing system](#) ensures timely, 24/7 handling of internal and external compliance concerns.



## KION Sustainability Strategy

In 2025, KION continued to embed sustainability as a core driver of innovation, resilience, and long-term growth. Sustainability is integrated across the full value chain — from product design and supply chain management to operations, logistics, and lifecycle services. This approach reinforces KION's commitment to responsible practices for employees and communities while supporting customers in reducing their environmental footprint through increasingly energy-efficient, low-emission, and circular intralogistics offerings.

KION is committed to achieving net zero emissions across its value chain by no later than 2050, guided by the SBTi. KION has aligned its sustainability reporting with the European Union's Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), strengthening transparency and consistency in its disclosures.

The annual financial statements of KION GROUP AG are prepared in accordance with the German Commercial Code (HGB) and the German Stock Corporation Act (AktG). The Group Sustainability Report is combined with the Group Management Report. Pursuant to section 315e (1) HGB, the consolidated financial statements are prepared in accordance with International Financial Reporting Standards (IFRS).

Further details about KION's activities can be found at <https://www.kiongroup.com/en/About-us/Sustainability/>.



## Materiality

### SHARED STAKEHOLDER PRIORITIES

KION has considered and assessed environmental, social, and governance (ESG) matters in accordance with the principle of double materiality, first in 2024 and updated in 2025. The assessment includes the environmental and social impacts of KION's business activities (inside-out) as well as the financial risks to and opportunities for (outside-in) KION's business activities. The results of this analysis inform KION's sustainability strategy and target setting, providing a consistent and structured foundation for Dematic's sustainability actions.

Materiality result:

MATERIAL TOPICS AND SUB-TOPICS 2025 (ESRS)	
Topic	Sub-Topic
E1 Climate Change	Climate change mitigation
	Climate change adaptation
	Energy
E2 Pollution	Pollution of air
	Substances of very high concern
E5 Resource use and circular economy	Resource inflows including resource use
	Resource outflows in relation to products & services
	Waste
S1 Own workforce	Working conditions OW (health and safety, own workforce)
S2 Workers in the value chain	Other work-related rights WV (workers in value chain)
G1 Business conduct	Management of relationship with suppliers (excl. payment practices)



## External Recognition

### ECOVADIS

Dematic is committed to stakeholder transparency, evidenced by our assessments from EcoVadis — a widely recognized third-party provider of ESG risk and compliance assessments. Our commitment to environmental, social, ethical, and procurement excellence is validated in each of our regions. Learn more about how EcoVadis rates business sustainability at [ecovadis.com](https://www.ecovadis.com).

REGION	EVID	PERCENTILE RANK	YEAR
Americas	SO037682	85th	2025
Australia-NZ	FX207059	90th	2025
China	KO363358	86th	2024
Europe	MC421060	91st	2026

We go beyond a single global assessment to offer customers assurance that the teams they work with share their values. These regional assessments demonstrate alignment and ensure connectivity to KION policies, Dematic's market-specific goals, and key performance measures.

# PEOPLE

## **Driven by People, Guided by Purpose**

At Dematic, sustainability begins with understanding. Our people bring insight, judgment, and intent to every decision — designing solutions that support our teams, strengthen our communities, and respect the planet we all depend on.

We look beyond immediate outcomes to consider how systems evolve over time. That means advancing a workplace culture built on care and safety, reducing environmental impact through smarter, more efficient design, and reinforcing the human connections that make progress possible.

By embedding sustainability into how we think — not just what we deliver — we create impact that lasts.



## Talent Development

### BUILDING CAREER PATHWAYS

Talent development begins with understanding people as deeply as the systems they support. Our culture grows when individuals can do their best work — guided by clear direction, meaningful opportunity, and a shared sense of purpose. Professional growth is not left to chance. Each career journey is shaped with intent by our talent lifecycle, a framework to attract, develop, and retain a high-performing workforce.

A key driver of this approach is our Organizational Capability and Talent Review (OCTR), a global process that aligns performance, talent development, and succession planning. OCTR empowers Dematic leaders and team members alike by fostering meaningful feedback, identifying growth opportunities, and ensuring we're building teams with the right skills in the right roles. In 2025, more than 9,000 employees — approximately 89% of our global workforce — participated in this process.

In 2025, we continued investing in our global workforce by expanding access to professional development resources. Building on our partnerships with LinkedIn Learning® and Blinkist, we offered employees a wide array of expert-led digital learning experiences. These platforms continue to play a key role in reinforcing workforce development and succession planning. In parallel, Workday Learning remained our centralized hub for broader training initiatives further highlighting our shared commitment to continuous improvement and career advancement.



over

**28**

hours of professional development per employee



over

**21,000**

hours of LinkedIn Learning



over

**1,100**

hours of Blinks



over

**291,000**

hours of Workday Learning





## Innovation Day

Innovation Day is an annual Dematic initiative that brings insight, creativity, and problem-solving together across the organization. The program empowers technology teams by surfacing ideas from within — focusing on innovations that enhance customer solutions and make our operations more efficient.

The program begins with a four-week submission window open to all Dematic employees globally. Submissions, which average 50 per year, are then reviewed by a five-person review panel that selects 16 finalists, each of whom presents a business case followed by a question-and-answer session.

At the end of the event, the top three ideas are recognized, and efforts are made to support their advancement. Incentives include a monetary bonus for the 16 finalists, with an additional bonus for the top three innovations.

One example of an Innovation Day concept progressing through the development pipeline is our airless conveyor, now in beta. Its continued advancement reflects how Innovation Day helps translate insight into practical, real-world application.

## Regional Talent Development Highlights

### GERMANY/AUSTRIA/SWITZERLAND

A holistic competency management initiative began in 2025 as a pilot program in the DACH region (Germany, Austria, and Switzerland) for Dematic Lifecycle Solutions & Services technicians. The program includes a comprehensive skills inventory supported by targeted knowledge assessments, covering both technical equipment handling and environmental, health, and safety-related topics.

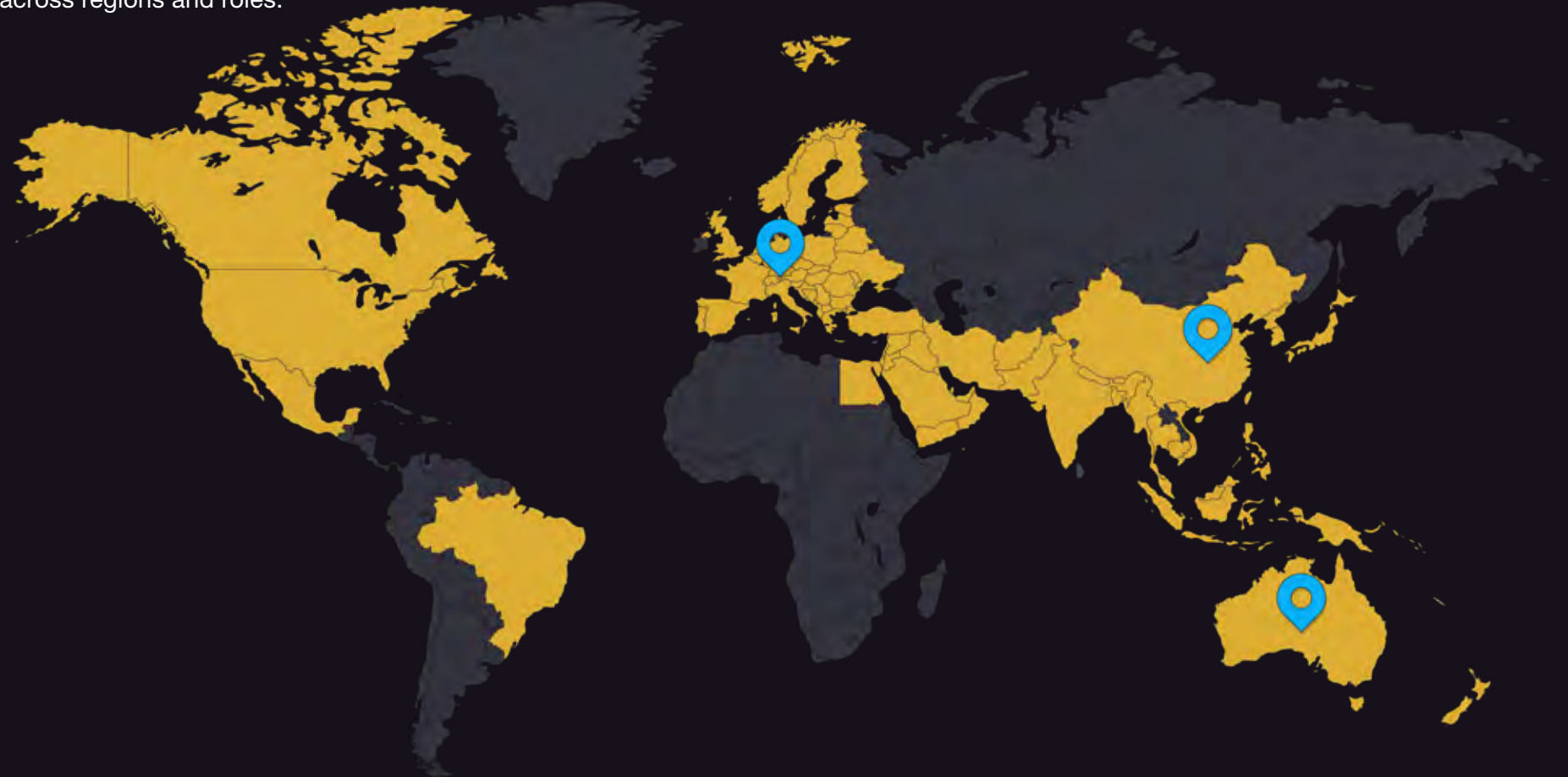
Based on assessment results, individual competency profiles are created, and customized training portfolios are developed to meet each technician's development needs. The program is designed to bridge knowledge gaps, sustain engagement, and provide personalized learning paths that support long-term career development, including progression into senior roles. Although participation was voluntary, 56% of our technicians enrolled in the pilot program. With assessments complete, the first round of specialized training was initiated across the region in late 2025.

