

ESG ROADSHOW PRESENTATION

GEA Group AG

May 2024

GEA Group – a strong company

**FY
2023**

Employees



18,773

full-time equivalents

Revenue



5,373

EUR million

EBITDA
before restructuring
expenses



774

EUR million

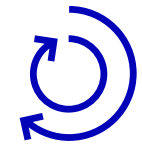
EBITDA
before restructuring
expenses



14.4

percentage of
revenue

Order intake



5,469

EUR million

Leading technologies and positions in attractive Food, Beverages and Pharma markets

Food



Every third chicken nugget is produced using GEA technology

Food



Approx. every third process line for instant coffee was installed by GEA

Dairy Farming and Processing



Roughly one quarter of processed milk comes from GEA production systems

Beverages



Approx. every second liter of beer is brewed with the aid of systems and process solutions from GEA

Pharma & healthcare



Roughly every fourth liter of human blood for making plasma-derived products is processed using GEA equipment

Chemical



More than one third of all polymer producers are using GEA drying technology

Environment



Approx. two million tons of pollutants are averted annually thanks to GEA drying technology

Refrigeration and Heating



Each industry we serve utilizes industrial refrigeration technology from GEA

Marine



Roughly every second container ship in the world sails with GEA marine equipment on board

We have a clear plan for the future

MISSION 26 

Purpose

Engineering for a better world.

Vision

We safeguard future generations by providing sustainable solutions for the nutrition and pharmaceutical industries.

Ambitious financial targets 

organic sales CAGR¹

4-6%

EBITDA margin² **> 15%**

ROCE^{2,3} **> 30%** 

Sustainability



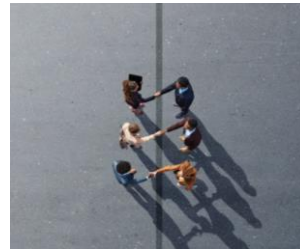
Innovation & Digitalization



New Food



Sales Excellence



EXCELLENCE

Service Excellence



Operational Excellence



Acquisitions



¹ Currency and portfolio adjusted

² Before restructuring expenses; based on constant exchange rates

³ Capital employed excluding EUR ~800m goodwill from the acquisition of the former GEA AG by former Metallgesellschaft AG in 1999 (average of the last 4 quarters)

Our pathway to ESG leadership

Announced in 2021, upgraded in 2023

Engineering for a better world.

NET ZERO by 2040

Sustainable Solutions

- Reduce greenhouse gas emissions scope 3 by 27.5% by 2030
- 100% of solutions will be offered with zero freshwater-use by 2030
- 100% of packaging-related solutions use sustainable packaging materials by 2030
- 100% of service parts and machinery packaging material to fulfill one of the five R's of circular economy (Reduce; Re-use; Repair; Remanufacture; Recycle) by 2026



Responsible Operations

- Reduce greenhouse gas emissions scope 1 & 2 by 60% by 2026 and 80% by 2030
- 50% of total energy demand is covered by certified energy management system by 2026
- All sites in water-stressed areas that implemented a water strategy by 2026
- Waste recovery rate at production sites of >98% by 2026
- 100% of preferred suppliers fulfill GEA's sustainability criteria by 2026 and 100% of A suppliers by 2030
- 100,000 people reached through skill-based volunteering in 2026
- Donation of 1% of net profit per year



Employer of Choice

- 80% favorable rating on the question: "Would you recommend GEA as a good place to work?" in internal employee engagement survey by 2026
- 21% female representation in management levels L1 – L3 by 2026
- 80% of open positions filled by own talent across management levels L1 – L7 by 2026
- Building a diverse talent pool to further strengthen diversity on all management levels by 2026



Our climate targets at a glance



Previous targets, set in 2021, were the reduction of scope 1 & 2 emissions by 60% and of scope 3 emissions by 18% until 2030.

98.4% shareholder approval for our Climate Transition Plan 2040



ANNUAL GENERAL MEETING 2024

GEA first company in
the DAX index family
with Say on Climate vote



Say on Climate: We gave our **shareholders** a **say** on our climate protection activities



We presented our **Climate Transition Plan 2040** to our shareholders at the **Annual General Meeting** on April 30, 2024



Our **shareholders approved** this plan by an overwhelming **98.4%**

How we reach our Net Zero target

Scope 1 & 2: Decarbonizing our sites worldwide



Total investments of EUR

~**175** million
planned to decarbonize our sites by 2040



¹Remaining vehicle fleet (functional vehicles) by 2040, possibly earlier if taking into account technical developments in the automotive industry.

