

# ESG ROADSHOW PRESENTATION

GEA Group AG

August 2023

# GEA Group – a strong company

**FY  
2022**

Employees



**18,236**

full-time equivalents

Revenue



**5,165**

EUR million

EBITDA  
before restructuring  
expenses



**712**

EUR million

EBITDA  
before restructuring  
expenses



**13.8**

percentage of  
revenue

Order intake



**5,679**

EUR million



# Five divisions...

Separation & Flow Technologies



Liquid & Powder Technologies



Food & Healthcare Technologies



Farm Technologies

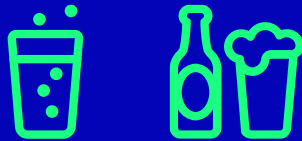


Heating & Refrigeration Technologies

# ... operating in attractive markets



Food



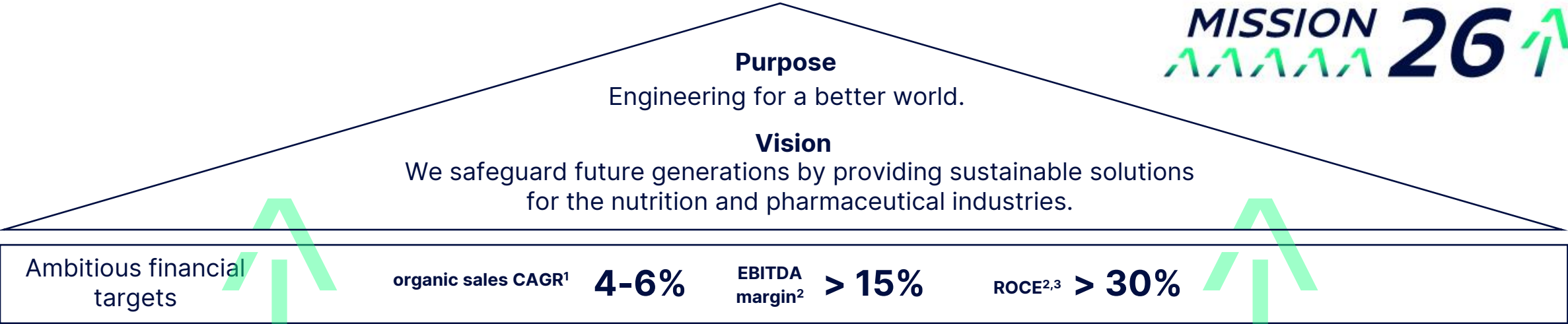
Beverage



Pharma

>75%  
of revenue

# We have a clear plan for the future



Sustainability

Innovation & Digitalization

New Food

Sales Excellence

EXCELLENCE

Service Excellence

Operational Excellence

Acquisitions

<sup>1</sup> Currency and portfolio adjusted  
<sup>2</sup> Before restructuring expenses; based on constant exchange rates  
<sup>3</sup> 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)



# Sustainability: Crucial for GEA's transformation

Holistic  
understanding (ESG)