### CHINA

Dematic designs and delivers targeted training programs that reflect the diverse needs of our global workforce. At the start of each year, we gather employee input through team-based training surveys to identify priority skill areas. Based on this feedback, we curate LinkedIn Learning courses aligned with those development goals. For our international business development teams, we also offer specialized training on cultural adaptation, foreign regulations, and visa requirements. Informed by insights from our annual engagement survey, we further support learning through interactive workshops focused on building a more inclusive workplace. These initiatives ensure our learning programs remain responsive, relevant, and impactful across regions and roles.

### AUSTRALIA

Dematic Australia successfully launched the Graduate Network — a graduate-led, Human Resources (HR)-supported community that fosters learning, collaboration, and cross-functional development for early-career employees. From virtual learning sessions to our first interstate Grad Connection Day, the initiative has empowered participants to build strong peer connections, exchange insights, and grow together. Grad Connection Day brought participants from across states together for an engaging program that included interactive challenges highlighting creativity and teamwork, as well as an inspiring keynote.



## Health and Safety

### READY, SAFE + SOUND

Dematic advanced its global safety culture in 2025 by placing trust in our Ready, Safe + Sound (RS+S) pledge across operations. As part of our behavior-based safety journey, RS+S emphasizes personal responsibility, mental well-being, standardized practices, and regular communication. Central to the pledge are Dematic’s Eight Life Saving Rules, which promote situational awareness, hazard identification, and risk prevention — reinforcing our commitment to protecting employees, customers, and partners worldwide.

We continue to conduct behavior-based safety observations to assess critical tasks and reinforce best practices on the job. Demonstrating the strength of our proactive safety initiatives and continuous improvement efforts, we recorded a best-in-class Lost Time Injury Frequency Rate (LTIFR) in 2025, representing a 54.4% improvement since our 2021 baseline. Our safety commitment continues to deliver measurable results, including zero fatalities in the year.

We also maintained ISO 45001 certification at 100% of our facilities as we navigated multiple site transitions in 2025. This continuity reflects our commitment to maintaining the highest standards in occupational health and safety, regardless of operational improvements.

Our One Dematic approach ensures safety is consistently embedded across all facilities and project sites. Integrated in our Program Management Office, this framework establishes defined safety checkpoints from planning to execution by placing risk prevention at the center of every action.

## Safety Metrics



injury free:  
**15 years**  
Salt Lake City,  
United States



injury free:  
**11 years**  
Monterrey,  
Mexico



injury free:  
**8 years**  
Cernusco,  
Italy



injury free:  
**8 years**  
Belrose,  
Australia

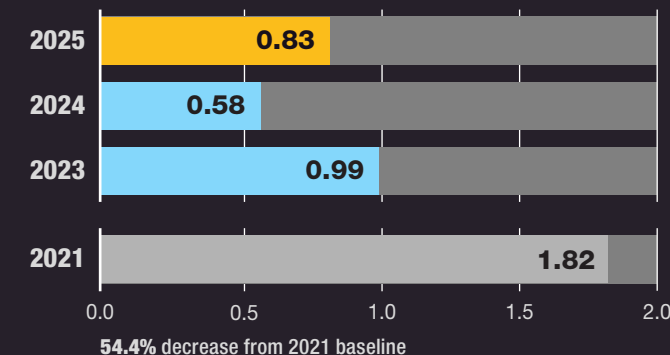


**50,000+**  
behavior-based safety  
observations in 2025

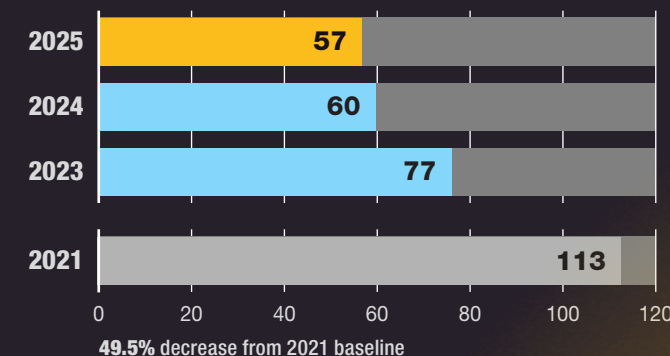


**8,000+**  
hours of direct safety  
engagement in 2025

LOST TIME INJURY FREQUENCY RATE (LTIFR)



RECORDABLE INCIDENTS



## Regional Health and Safety Highlights

### AUSTRALIA

As part of our safety commitment, Dematic Australia implemented a Commissioning Area Authorizing Entry protocol at a customer site. This includes clear visual indicators for active equipment, a commissioning entry permit system with prominent signage, and a required pre-entry form. These measures ensure awareness, accountability, and safer movement around active equipment.

To reduce repetitive strain injury (RSI) risk, manual handling was automated across key production steps at our own plant. Conveyors now move bins between workstations, and a robotic arm handles and positions steel components — improving safety while supporting a more ergonomic and efficient production environment.

### CHINA

In China, teams faced ergonomic risk when retrieving rollers from tall containers, requiring awkward bending. A simple, zero-cost fix — through collaboration with the supplier to lower one wall of the packaging box — improved access, reduced physical strain, and enhanced workplace safety.

### MEXICO

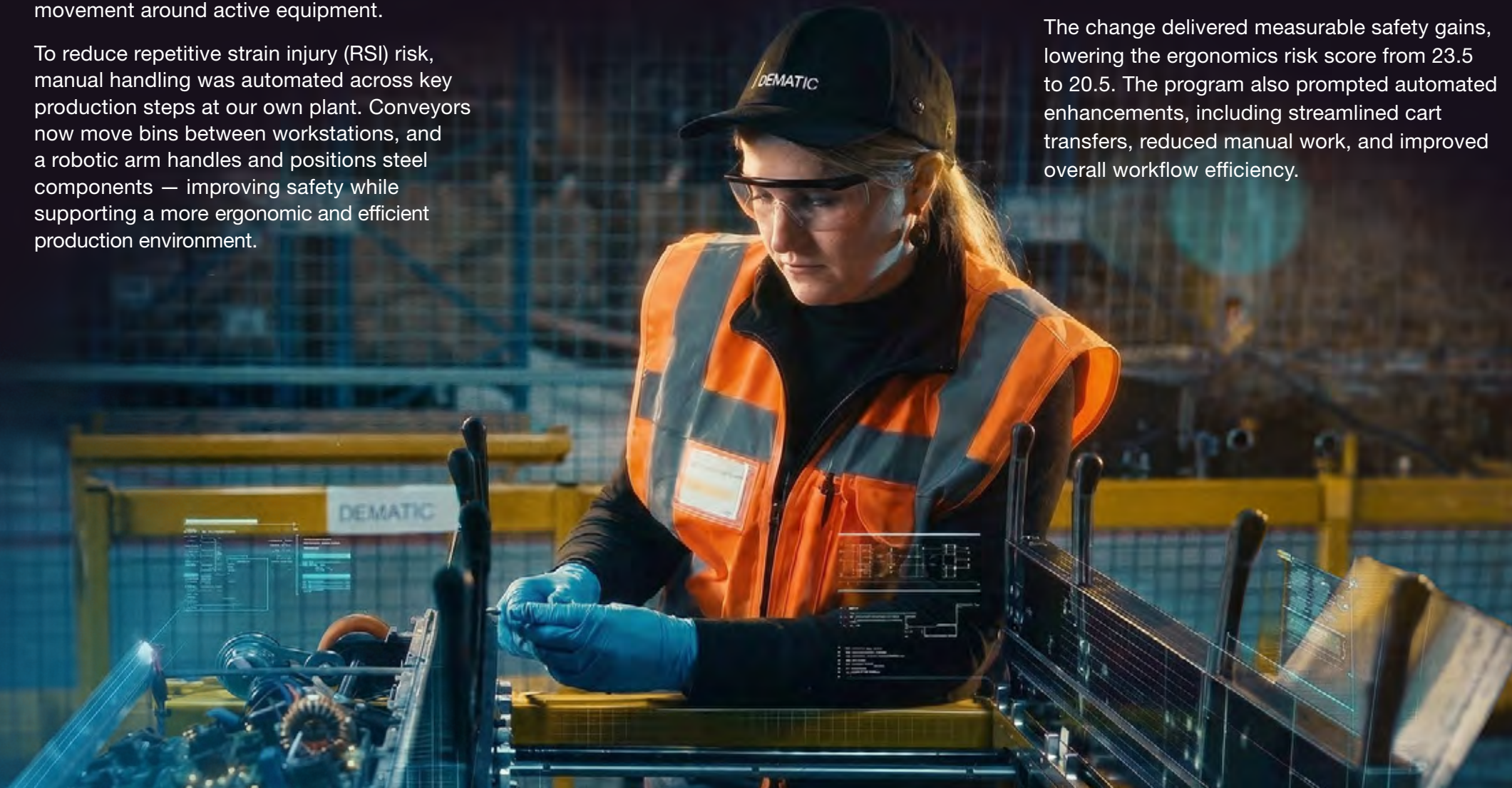
In 2025, Dematic Mexico integrated ergonomics into its Kaizen program, inviting employees to identify inefficiencies and propose practical improvements. One initiative focused on the fabrication of Dematic Multishuttle parts, where teams introduced finger sensors to improve grip during handling and tightening, reducing physical strain.