²This includes both owned renewable energy plants and those financed by GEA, such as photovoltaic or wind power plants.

How we reach our Net Zero target

Scope 3: Important levers

SCOPE 3



Scope 3: General challenge for mechanical engineering sector



Our customers' production processes tend to be **very energy-intensive**



Long **lifetime** of machinery leads to high emissions in product use phase



Roll-out
Add Better products



Implementation of
Add Better Consulting



Electrification of
our products



Product innovation
around climate
protection



Digital services



Sustainability
requirements for
suppliers

Our top management fully committed to ESG targets



Since 2022

Reduction of scope 1 & 2 emissions included in long-term variable remuneration (LTI) of Executive Board

Since 2023

Reduction of scope 1, 2 & 3 emissions included in variable remuneration of the Global Executive Committee¹

From 2024

Reduction of scope 3 emissions included in the Executive Board's LTI

GEA's top leadership team² incentivized on sales of Add Better product portfolio

¹The Global Executive Committee (GEC) is the management body comprising the Division CEOs, Regional CEOs, Chief Sustainability Officer and the Chief Human Resources Officer, alongside the members of the Executive Board | ²Comprises around 150 top managers

SUSTAINABLE SOLUTIONS



Add Better environmental label for resource-efficient solutions



Highlights GEA solutions that are **significantly better** than their predecessor product



Shows **savings** of the resources such as energy, water, waste



Independent validation by **TÜV Rheinland**



In accordance with **ISO 14021**

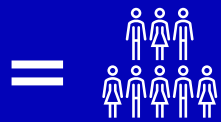


How do our products contribute to a better world?

Add Better portfolio and Scope 4 products¹ as enablers for energy transition and water savings

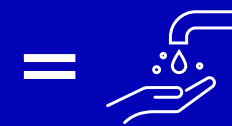
In 2023, GEA sold Add Better and Scope 4 products¹ that will save over their life cycle²

5 million tons of CO₂ emissions



**Annual emissions of
> 600,000 people³,
population size of Düsseldorf**

And 16.4 million m³ of water



**Annual water
consumption of
360,000 people⁴**

¹ Scope 4 products are disruptive solutions as they avoid CO₂ emissions or water usage by substituting another technology with the same function, but with lower carbon or water intensity.

² To measure the contribution of GHG reduction, GEA relies on the concept of avoided emissions. | ³ Annual per capita emissions of 8t in 2022 for people living in Germany (Ourworldindata.org)

⁴ Water consumption per capita per day in Germany in 2022 was 125 liters (Statista.com)

How do our products contribute to a better world?

Example: GEA OptiPartner offering fully automated process control through AI

Optimum performance for spray drying:
Process control solution improving productivity and reducing energy consumption by up to 14%



Saves up to 1,600 tons CO₂ p.a.
= Annual emissions of ~200 people¹



¹ Annual per capita emissions of 8t in 2022 for people living in Germany (Ourworldindata.org)

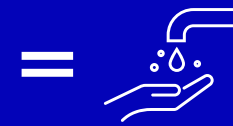
How do our products contribute to a better world?

Example: GEA ECOSpin2 Zero reducing water consumption by 91%

**Sterilization when filling
PET bottles:**
ECOSpin technology **reduces
water consumption by
up to 91%**¹ and enables shorter
rinsing times



**Saves up to 97,500 m³
of water p.a.**



**Annual water
consumption of
2,100 people²**

¹When retrofitting the installed base, water saving of up to 83% can be achieved. | ²Water consumption per capita per day in Germany in 2022 was 125 liters (Statista.com)

How do our products contribute to a better world?

Example: Carbon Capture enabling CO₂ separation from flue gases

Combining state-of-the-art amine solvents with our scrubbing technologies to support decarbonization in heavy emitting industries (e.g. cement)

Captured CO₂ can be stored (CCS) or used (CCU) for industrial processes



How do our products contribute to a better world?

Example scope 4 products: Disruptive solutions helping customers to reach their climate goals

From waste water to district heating:

Ammonia heat pumps turning waste heat from wastewater of a sewage treatment plant into heating for residential buildings

Project with E.ON in Malmö, Sweden

These four ammonia heat pumps save ~50,000 tons of CO₂ p.a.

= Annual emissions of ~6,250 people¹ 

¹ Annual per capita emissions of 8t in 2022 for people living in Germany (Ourworldindata.org)

How do our products contribute to a better world?

