

## **GEA Westfalia Separator Group GmbH**

### **Statement in accordance with s. 289a para. 4 sentence 2 HGB (*Handelsgesetzbuch – German Commercial Code*) on the establishment of quotas for female representation on the Company's Supervisory Board and the Board of Directors, as well as the two uppermost levels of management**

The Act on Equal Participation of Women and Men in Executive Positions in the Private and Public Sector, which took effect in May 2015, for the very first time requires certain companies in Germany to define targets in relation to the proportion of women represented on the Supervisory Board, the Executive Board or the Board of Directors as well as on the two management levels below, and to set target dates for achieving the respective quota of women.

At GEA Westfalia Separator Group GmbH, a codetermined, non-listed company, it is incumbent on the Supervisory Board to set targets for the respective proportion of women represented on the Supervisory Board and the Board of Directors, while it is the responsibility of the Board of Directors to define the corresponding targets for the two uppermost management levels below the Board of Directors.

At its meeting held on September 30, 2015, the Supervisory Board set a target of 33.3 percent in relation to the proportion of women represented on the Supervisory Board of GEA Westfalia Separator Group GmbH that is to be met individually by both the group of shareholder representatives and the group of employee representatives. This percentage of women, which had to be attained by June 30, 2017, can be found on the Supervisory Board in the required proportion of shareholder and employee representatives already since mid of 2016.

During the same meeting, the Supervisory Board resolved on a 0 percent target in relation to the proportion of women on the Board of Directors of GEA Westfalia Separator Group GmbH; this target reflects the current status quo and is also to be met by June 30, 2017.

On September 18, 2015, the Board of Directors of GEA Westfalia Separator Group GmbH set the following targets and target dates in relation to the proportion of women to be represented on the two uppermost management levels below the Board of Directors:

A 20 percent target that is to be met by June 30, 2017, was set in relation to the share of women on the first management level below the Board of Directors of GEA Westfalia Separator Group GmbH. This target reflects the current status quo.

The target for the proportion of women on the second management level below the Board of Directors of GEA Westfalia Separator Group GmbH was set at 3.3 percent and is also to be achieved by June 30, 2017. This target reflects the current status quo.

Since 2011, GEA has encouraged the promotion of diversity at group level. Under its diversity strategy, GEA pursues, inter alia, the aim of attracting more women and promoting female talent. In the long run, GEA seeks to increase the share of women on all management levels.

Oelde, February 2017

GEA Westfalia Separator Group GmbH

The Board of Directors