Various technologies  
and products

Ambitious targets  
→ e.g. climate

**2040:**  
GEA Net zero  
(scopes 1, 2 & 3)

SBTi-  
validated

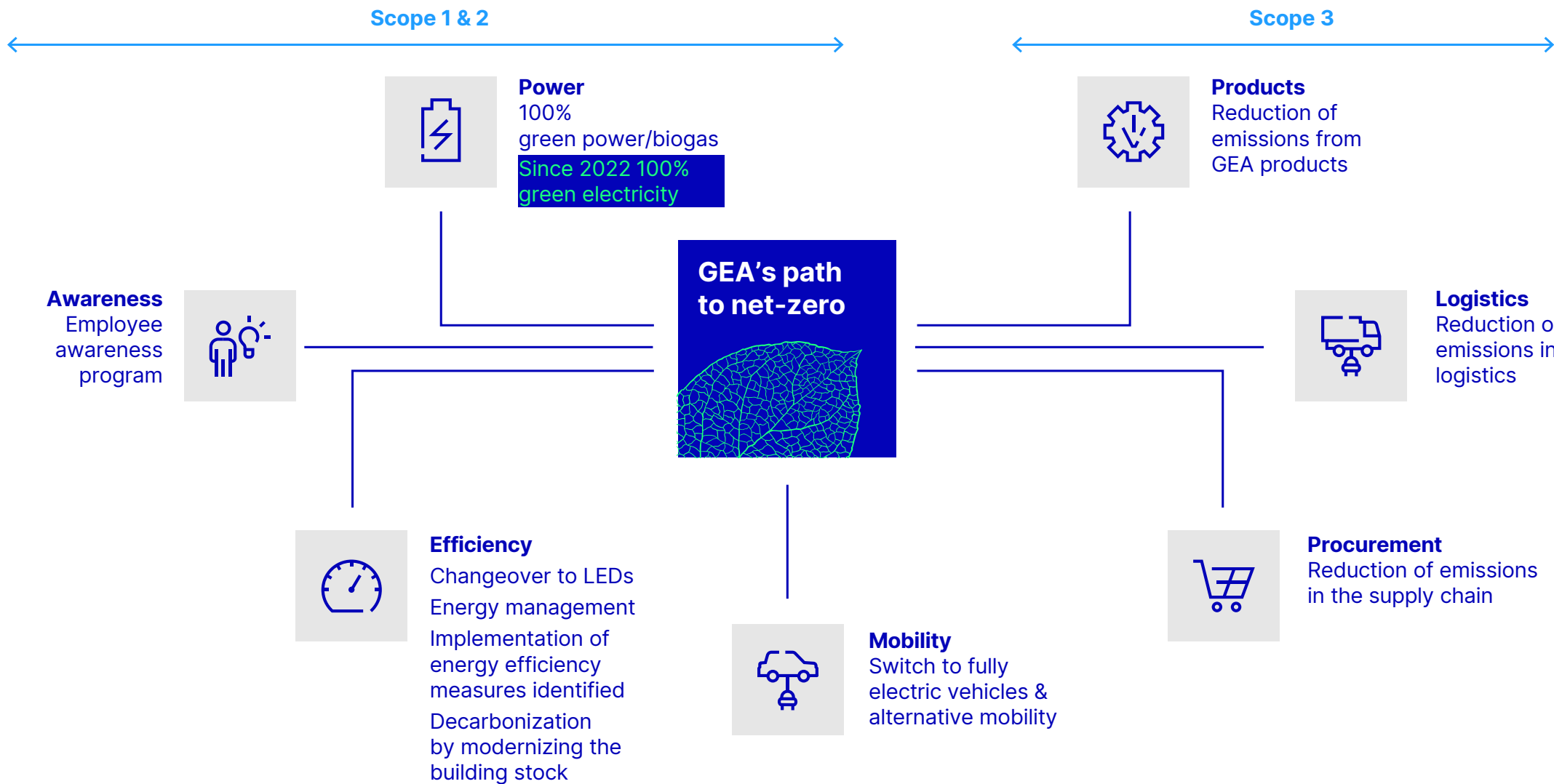


**2030:**  
Significant reductions  
→ scopes 1 & 2: -60%  
→ scope 3: -18%

**Since 2021:**  
Carbon-neutral  
operations (scopes 1 & 2)<sup>1</sup>

<sup>1</sup> Due to offsetting through certified climate protection projects

# Focus on seven areas of action



# Our pathway to ESG leadership

Engineering for a better world.

NET ZERO by 2040

## Sustainable Solutions

- Reduce greenhouse gas emissions scope 3 by 18% 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 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
- >95% of waste recovery rate at production sites by 2026
- 100% of preferred suppliers fulfill GEA's sustainability criteria by 2026
- 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 top management fully committed to ESG targets



Since 2019 employee satisfaction is a modifying criteria in the annual bonus (STI) of the Executive Board

Since 2022, scope 1 and 2 greenhouse gas emission reduction are part of the long-term variable remuneration component (LTI) of our Executive Board

In 2023, GEA included the reduction of Scope 3 emissions in the variable remuneration of the Global Executive Committee, underlining our commitment to our Net Zero target by 2040



# SUSTAINABLE SOLUTIONS



# Add Better ecolabel for resource-efficient products



Promotes GEA solutions that are **significantly more resource-efficient** than their predecessors