The change delivered measurable safety gains, lowering the ergonomics risk score from 23.5 to 20.5. The program also prompted automated enhancements, including streamlined cart transfers, reduced manual work, and improved overall workflow efficiency.

### UNITED STATES

At the Salt Lake City facility, a new rotisserie-style fixture was introduced to safely rotate heavy components, eliminating the need for chains, straps, and overhead cranes. Designed and built by an employee, the fixture reduces bending and lifting while improving ergonomics, safety, and workflow efficiency.

As production volume increased in Grand Rapids in 2025, so did the need for employees to manually apply torque, raising the risk of RSIs to hands and wrists. An automatic torque tool was introduced to address this risk, reducing ergonomic exposure while improving consistency and assembly speed.



## Workplace Inclusion

### A CULTURE OF BELONGING

Dematic is a diverse, global network where shared expertise drives progress. By strengthening cross-functional collaboration and continuously refining how we work and innovate, we create an environment where people feel connected, supported, and able to contribute fully. When diverse perspectives come together in an inclusive culture, better thinking follows.

Our Employee Resource Groups (ERGs) bring this promise to life. With six active ERGs and more than 900 participants worldwide, they cultivate an environment where everyone feels valued, connected, and supported. Through learning opportunities, community outreach, and spaces for shared identity and allyship, our ERGs help push our culture forward.

We strengthened our talent strategy by expanding partnerships that broaden access to career opportunities, including focused outreach to veterans and transitioning service members. We also redesigned job descriptions and candidate communications to use clearer, more inclusive language — removing barriers and inviting a wider range of talent to see a future with Dematic.

Together, these efforts reinforce our belief that people are central to sustainable progress. By building an inclusive culture, investing in development, and aligning talent practices with long-term sustainability goals, we support a workforce ready to meet the evolving demands of global commerce.



**BOLD**  
Dematic's Black Organization Leadership Development

**SERVE**  
Dematic Veterans Network

**DEN**  
Dematic Engineering Network

**DWN**  
DEMATIC WOMEN'S NETWORK

**PRISMA**  
Dematic LGBTQ+ Network

**DIVERSABILITIES**  
Unity Through Uniqueness

## Communities

### STRENGTHENING COMMUNITIES

Community engagement is driven by the same thinking that guides our work. Through the Community Outreach Program, employees contribute their time and thought leadership expertise to support the communities where we live and work. Our approach focuses on meaningful partnership — through corporate giving, employee-led volunteering, and long-term collaboration — guided by global impact priorities that advance food security, expand STEAM pathways, and support safety and sustainability.



since 2023

**4,400**

Dematic employee  
volunteers



since 2023

**200**

community-based organizations and  
educational programs supported



since 2023

**10,600+**

volunteer hours



### BUILDING SUSTAINABLE IMPACT

In 2025, Dematic further strengthened its social commitment by investing in our communities, contributing more than 3,700 hours of employee service and financial support. Since establishing formal data collection in 2023, community impact has become an organizational priority through strategic investments, employee-led volunteerism, and skills-based thought leadership.

Launched in late 2025, the Dematic Employee Donation Match Program empowers employees to support causes they care about through dollar-for-dollar matching, up to \$1,000 annually. This US-based program underscores our commitment to enhancing communities through meaningful employee engagement.

### UNITED IN SERVICE

Dematic proudly participated in our third annual Global Volunteer Month, an initiative sponsored by Points of Light. Driven by our community outreach leader network, ERGs, and team leads, more than 300 employees around the world dedicated over 750 volunteer hours to support our communities during this four-week period of service.

### DISASTER RELIEF

In 2025, Dematic mobilized to provide relief and support recovery efforts in response to natural disasters affecting the communities where our employees and customers live and work.

#### California: Wildfire Relief

In early 2025, wildfires caused widespread disruption across California. Dematic supported relief and recovery efforts through financial contributions to the California Community Foundation Wildfire Recovery Fund, Fostering Unity, and the RNDC Relief Fund, helping affected communities begin the recovery process.

#### Texas: Flood Recovery

In July 2025, severe flooding impacted communities across Central Texas. Dematic supported relief and recovery through financial contributions to the Community Foundation of the Texas Hill Country, Texas Search and Rescue (TEXSAR), and World Central Kitchen. Additionally, Dematic colleagues and the SERVE ERG worked with local partners to organize a supplies drive for affected families.

## Communities

### INSPIRING FUTURE INNOVATORS

Supporting future innovators starts with practical exposure to real-world challenges. Across regions, Dematic engages students at every stage — from early education to university programs — through hands-on learning and mentorship. In 2025, industrial engineering students from Western Michigan University visited our Grand Rapids campus, while teams in Atlanta hosted Clark Atlanta University’s Supply Chain Program. Through the Dematic FIRST Scholarship, now in its fifth year, we continue to invest in the next generation of supply chain thinkers across North America.

Our commitment also extends to younger learners through initiatives like Project Learning Garden, developed in partnership with the Captain Planet Foundation. These outdoor learning labs, funded by Dematic, educate elementary-aged students on sustainability, nutrition, and STEAM in engaging, practical ways.

From scholarships and campus tours to hands-on community mentorship programs, Dematic helps inspire innovation, build essential skills, and shape the future of our industry through STEAM education and career pathways.

“Dematic’s FIRST program further pushed me to step outside my comfort zone and conduct primary research, strengthening my research and communication skills. I am incredibly grateful for the many opportunities that FIRST and Dematic have given me and look forward to giving back as my education enables me to reach new heights.”

#### SARAH MILLIGAN

Recipient of a \$5,000 award from the 2025 Dematic FIRST Scholarship program



## Regional Giving Highlights

### CHINA AND SINGAPORE

In China, Dematic teams supported children with autism and disabilities through community-based engagement. In Shanghai, volunteers partnered with a local care organization to host a volleyball event that built confidence, communication, and connection for children and their families. In Suzhou, teams marked Mother's Day with sensory and cognitive activities that fostered trust and emotional connection.

In Singapore, Dematic colleagues partnered with KION and a local organization, Willing Hearts, to support food security efforts, preparing meal-ready ingredients for community members in need while contributing to pathways toward rehabilitation.

### EUROPE

Across Europe, Dematic teams supported community initiatives that strengthen inclusion and environmental stewardship. In Spain, colleagues in Madrid and Barcelona continued their partnership with Fundación Adecco, delivering workshops and hands-on sessions that support resilience and inclusion for people with disabilities.

In Lithuania and Czech Republic, Dematic teams took meaningful action to preserve the environment and demonstrate how local action, multiplied across regions, can drive lasting positive impact. In Kaunas, colleagues participated in the annual National Tree Planting initiative, partnering with the State Forest Enterprise (Valstybinių miškų urėdija) to help restore local forests and natural habitats. In Stříbro, team members collaborated with Sázíme Stromy to plant new trees, supporting biodiversity and long-term sustainability.

### UNITED STATES

Dematic's Future Talent Program provided summer interns with opportunities to engage in the community. Through our Intern Week of Service, 45 interns joined Dematic colleagues across the US, rolling up their sleeves to support food security and sustainability initiatives with nonprofit partners nationwide.



# PLANET

## Progress, Powered by Planet-Centered Thinking

Protecting the planet requires informed decisions made with discipline, foresight, and accountability. We work alongside our supply chain partners and our customers to reduce environmental impact across how we design, source, and operate. By embedding sustainable thinking into our systems and processes, we extend lifecycles, reduce waste, and build solutions to perform over time. We define progress not by intent alone, but by intelligence applied at every stage — and the resilience it creates.



## **Dematic Sustainability Champions Network**

In 2025, Dematic Sustainability Champions Network (DSCN) continued to build momentum through regular knowledge sharing and cross-functional engagement. Monthly sessions featured site-level initiatives, active projects, and external perspectives on emerging trends and best practices, engaging approximately 275 participants across regions and functions.

DSCN strengthens Dematic's sustainability culture by connecting teams, elevating employee-led initiatives, and turning shared insight into action — reinforcing sustainability as a part of everyday decision-making.



## Greenhouse Gas Emissions and Energy

### OUR JOURNEY TO NET ZERO

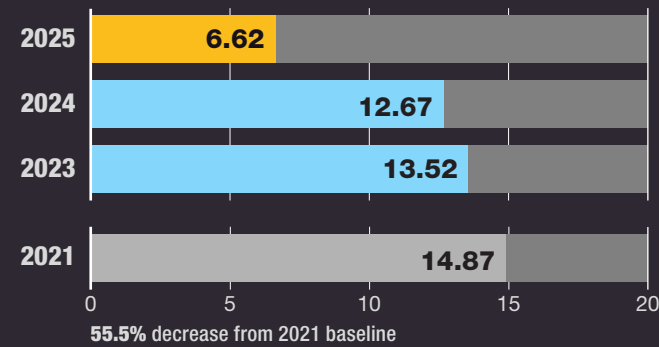
Reducing greenhouse gas (GHG) emissions starts with understanding where energy is used and how systems perform over time. Our journey to net zero begins with data-driven decisions and continuous improvement — applying the same intelligence and discipline we bring to customer solutions to how we power, operate, and evolve our own operations.