Example: Technology for New Food – feeding more people with fewer resources

Full-range technology provider

Targeting >EUR 400m in order intake by 2026

Enabling the transformation of applied science into large-scale industrial applications



RESPONSIBLE OPERATIONS





GEA sustainability criteria for suppliers

Extended to GEA's A-suppliers¹, who have to meet the criteria by 2030

Suppliers must accept our Code of Conduct for Suppliers and Subcontractors.

Suppliers must undergo a sustainability assessment performed by EcoVadis each year and to share the results with us.

GEA's
sustainability
criteria

Suppliers must set a science-based target for reducing greenhouse gas emissions for 2030 (mid-term target)

Suppliers must provide us with their greenhouse gas emissions data enabling us to perform lifecycle analyses

¹~80% annual purchasing volume



Example:
GEA's first solar
park in Hachen

Already sourcing 100%
green electricity since
2022

Becoming energy self-
sufficient

Solar park covering up to
18% of GEA's electricity
capacities in Germany

By 2030, self-generated
electricity shall cover 25%
of GEA's demand

Community Engagement

Donation:

- Donate one percent of the company's net profit each year

Largest donations made in FY 2023:

BILD hilft e.V. „ein Herz für Kinder“	EUR 250,000
Viva con Agua	EUR 300,000
Support for earthquake victims in Turkey and Syria	EUR 109,800

Skill-based volunteering:

- Share industry und function-specific knowledge with 100,000 people via voluntary work by 2026
- Since 2023, all GEA employees can use one paid day for voluntary work each year