**Savings** of the following resources:  
Energy, water, waste



According to  
**ISO 14021**

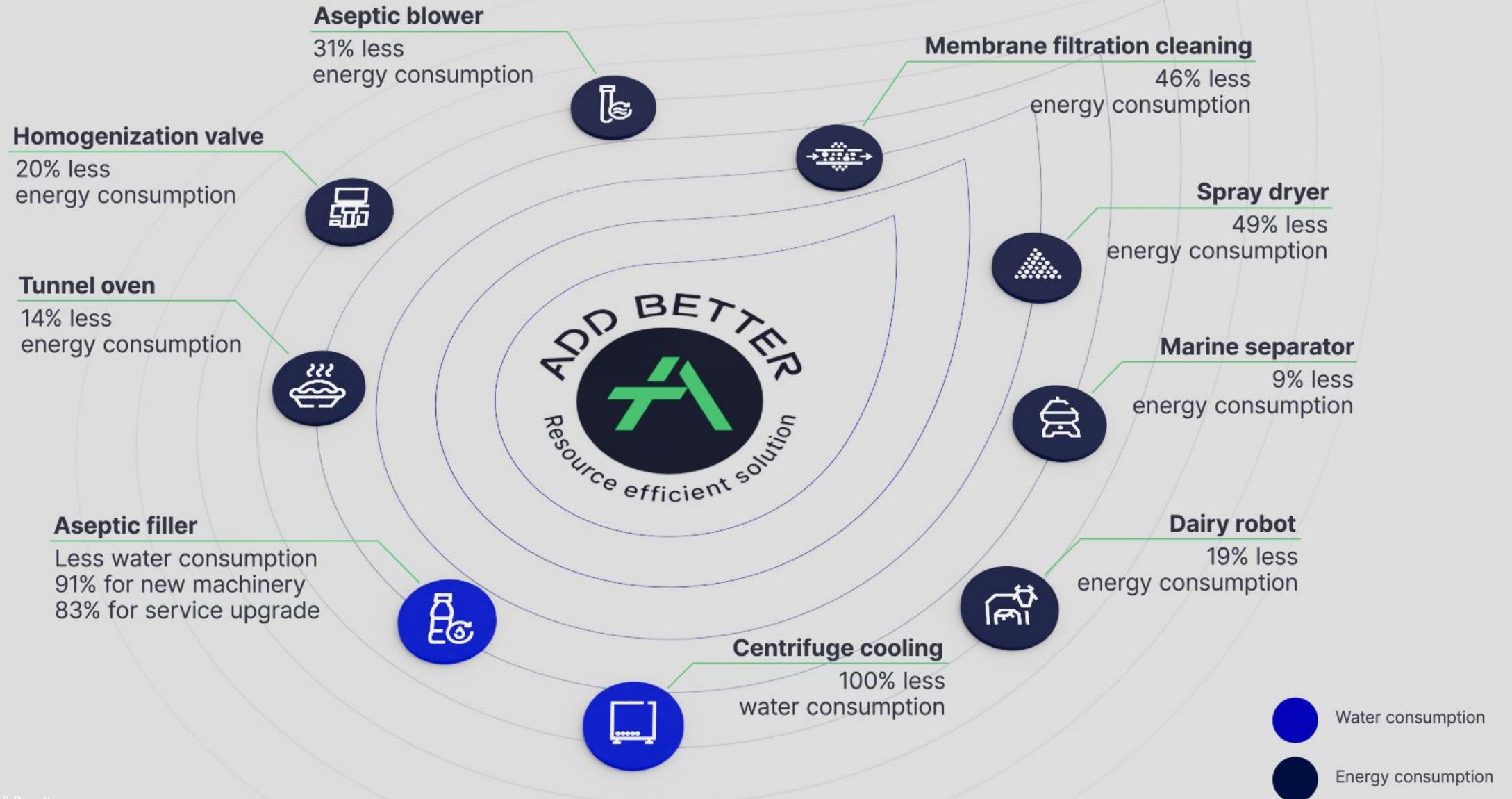


Validated by  
**TÜV Rheinland**





# The growing Add Better portfolio



**Example:**  
Sustainable  
Engineering  
Solutions  
(SEnS) for  
innocent



World's first carbon-neutral juice factory

Groundbreaking sustainability concept

Energy & water consumption minimized

Waste streams & product losses greatly reduced



**Example:**  
Decarbonization  
of Heineken's  
Manchester  
brewery



Installation of heat  
pumps and a heat pump  
network

Capture and reuse heat  
to brew and package  
beer

Replace steam boilers  
powered by natural gas

45% decrease in gas use





**Example:**  
Our new  
AddCool  
solution for  
spray dryers

Use of heat pump  
reduces need for fossil  
fuels

Cuts spray dryer CO<sub>2</sub>  
emissions by up to 50%

Allows energy savings of  
up to 50%

Can be easily retrofitted  
to existing production  
lines




**Example:**  
Carbon  
Capture: CO<sub>2</sub>  
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 CO<sub>2</sub> can be stored (CCS) or used (CCU) for industrial processes



A man and a woman are standing in a field, looking down at a small plant the man is holding in his hand. The woman is smiling. They are both wearing casual outdoor clothing. The background shows a vast field of green plants under a bright, slightly cloudy sky.