KION has committed to net zero through the SBTi, aligned with limiting global temperature rise to 1.5°C and including near-term milestones for 2030, and a net zero target by no later than 2050. In 2024, SBTi validated KION’s science-based climate targets, covering Dematic operations and the full value chain (Scope 1, 2, and 3). In support of these targets, KION continued to decarbonize its electricity consumption in 2025 by using Energy Attribute Certificates (EACs) alongside existing renewable electricity

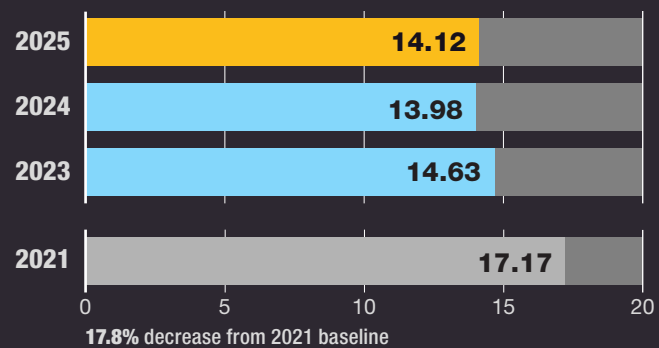
procurement instruments, increasing the share of renewable electricity, and allowing more immediate reductions in Scope 2 emissions. For more information, please visit [KION’s SBTi validation](#).

As part of this journey, Dematic reduced Scope 1 and 2 market-based GHG emissions by 55.48% in 2025 compared with 2021, KION’s SBTi baseline year. This reduction was driven primarily by unbundled EAC purchases to offset Scope 2 emissions, combined with sustained efforts to reduce overall energy demand. Since 2021, Dematic has reduced total energy consumption by 13.6%, supported by close collaboration between our Environmental, Health, and Safety and Facility Management teams. In parallel, renewable energy accounted for 37.4% of total energy consumption in 2025.

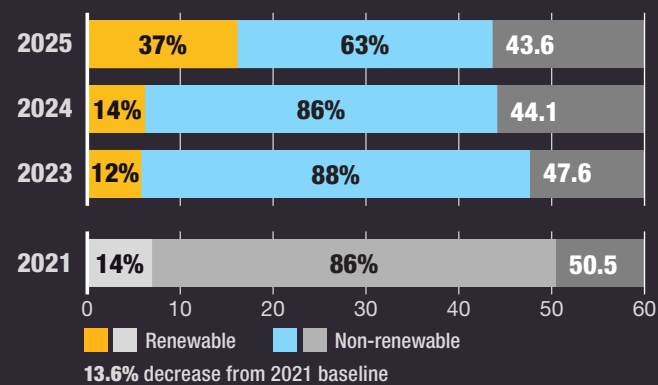
SCOPE 1 AND 2 GHG EMISSIONS Market Based  
(in millions of kilotons of CO<sub>2</sub>e)



SCOPE 1 AND 2 GHG EMISSIONS Location Based  
(in millions of kilotons of CO<sub>2</sub>e)



TOTAL ENERGY CONSUMPTION IN MWh (in thousands)



\*Charts do not reflect CSRD classification of nuclear energy



## Regional GHG Emissions and Energy Management Highlights

### UNITED STATES

Our Salt Lake City facility installed high-speed overhead doors to minimize heat and cooling loss, while new motion sensors automatically power down lighting when areas are unoccupied. The automated welding area now uses an advanced fume extraction system that captures 95% of welding fumes, improving air quality. Additional sustainability efforts included installation of a more efficient heating unit in the facility's paint area.

### CZECH REPUBLIC

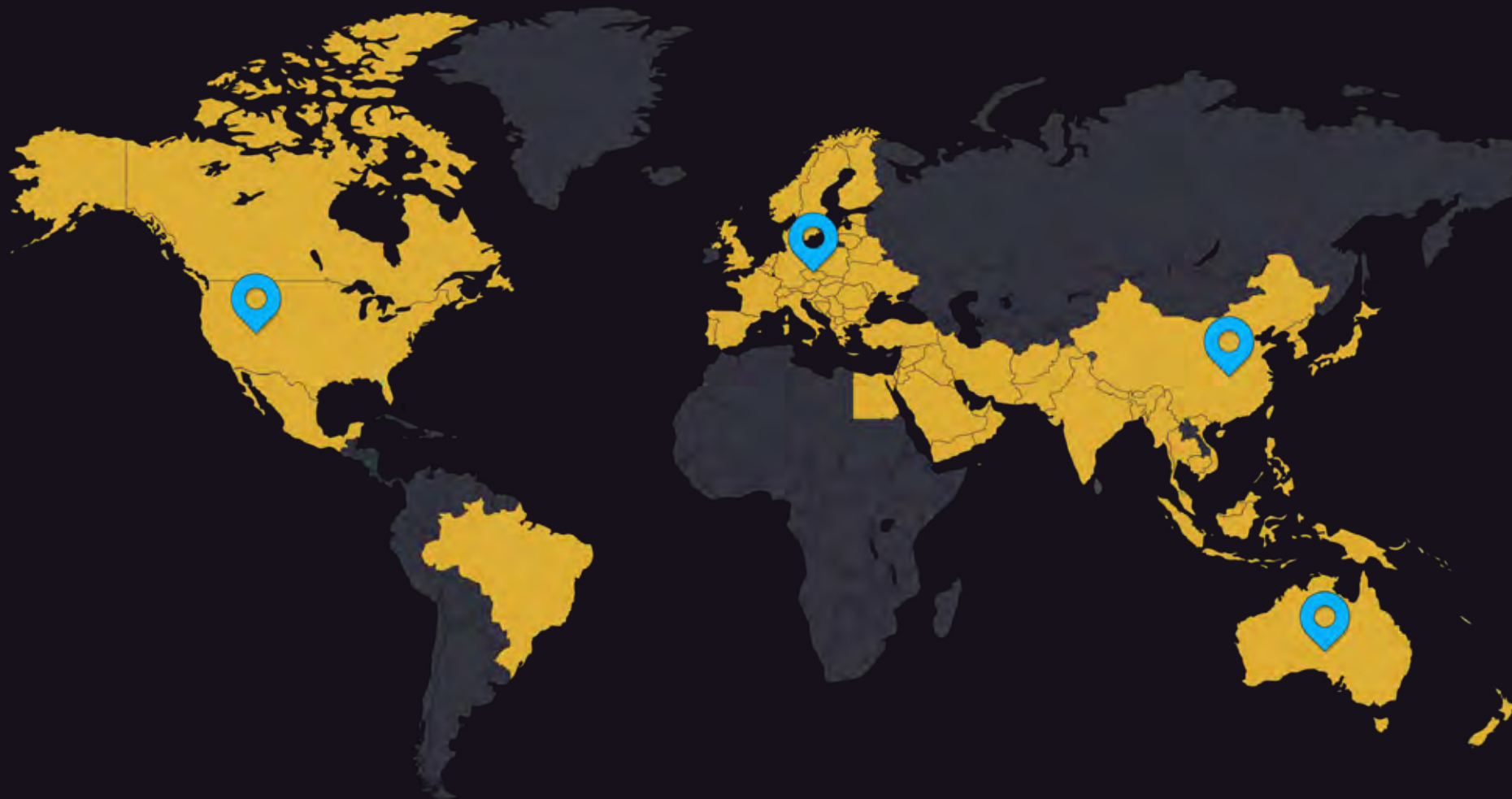
At Dematic's Střebro facility, the remaining legacy lead-acid (Pb) technology was eliminated in 2025, as the last four Pb-powered trucks were replaced with four lithium-ion powered AGVs. This shift reduced the energy lost while batteries are idle, improved charging efficiency, and delivered annual energy savings of 7,000 kWh, while also increasing labor efficiency.

### CHINA

In Jinan, high-performance insulation in manufacturing and office facilities regulates temperature efficiently to reduce HVAC demand. As a result, the site is expected to use 30% less energy annually than a conventional plant. This design-led approach has been recognized with a 1-Star Green Building certification under Chinese standards.

### AUSTRALIA

In 2025, Dematic Australia was reassessed by Steel Sustainability Australia (SSA) and awarded SSA Certification L2A, improving from the L2B (V1.2) level earned in 2024. This higher certification reflects Dematic's commitment to identifying more sustainable steel suppliers and earning customers purchasing steel components 17 points toward their Green Star ratings. SSA is a certification program that promotes the responsible manufacturing of steel and steel products across the Australian market.