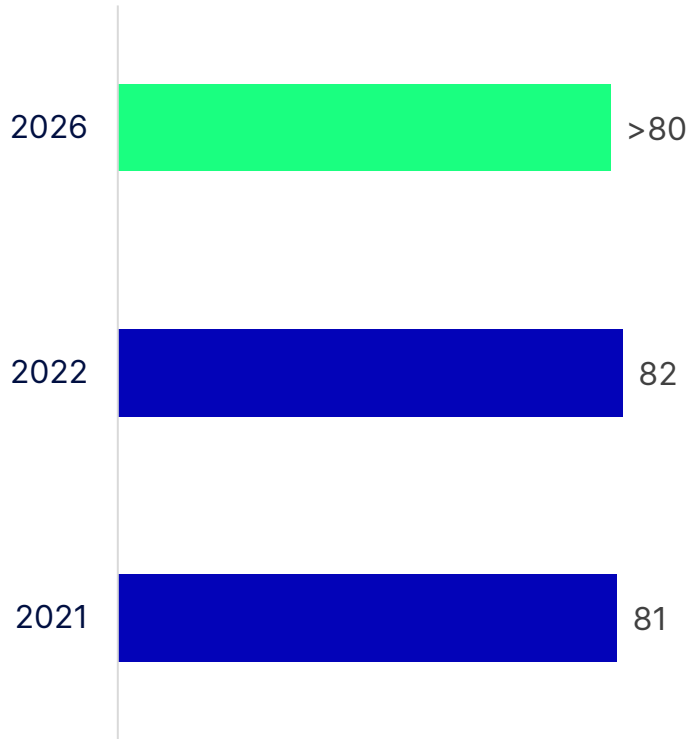
EMPLOYER OF CHOICE



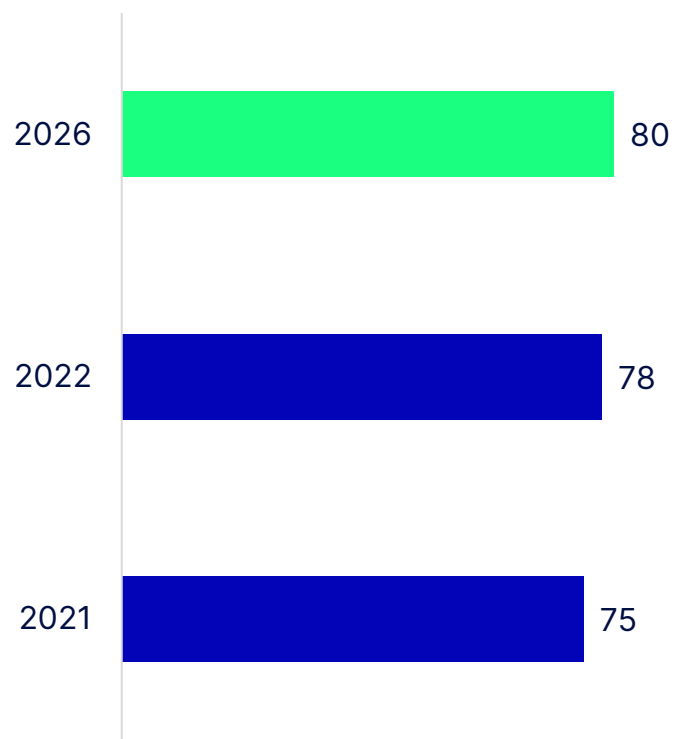
Employee engagement survey

How our employees are evaluating GEA

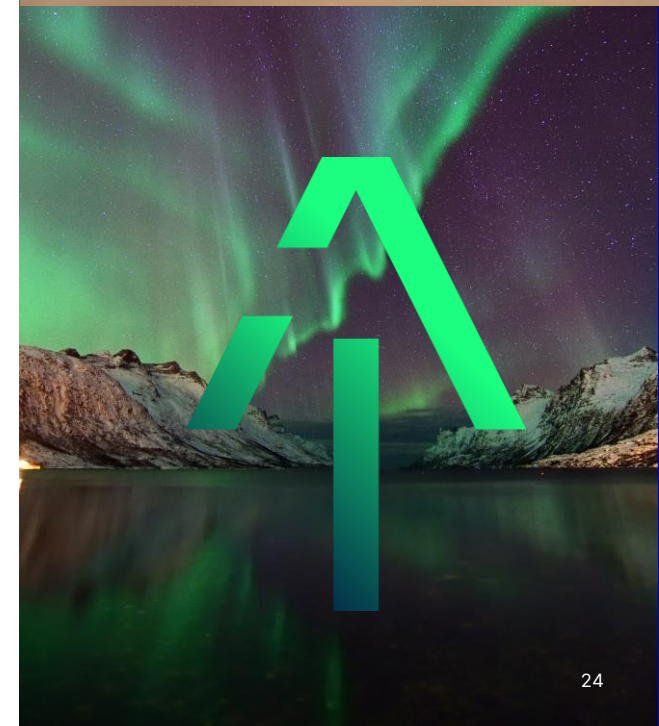
Participation rate in % of total FTE



Would you recommend GEA as a good place to work in % of respondents



Mission 26 target



Diversity and inclusion concept



107 nations working at GEA

- >18,000 employees in 55 countries
- Cultural Coffee
- Member of the diversity network Rhine-Ruhr



Production with disabled people

- Cooperation with organizations that offer disabled people employment
- Trainee project enabling people with disabilities and GEA apprentices to learn from each other
- Group inclusion agreement to ensure integration of disabled people



Fostering female managers

- 21% female representation in management levels L1 – L3 by 2026 (2023: 21%)
- Lean In
- Female mentorship program
- Signatory to UN Women's Empowerment Principles



Building a diverse talent pool

- 80% of open positions filled by own talent across management levels L1 – L7 by 2026 (2023: 66%)
- Perform & Grow
- High Potential Pools & Talent Pipeline

ESG Rating Highlights

ISS:
Prime Status¹



In September 2022, GEAs 'Prime Status' (leadership in its industry index group) was confirmed.

German Sust. Award:
Finalist

2023: Finalist for the
German Sustainability Award

MSCI:
„AAA“-Rating²



In January 2024, GEA's 'AAA' rating in the MSCI ESG Ratings Assessment has been confirmed.

Sustainalytics:
Low Risk³



In January 2024, GEA received an ESG Risk Rating of 14.2 and was assessed by Sustainalytics to be at **Low Risk** of experiencing material financial impacts from ESG factors.

CDP:
Climate A List



GEA holds two CDP leadership rankings: an 'A' for tackling climate change and an 'A-' for acting to protect water security.

DJSI Europe & World:
Member



Powered by the S&P Global CSA

Following the December 2023 annual index review, GEA **remained in the DJSI Europe and became a constituent of the DJSI World.**

EcoVadis:
„Gold“-Rating



GEA ranks among the top three percent of all companies ranked by EcoVadis worldwide.

Sustainalytics:
Top Rated



In 2024, GEA was recognized by Sustainalytics as an **ESG Industry Top Rated company.**

¹ In September 2022, GEA's "Prime Status" (leading in the industry index group) was confirmed in the ISS ESG Corporate Rating. ² In 2024, GEA's "AAA" rating has been confirmed (on a scale of AAA-CCC) in the MSCI ESG Ratings. Disclaimer Statement: The use by GEA of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of GEA by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI. ³ Copyright ©2024 Morningstar Sustainalytics. All rights reserved. This section contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data are proprietary of Sustainalytics and/or its third party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

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for a better
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