## Example: Manure Enricher – Sustainable Farming

Reduces 95% of ammonia and 99% of methane emissions from manure storage & spreading

Enables local production of nitrogen enriched fertilizer that can increase crop yield by up to 40%



**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



**Example:**  
Zero water  
dairy  
processing  
plant for Amul

Use extracted water for  
cleaning & chilling

Minimizes if not eliminates  
use of fresh water

420m liters of water saved  
annually







## Example: Water Saving Unit for Naarmann dairy

Cooling water for several parts of the separator is collected instead of wasted, cooled and returned to the system

Saves 300 liters of water per operating hour or more than 1 million liters per year





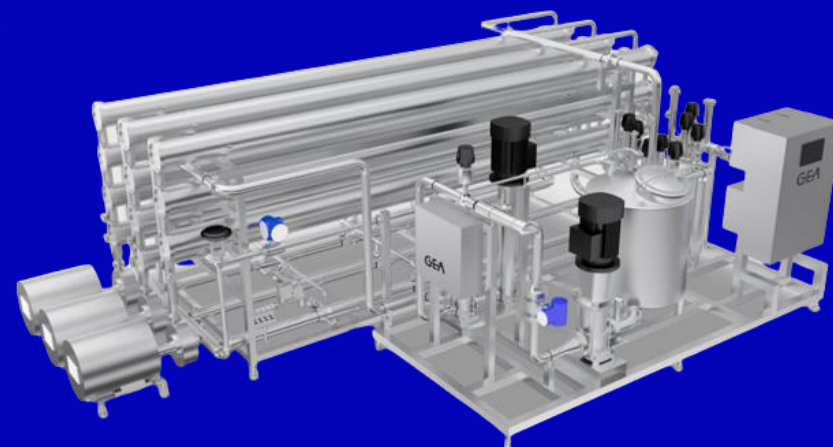


## Example: Smart cleaning solutions for membrane filtration process

Using pulsing instead of continuous high pressure flow during cleaning process

Sensor-based smart flush ensures flushing is not longer and higher in volume than needed

Reduces up to 50% energy and water consumption for cleaning process





# RESPONSIBLE OPERATIONS





# Supplier Summit September 2022

Introducing our sustainability criteria for preferred suppliers

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.

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



**Example:**  
GEA Factory of  
the Future in  
Koszalin, Poland



Carbon-neutral production

Energy through PV & CHP  
plant

Optimal efficiency &  
flexibility

Resource efficient  
operations



# Community Engagement

## Donation:

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

### Largest donations made in FY 2022:

Viva con Agua	EUR 250,000
BILD hilft e.V. „ein Herz für Kinder“	EUR 250,000
German Red Cross	EUR 125,000 <sup>1</sup>