## Waste and Water

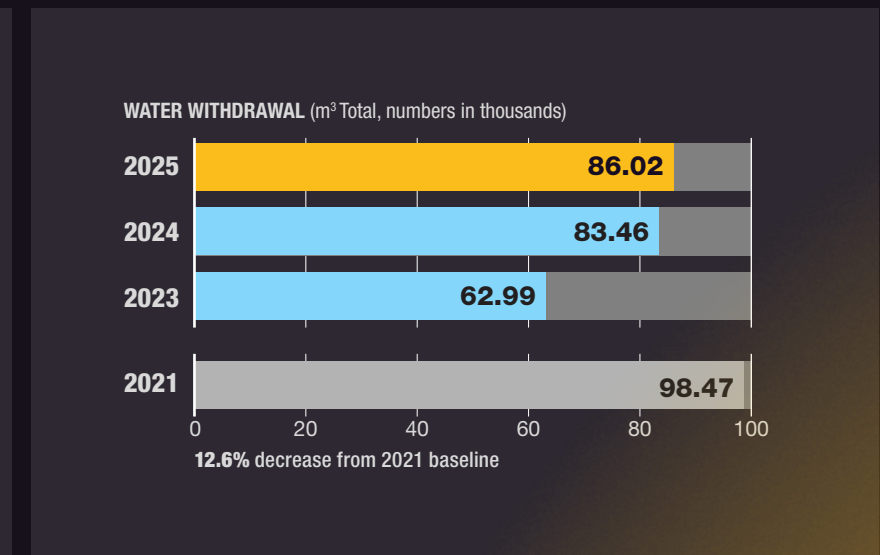
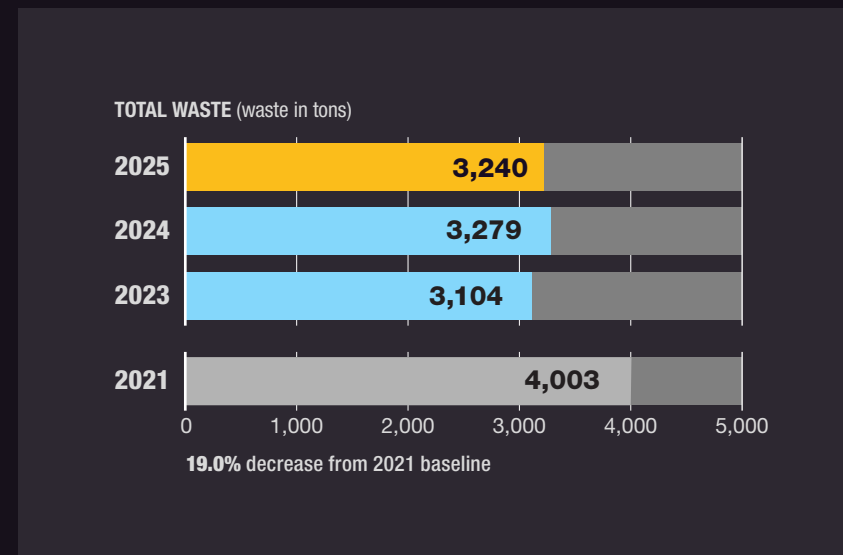
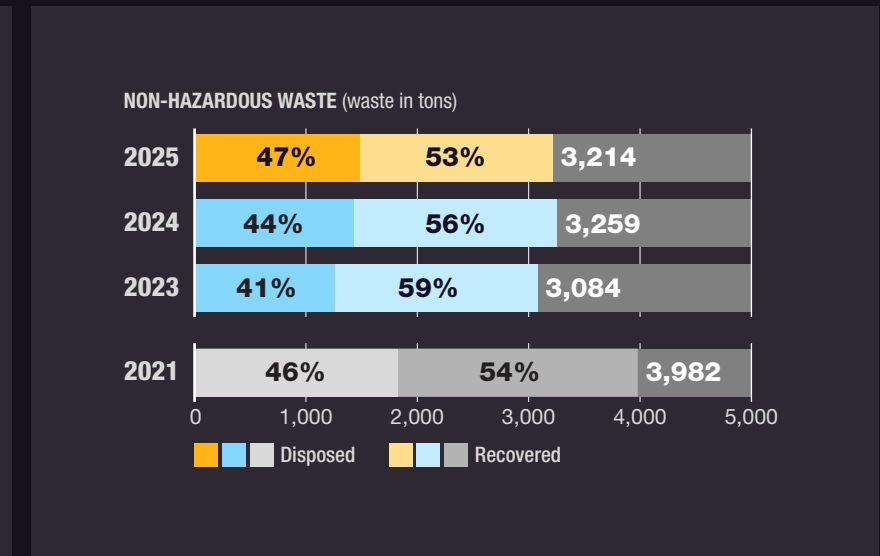
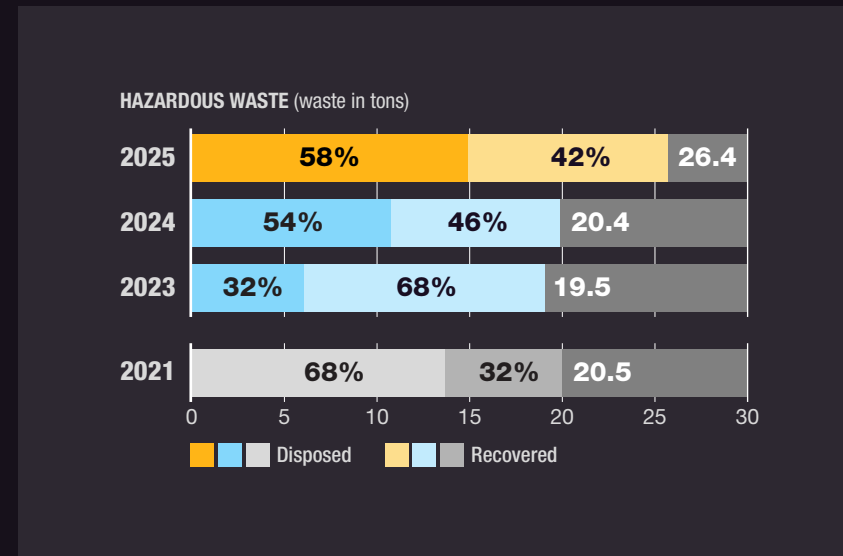
### EMPHASIZING RECYCLING, REUSE, AND CONSERVATION

While Dematic's operations are not water-intensive, we continuously assess our manufacturing processes to manage and reduce water consumption. Since 2021, Dematic has reduced total water withdrawals by 12.6%.

The recent year-over-year increase reflects an expanded reporting boundary, including the addition of new facilities. A manufacturing site in Jinan, China, which became operational in 2024, accounted for more than 90% of the increase.

As newly added sites are integrated, changes in reported water use may occur. We remain committed to responsible water stewardship and will continue to actively identify opportunities to further improve water efficiency over time.

Since 2021, Dematic has reduced total waste by 19%, reflecting sustained efforts to improve waste management across our operations. Despite continued growth — including the addition of new facilities in 2024 and the full relocation of our Dallas Distribution Center (DDC) in 2025 — we achieved an overall year-over-year reduction in waste from 2024 to 2025. Building on significant waste reductions at several supply chain hubs in 2023, we shared best practices across sites and continued targeted initiatives such as enhanced recycling and material reuse. These actions support our ongoing transition and our commitment to reducing waste as our operational footprint evolves.



## Regional Waste and Water Highlights

### UNITED STATES

In 2025, the DDC began recycling metal, diverting waste from the scrapping process and recovering 67.9 tons. The team also implemented a quality assurance program to improve order accuracy through structured audits, standardized error reporting, and a clear feedback system for picking and packing teams. The program achieved an average First Pass Yield (FPY) of 96.5%, improving accuracy and customer satisfaction. By preventing errors before shipment, the initiative also reduces returns, re-shipments, and transportation resulting from these activities, lowering packaging waste and fuel use.

### ITALY

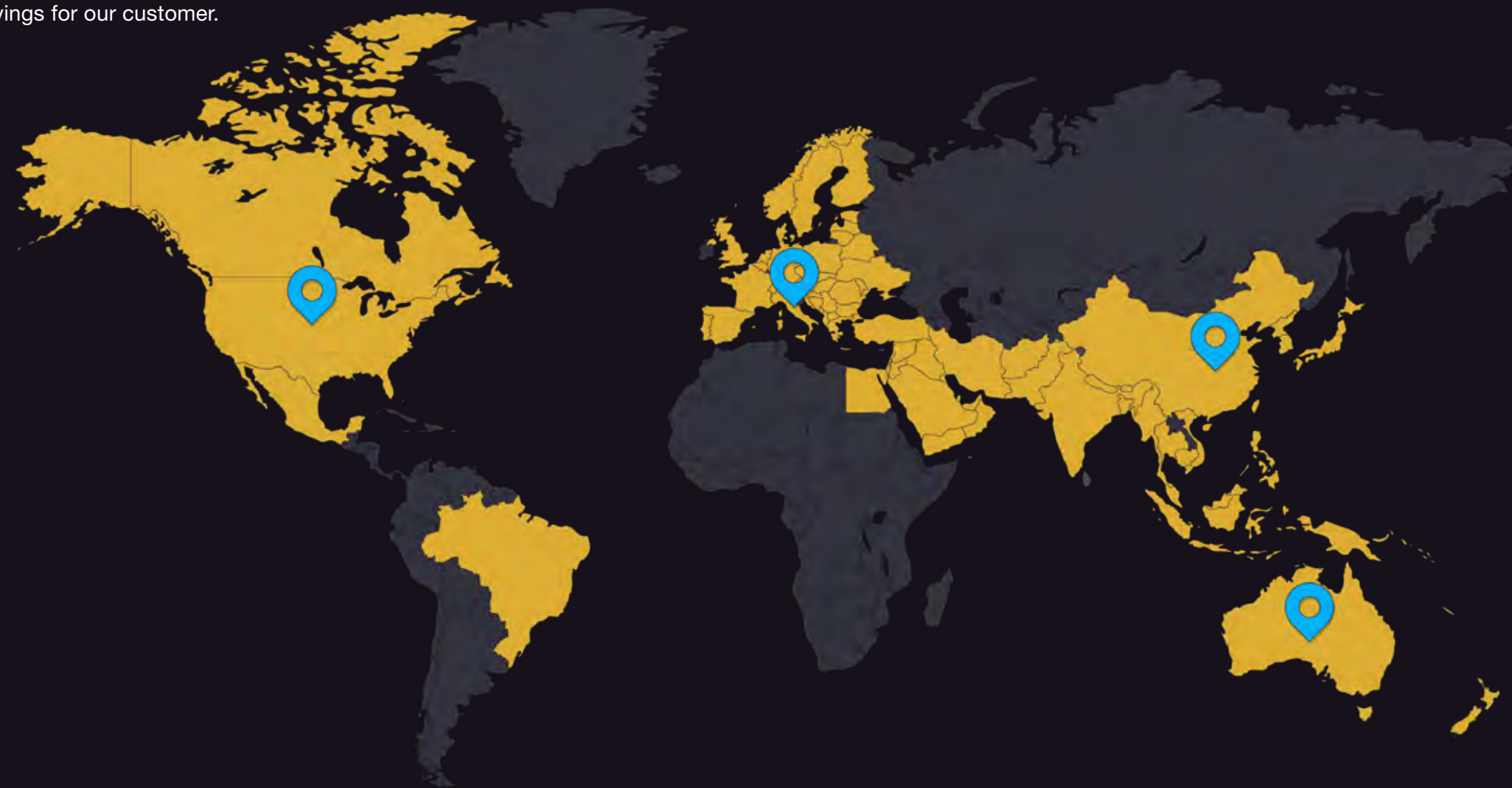
At a customer site in Italy, Dematic pouches used in overhead sortation were typically discarded once worn due to their mixed-material design. To reduce waste, Dematic partnered with suppliers to repair worn pouches during system maintenance rather than replace them. This approach extended product life, reduced material use and disposal, and delivered both sustainability gains and cost savings for our customer.

### CHINA

The Jinan factory collected approximately 1,200 tons of rainwater in on-site storage tanks and repurposed it for lawn irrigation, helping reduce municipal water usage and demonstrating a practical reuse of natural resources.

### AUSTRALIA

Dematic Australia upgraded its vertical paint line to a fully automated, enclosed electrostatic system — eliminating manual paint handling and the need for an extraction unit — improving air quality, safety, and productivity while reducing waste. This upgrade decreased paint usage by 35% from 2024 to 2025.



## ISO 14001 Certification

### MEASURING OUR ENVIRONMENTAL PERFORMANCE

As of December 2025, 100% of Dematic locations remain covered under ISO 14001 environmental management system certifications, reflecting our global commitment to continuous improvement. ISO 14001 requires recertification every three years and ongoing alignment with evolving standards. To support this commitment, Dematic uses a company-wide environmental management system, aligned with KION, to collect, track, and report sustainability data through key performance indicators.



## Supply Chain

### STRENGTHENING OUR SUPPLY CHAIN

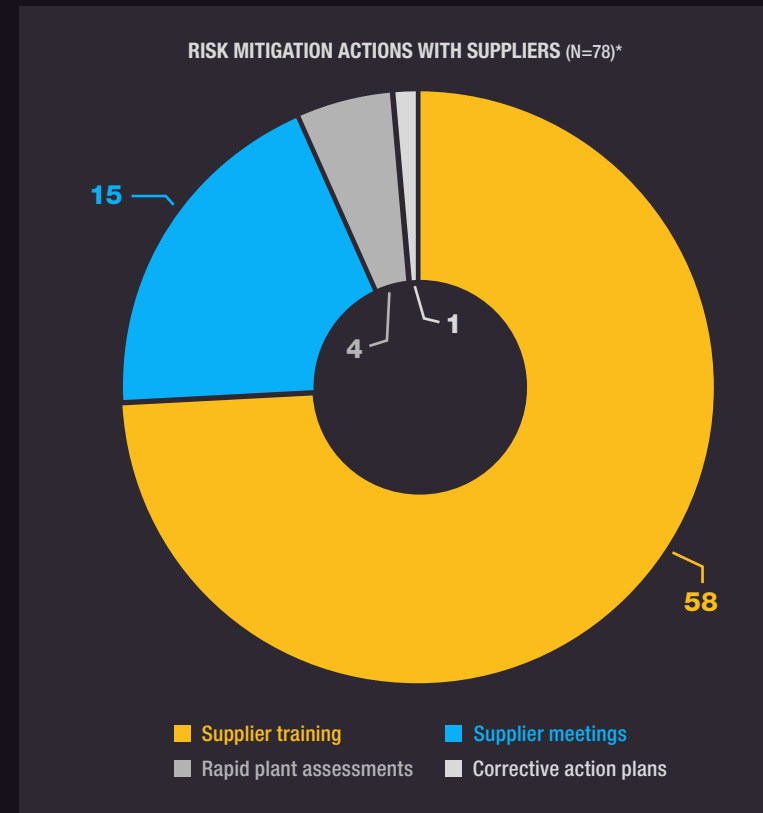
A strong, sustainable supply chain depends on understanding how partners, processes, and systems work together over time. Dematic takes a thoughtful approach to procurement and supplier relationships, working closely with customers and suppliers to build a collaborative, transparent ecosystem. This partnership-driven model helps strengthen resilience, support responsible practices, and ensure our supply chain adapts as expectations and technologies evolve.

Since 2023, ESG criteria have been embedded in Dematic's supplier selection through a three-level ESG Supplier Risk Management framework covering the assessment, analysis, and mitigation of human rights and environmental impacts. Suppliers are evaluated globally and individually, with risks prioritized and addressed through defined corrective action plans. Each supplier receives an annual ESG Risk Score (High, Medium, or Low), and in 2025, 98% of Dematic suppliers were screened through this process.

All new suppliers are required to complete the ESG Risk Management Process. On-site sustainability observations are conducted during Rapid Plant Assessment Process visits by internal quality auditors. For direct suppliers, completion of this on-site assessment — and fulfillment of the sustainability criteria evaluated — is a prerequisite for inclusion in Dematic's supplier portfolio.

KION set a new goal for Dematic in 2025 to increase spending with low ESG-risk Tier 1 direct Category A suppliers — those considered strategic due to their manufacturing importance, aiming to reduce supply chain risks and associated environmental and social impacts. The target was 40% of spend, with Dematic achieving 42.8%.

KION's commitment to the SBTi reinforces accountability across Dematic and its suppliers to reduce GHG emissions. Building on this, KION Procurement launched a supplier engagement initiative focused on collaboration, process alignment, and improved emissions transparency, initially targeting high-impact Tier 1 suppliers. Emissions considerations are now embedded across procurement processes — including category strategies, supplier scorecards, and award decisions — supported by dedicated questionnaires and a carbon accounting platform to increase transparency and collect primary emissions data from suppliers.



### CONFLICT MINERALS

Dematic continued to implement KION's Conflict Minerals Standard, reinforcing our commitment to responsible sourcing. We participated in annual supplier campaigns, managed by Assent, to engage the smelters across our supply chain. While KION, including Dematic, is not required to file annual Conflict Minerals reports and therefore does not, we maintain the capability to provide a Conflict Minerals Reporting Template upon request.

### SUPPLIER PERFORMANCE MANAGEMENT

Dematic established a Global Supplier Risk Management team in 2023 to identify and mitigate risks across business-critical suppliers worldwide. In 2024, the monitoring scope expanded to include operational, cyber, and selected sub-tier risks, alongside geographic, geopolitical, financial, and sustainability risks.

As of 2025, a structured risk management approach covers approximately 90% of critical suppliers, providing early-warning detection, risk-based escalation, and tracked mitigation actions. Proactive monitoring, supplier outreach, defined cyber and disaster-response protocols, embedded Recovery Time Objectives, and clear ownership with regular updates support early intervention, faster stabilization, and consistent customer communication during disruptions.

## Supplier Empowerment Program

### INCLUSIVE PROCUREMENT AT DEMATIC

Dematic's Inclusive Procurement Program builds an equitable, innovative, and resilient supply chain. We intentionally engage suppliers who may be overlooked in traditional sourcing models, recognizing inclusion as both a social responsibility and a strategic business driver.

By expanding access to economic opportunity, Inclusive Procurement strengthens resilience and fuels innovation across suppliers of all sizes, ownership types, and backgrounds. Our merit-based approach ensures all qualified suppliers — regardless of size, geography, or diversity classification — have equitable visibility and the opportunity to compete and grow within Dematic's ecosystem, supporting long-term sustainability and performance.

### KEY COMPONENTS OF INCLUSIVE PROCUREMENT

- **Capacity Building:** We provide resources, training, and tools to strengthen supplier readiness and support sustainable growth.
- **Equitable Opportunities for Engagement:** We create pathways for diverse and small suppliers to participate in sourcing events, pilots, contracts, and strategic initiatives.
- **Advocacy and Internal Alignment:** We connect suppliers with internal teams, increasing visibility for capable partners and addressing structural barriers to participation.
- **Measurement and Impact Tracking:** We track engagement and inclusion outcomes to drive accountability and continuous improvement.
- **Partnership and Co-Innovation:** We build collaborative relationships that strengthen supply chain resilience and encourage shared learning and innovation.

### 2025 HIGHLIGHTS & ACCOMPLISHMENTS

#### Program Expansion

- Expanded the Inclusive Procurement Program to the United Kingdom, establishing consistent global practices.
- Launched inclusive procurement training across Europe, strengthening regional capability and alignment.

#### Strategic Partnerships

- Partnered with WEConnect International to support global expansion and deepen engagement with women-owned suppliers.