## Skill-based volunteering:

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

<sup>1</sup> GEA doubled the amount donated by employees

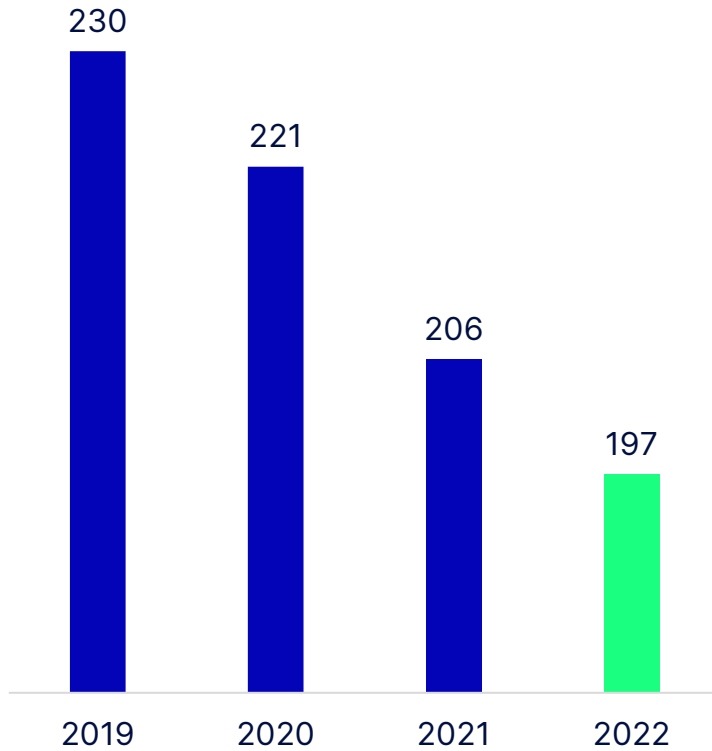




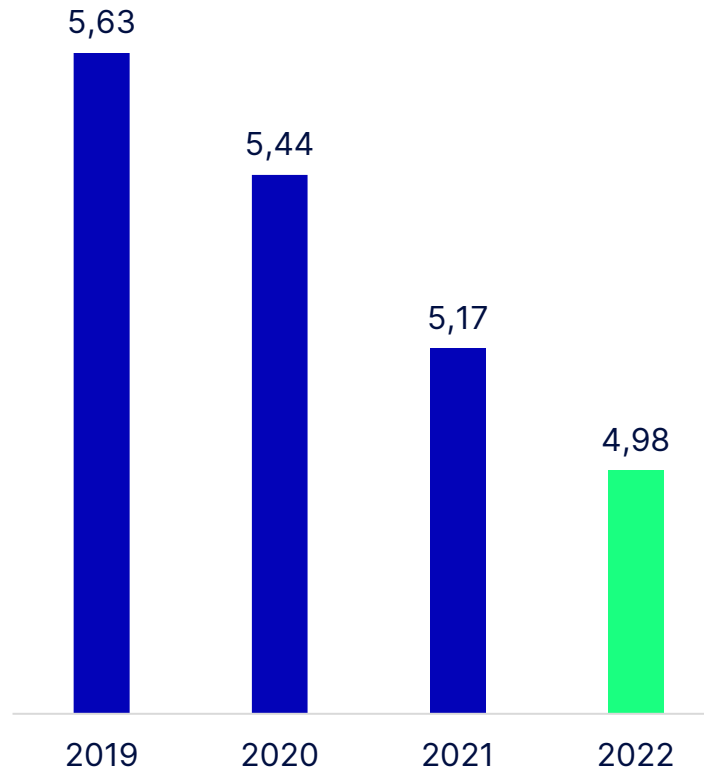
# Occupational safety

We ensure safe and healthy working conditions

Lost time injuries<sup>1</sup>



Lost time injury frequency rate<sup>2</sup>



<sup>1</sup> The number of work-related injuries with ≥ 1 day of lost time | <sup>2</sup> The number of lost time injuries x 1,000,000 divided by the number of working hours in reporting period