#### Awards & Recognition

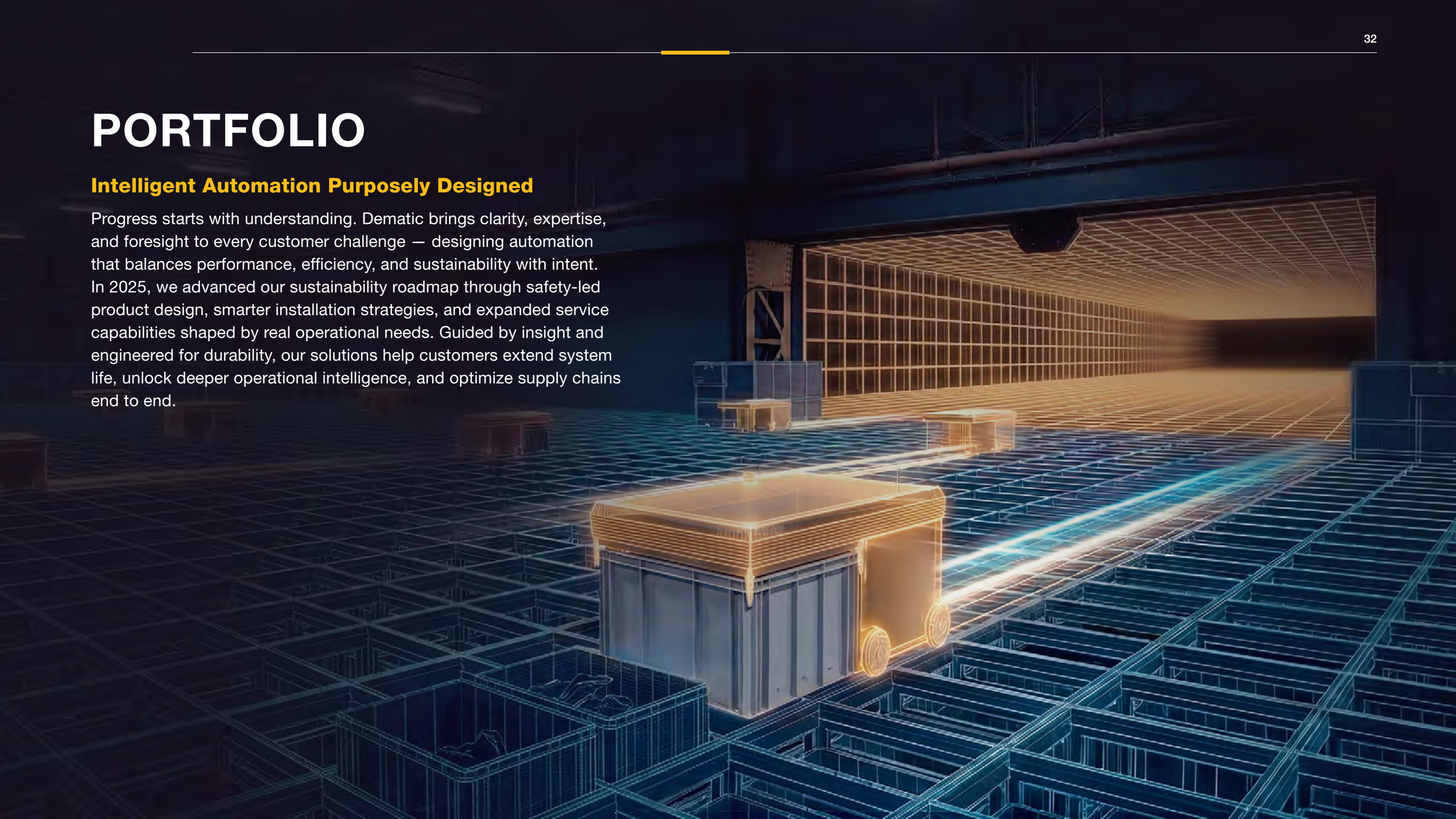
- Named a Top 10 Supplier Diversity Program by Military Friendly®.
- Received the 2025 Impact Sourcing Top Global Champion – Platinum Award from WEConnect International, recognizing leadership in global impact sourcing innovation.



# PORTFOLIO

## Intelligent Automation Purposely Designed

Progress starts with understanding. Dematic brings clarity, expertise, and foresight to every customer challenge — designing automation that balances performance, efficiency, and sustainability with intent. In 2025, we advanced our sustainability roadmap through safety-led product design, smarter installation strategies, and expanded service capabilities shaped by real operational needs. Guided by insight and engineered for durability, our solutions help customers extend system life, unlock deeper operational intelligence, and optimize supply chains end to end.



## Product Circularity

### ADVANCING CIRCULARITY THROUGH MEASURABLE IMPACT

Dematic continues to advance its assessment of 100% of our product portfolio against uniform, global standards for sustainability performance by 2027. Lifecycle Assessments (LCAs) remain an important component of this effort, providing consistent measurement of the environmental performance of our products and solutions. In 2025, we reinforced our solution-level approach — defining the product as the complete intralogistics system installed — to gain a more comprehensive understanding of environmental impact across the full lifecycle.

Building on this foundation, Dematic continues to integrate circular design principles into product development through a Cradle to Cradle® approach. These efforts support intentional material selection, improved recyclability, and enhanced lifecycle performance — while increasing transparency into the environmental impact of our solutions. Together, LCAs and circular design principles create a more consistent and data-driven basis for evaluating and improving sustainability performance across our portfolio.

Dematic also continued its [collaboration with VDMA](#), a German mechanical engineering industry association, through its international working group to advance Product Category Rules (PCRs) and standardized methodologies for calculating Product Carbon Footprints (PCFs) for intralogistics systems. This work is critical to improving the credibility, transparency, and comparability of sustainability data across the industry, helping customers make more informed decisions when evaluating solutions.



## Product Innovations

### INNOVATION THAT ANTICIPATES

Innovation at Dematic begins with understanding. By listening closely and working in partnership with customers and suppliers, we apply experience and insight to refine how our solutions perform in real operations. In 2025, this approach sparked product advances shaped by practical needs and long-term system performance. By focusing on what matters most in day-to-day operations, we help customers adapt with confidence and continue to evolve their automation over time.



## Applying Circular Design Principles in Product Development

### DEMATIC MULTISHUTTLE 2

The Dematic Multishuttle 2 became the industry's first shuttle-based Automated Storage and Retrieval System (AS/RS) to achieve Cradle to Cradle Certified status. The Bronze level certification from the Cradle to Cradle Products Innovation Institute marked an important milestone in applying circular design principles to one of our most advanced automation solutions, making it a natural focus for furthering more sustainable product design.

Cradle to Cradle Certified is a globally recognized, science-based framework that evaluates products across multiple dimensions, including material health, circularity, climate impact, water stewardship, and social responsibility. Rather than focusing on a single attribute, the certification takes a holistic view of a product's lifecycle, encouraging safer materials and circular product design. The certification applies to the Dematic Multishuttle 2 manufactured in Stříbro, where the assessment was conducted in alignment with the Cradle to Cradle Certified standard.

The pilot project was a significant undertaking given the complexity of the Dematic Multishuttle 2, which includes hundreds of components and a broad supplier network. Through close collaboration with suppliers and detailed material analysis, we validated strong performance in areas such as material health and recyclability, with approximately 85% of the system designed for material recycling.

This milestone represents a strong foundation for continued progress. Insights gained through this pilot project will inform future product development, including improvements in material selection, component design, and overall sustainability. As customer expectations and regulatory requirements evolve, initiatives like this empower Dematic solutions to perform at scale and support more sustainable operations across the supply chain.

### DUAL DIAMETER ROLLER (DDR)

Customers face increasing pressure to manage workplace noise levels to meet Occupational Health and Safety Administration (OSHA) requirements and improve employee comfort. To address this, Dematic launched a new DDR in 2025 designed to retrofit easily into any existing conveyor frame while significantly reducing noise generated during tote conveyance. The design uses sealed precision bearings for quiet operation at all speeds, delivering noise reductions of approximately 3 dBA — effectively cutting sound energy in half. In addition to improving workplace conditions, the smoother tote flow reduces vibration, supporting operational efficiency.

Dematic also explored opportunities to reduce environmental impact through material recycling. In 2025, teams launched a proof of concept across three US customer sites to recycle removed rollers rather than sending them to landfill. The initiative successfully diverted approximately 60,000 tons of steel for recycling, demonstrating how targeted recycling efforts can reduce waste and support circular economy goals.



## Software

### LEADING THE MIGRATION TO OPERATIONAL INTELLIGENCE

Software is essential to intelligent automation — connecting and orchestrating every layer of operations, from equipment to people and processes. It turns data into direction and helps customers respond faster as conditions change.

Our software design is guided by four pillars:

- Business process integration that connects each stage of distribution for smoother operations
- Dynamic flow that adapts in real time to maximize throughput
- Intuitive user experience that simplifies tasks and boosts workforce productivity
- Scalability that evolves alongside customer growth and business needs

[Dematic Command Center](#) is a vendor-agnostic, centralized platform that brings operational data together — helping customers see how systems interact, anticipate performance risks, and act before disruption occurs. Commercialized in 2025, Command Center provides real-time awareness of current operations alongside historical performance analysis, proactive alerting, and dynamic visualization of material and process flows. These capabilities help teams identify bottlenecks, protect system availability, optimize resources and workflows, and maintain throughput — supporting more efficient and resilient warehouse operations.

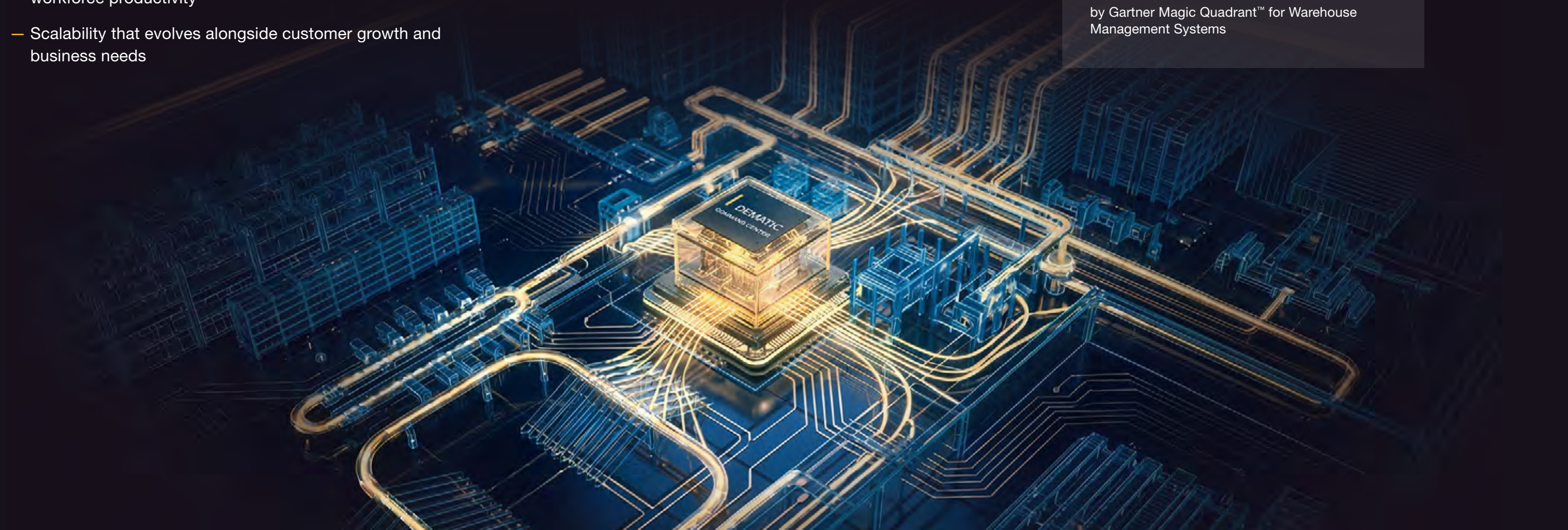
We're proud that our software strategy was recognized with a Niche Player designation in the [Gartner® Magic Quadrant™ for Warehouse Management Systems](#) in 2025 for the second consecutive year.



Dematic designated

# Niche Player

by Gartner Magic Quadrant™ for Warehouse Management Systems



## Product Safety

### ENSURING SAFER WORKSPACES

At Dematic, product safety is embedded into how we think, design, and deliver solutions. We take a proactive lifecycle-based approach — identifying, testing, and mitigating potential risks from early design through deployment — to help create safer work environments. Our solutions are engineered to meet or exceed the world's most stringent safety requirements.

This commitment is reinforced through compliance with international certifications and standards, including CE marking, UL certification, and Australia's C-Tick/RCM, alongside robust internal safety protocols applied across every solution. Dematic experts also actively participate in global regulatory bodies, helping shape the evolution of safety standards.

In 2025, Dematic launched an Autonomous Mobile Robot (AMR) safety integration framework based on ISO standards and supported by a comprehensive safety management system. In response to a lack of established industry standards for AMR deployment in logistics environments, we've developed proprietary safety guidelines that include in-depth hazard analyses, ergonomic reviews, and simulation-based assessments. Together, these measures provide a consistent, risk-aware approach to deploying AMRs in real-world environments with a structured pathway to safe, effective automation.

As we continue to advance customer safety and performance, Dematic is proactively preparing for compliance with the 2027 EU Machinery Regulation, which introduces new expectations for intelligent and interconnected systems. Our teams are aligning current safety practices and development standards with the forthcoming regulation to ensure our solutions remain fully compliant as requirements evolve.

### Safety Organizations in Which Dematic Team Members Actively Participate:

- **ANSI/ASME B20.1**  
Safety Standard for Conveyors and Related Equipment
- **ANSI/ASME B30.13**  
Safety Standard for Storage/Retrieval (S/R) Machines and Associated Equipment
- **EN 619**  
Safety and EMC Requirements for Equipment for Mechanical Handling of Unit Loads
- **EN 528**  
Rail Dependent Storage and Retrieval Equipment – Safety Requirements
- **ISO 3694-1**  
Safety Requirements and Verification for Driverless Industrial Trucks and Their Systems
- **ISO 10218-1**  
Robots For Industrial Environments – Safety Requirements  
Conveyor Equipment Manufacturers Association (**CEMA**)  
Safety Committee
- **ISO 23979:202X(X) ISO TC 101/WG 2**  
Worldwide Continuous Mechanical Handling Equipment  
Safety Standards for Unit Load

## Lifecycle Solutions & Services

### SOLUTIONS THAT PERFORM. SERVICE THAT ENDURES.

Dematic supports customer success across the full system lifecycle, acting as a long-term partner that understands where constraints emerge and how systems must evolve as operations grow. Our Lifecycle Solutions & Services combine modular technology, adaptable software, and proactive support to extend system life, reduce waste, and sustain performance over time. Working as an extension of customer teams, we help keep facilities resilient and people safe.

This long-term approach is reflected in the durability of our customer relationships worldwide. Dematic has partnered with hundreds of customer sites for over 30 years, with our longest-standing relationship dating back to 1955. As we expand into new markets, we continue to uphold this commitment — supporting reliable, high-performing systems that deliver value for decades.



## Regional Services Highlights

### UNITED STATES

Dematic Enhanced Remote Support connects on-site technicians with Dematic experts in real time using augmented reality. Using hands-free headsets, tablets, or smartphones, technicians stream a first-person view of equipment issues so remote specialists can guide troubleshooting to speed resolution and reduce downtime.

Enhanced Remote Support strengthens on-site teams by improving collaboration, supporting safer hands-free work, and transferring expert know-how in the moment — helping technicians build skills and confidence while keeping operations running.

### ITALY

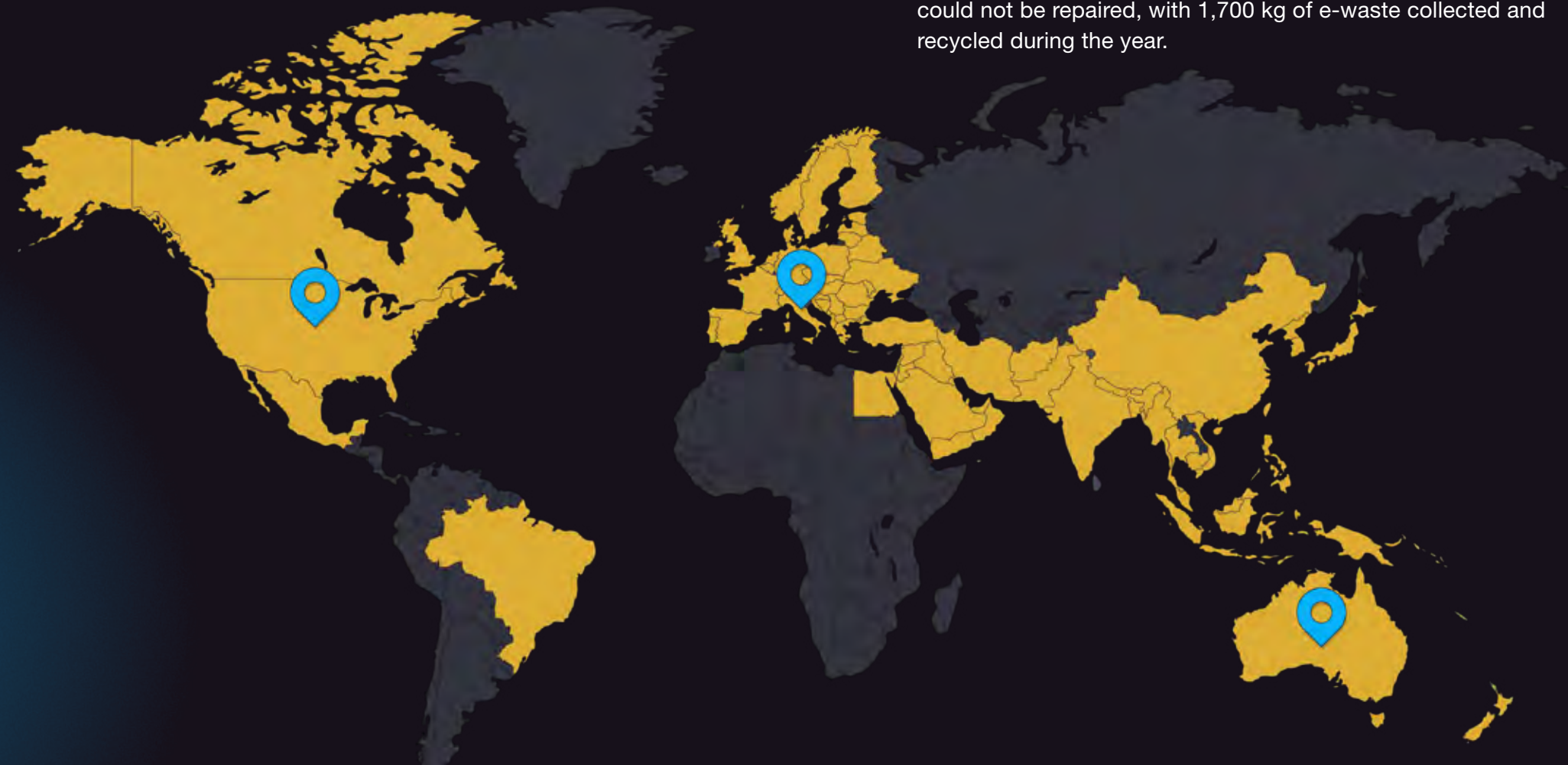
In response to high idle-hour energy consumption identified by a customer, Dematic launched a pilot sustainability project for the global luxury brand in 2025. Our team analyzed energy-use patterns and pinpointed avoidable consumption during non-operational hours.

The solution involved programming Dematic-installed solutions to automatically shut down when warehouse operations were inactive for an extended period. This targeted change is projected to deliver immediate return on investment, with estimated annual energy savings of 288 MWh.

### AUSTRALIA

Our Australia and New Zealand team operates a dedicated repair center supporting customers across the product-use and end-of-life phases. The center services more than 40,500 devices of Dematic and third-party equipment and achieved a completion rate exceeding 98.4% in 2025, helping customers sustain reliable, high-performing operations.

In 2025, the team repaired approximately 10,500 units, extending product life by three to six years, and reducing e-waste sent to landfill. To further support circularity, our e-waste program ensured responsible recycling of equipment that reached end of life or could not be repaired, with 1,700 kg of e-waste collected and recycled during the year.



## Disclaimer

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## THE MIND BEHIND THE MACHINE

### Sustainability at Dematic

Published June 2026