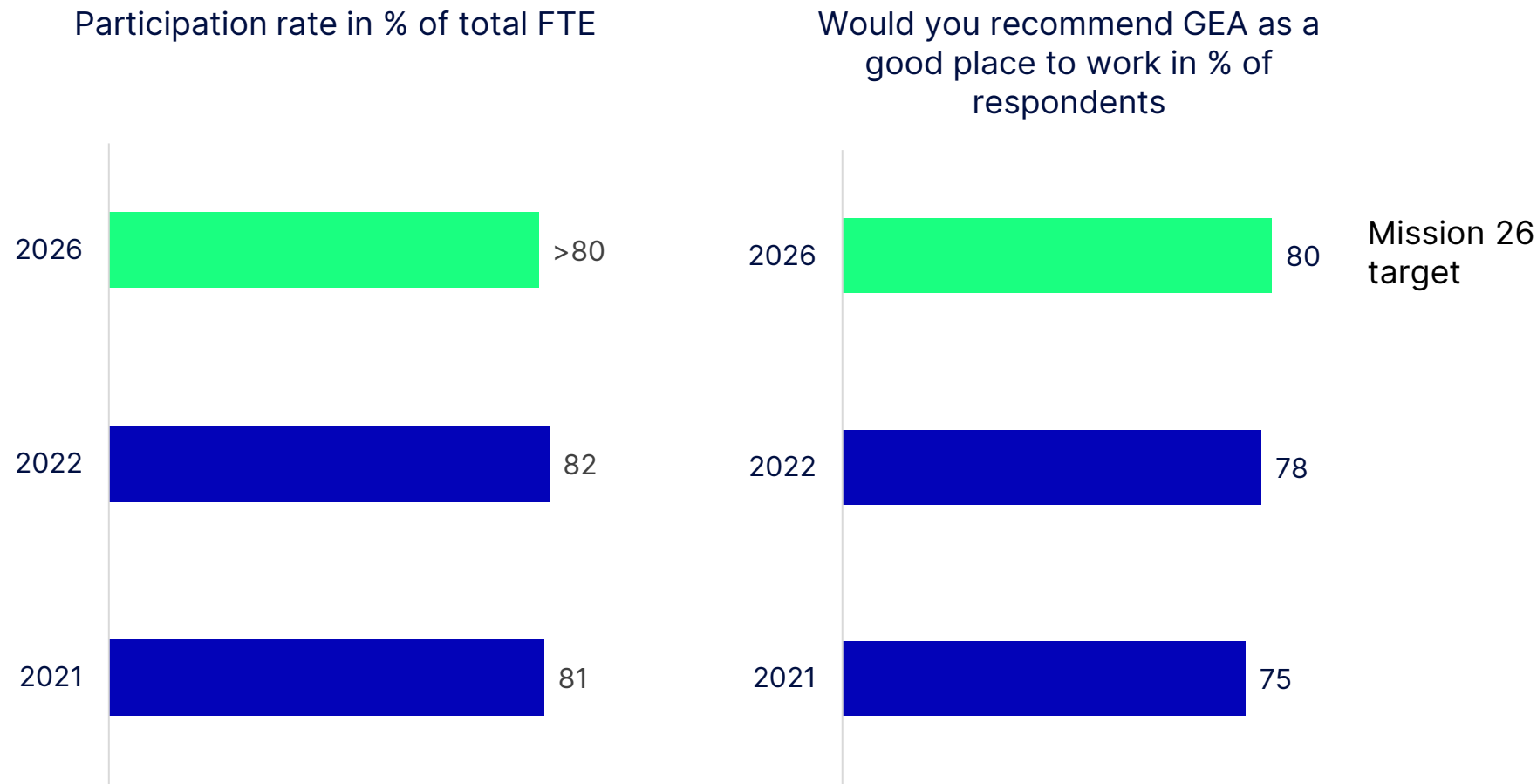
# EMPLOYER OF CHOICE





# Employee engagement survey

How our employees are evaluating GEA



# Diversity and inclusion concept



## 104 nations working at GEA

- >18,000 employees in 55 countries
- Cultural Coffee



## 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



## Fostering female managers

- 21% female representation in management levels L1 – L3 by 2026 (2022: 19%)
- 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 (2022: 59%)
- Perform & Grow
- High Potential Pools & Talent Pipeline



# Recent ESG Highlights


## Achievements

Member of

**Dow Jones Sustainability Indices**

Powered by the S&P Global CSA

Following the December 2022 annual index review, GEA became a **constituent of the Dow Jones Sustainability Europe Index**.

 **SUSTAINALYTICS**  
a Morningstar company

**RATED**

In November 2022, GEA received an ESG Risk Rating of 18.3 and was assessed by Sustainalytics to be at **Low Risk** of experiencing material financial impacts from ESG factors.<sup>2</sup>



In 2023, GEA was recognized by Sustainalytics as an **ESG Industry Top Rated company**.

**MSCI**  
ESG RATINGS

**AAA**

CCC B BB BBB A AA **AAA**

In January 2023, GEA was upgraded from **'AA' to 'AAA'** in the MSCI ESG Ratings Assessment.<sup>1</sup>

 **CDP**  
DISCLOSURE INSIGHT ACTION

**A LIST 2022**

**CLIMATE**

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

**GOLD**

**2022**

**ecovadis**  
Sustainability Rating

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

Corporate ESG Performance

**Prime**

RATED BY **ISS ESG**

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

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# As engineers we can contribute to a better world

Passion for problem-solving

Uncompromising  
optimization culture

Innovative technologies

**We push the  
boundaries of  
what is doable**





[GEA.com](http://GEA.com)

