

LET'S ENGINEER THE FUTURE. TOGETHER.



MISSION & PURPOSE

Our Vision.

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



GEA is one of the world's largest suppliers of systems and components to the food, beverage and pharmaceutical industries.

GEA in your daily life

Our applications put consumers in touch with us



Food

Every 4th package of spaghetti is processed with GEA technology



Dairy farming & processing

One quarter of processed milk comes from GEA production systems



Beverage

Every second liter of beer is brewed with the aid of systems and process solutions from GEA



Pharma & healthcare

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



Environment

Approx. two million tons of pollutants are averted annually thanks to GEA emission control plants



Heating & refrigeration

Each industry we serve utilizes industrial heating and refrigeration technology from GEA

ABOUT GEA

Founded in 1881, the international technology group focuses on machinery and plants, as well as advanced process technology, components and comprehensive services. With the support of five business divisions and more than 18,500 dedicated employees, GEA generates revenue in more than 150 countries.

Order intake



5,553
EUR million

Revenue



5,422
EUR million

EBITDA

before restructuring
expenses



837
EUR million

All figures relates to the 2024 financial year or 2023 for the previous year



EBITDA margin
before restructuring
expenses



15.4
percent of revenue

Dividend



1.15
EUR per share

Employees



18,347
Full-time equivalents

TRANSFORM YOUR CAREER. WITH US.

Our Benefits for you



**Continuous
development**



**Global
training
courses**



**Support
groups & lean
in circles**



**Talent
pipelines**



**Employee
discounts &
benefits**



**Innovation
projects**



**Hybrid
working**



**Free day to
volunteer**



**Global bonus
scheme**



**Operating in
stable and
potential
market**



**Competitive
salary**

There are various benefits at GEA. These differ depending on the company and location in the respective country. The applicable benefits can be found in the respective job advertisements!

TAKE RESPONSIBILITY. TOGETHER.



Our Engagement for a sustainable future



Empowering customers with resource-efficient solutions

The Add Better label highlights GEA solutions that are significantly more resource-efficient than their predecessors – from industrial machines and processes to digital solutions to entire plants.



Show savings of resources



Plausible and transparent calculation



Significantly better than their predecessors



In line with environmental supplier standards



Validation by TÜV Rheinland



CREATE A BETTER SOLUTION. WITH US.

Our engagement for innovation

Sustainathons – Sustainability Hackathons

- A series of challenge-fueled collaborative workshops
- All divisions included
- Virtual and on-site sessions (July–November/2023)

Opportunity for employees to work in diverse teams and bring in their ideas and have a meaningful impact on a sustainable future.

60

new &
innovative ideas

6

were shown
to global
executive
committee

TURN YOUR IDEAS INTO REALITY.

Internationality/Global matrix network

More than

18,500

employees

More than

100

nationalities

55

countries





“At work I have a whole bunch of amazing GEA colleagues around the globe.”

Jasmin Wehmeier, Assistant to CHRO

“GEA supports a global work environment and allows me to connect with colleagues worldwide through initiatives like transnational employer branding projects.”

Trisha Lim, Talent Acquisition Support Specialist, APAC

BE PART OF A BETTER TEAM.

Get to know our work culture

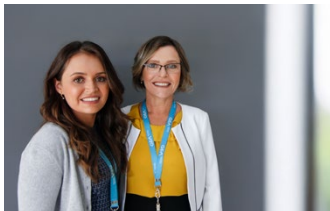
GEA, recognized as a “Top Employer” in Europe, offers a motivating work environment built on strong leadership, ethics, and sustainability. Our diverse and inclusive culture fosters



“You bond the minute you meet a GEA colleague from another country.”

Tatjana Krampitz,
Head of Technology Management

continuous learning, while our core values – responsibility, integrity, diversity, passion, and excellence – drive everything we do.



“It’s not just about a job. Here at GEA, we’re really there for each other.”

Adriana Andrade,
Director Chemical & Food and
Carolina Andrade, Sales Executive



Diversity and Inclusion

Our commitment to diversity and sustainability promotes innovation and growth. At GEA we have cultural

exchange programs as well as female networks and female mentoring programs.



“GEA is a welcoming place to work for all people.”

Kean Andrew Bruhn,
Human Resources Admin Specialist



“Female engineers and women in STEM fields still face challenges, so it is good that GEA recognizes this and seeks to empower its female employees.”

Debora Souza,
Sales & Process Manager

TRANSFORM YOUR CAREER. WITH US.

Have a look on our main job profiles*



Corporate Services & Business Administration

Our first-class teams in the area of Corporate Services & Business Administration ensure the smooth running of GEA's operations and business processes of GEA through supporting services. These services include Purchasing, Controlling and Finance, Marketing, Communication, Human Resources, Legal, Corporate Affairs and Occupational Safety.

Engineering

Innovative technologies form the basis of all our products: from milking systems and equipment for the food processing industry through to machines for the production of pharmaceuticals or industrial refrigeration systems. Millions of people come into contact with our technologies every day - a quarter of all dairy plants and one in three production lines for instant coffee are based on process technology developed by GEA engineers.

IT

As a globally operating technology group GEA requires a cost-efficient IT service that meets the highest international standards for technical infrastructure and global applications standards.

Production

Our production teams are dedicated to the manufacture and assembly of components, machines, systems and plants. Production is is mainly order-related. We supply customers from our worldwide engineering and production network customized solutions according to their specific requirements.

*There are additional job information at gea.com/careers available.
Follow the link for our job board on the back cover!

Project & Product Management

GEA offers challenging fields of activity for experienced project and product managers: from the optimization existing plants up to the coordination of complete solutions with a value of up to 70-80 million from planning to turnkey handover to the customer.

Quality Management

Systems and components from GEA are based on sophisticated technology and highest precision. So that our products deliver reliable performance with the same standards worldwide, we place high demands on our quality management.

Research & Development

Every technology and every product from GEA starts with an idea. We have a strong culture of innovation and actively encourage our employees to turn their ideas into competitive products competitive products and thus make a contribution to the world of tomorrow.

Sales

The sales department forms the interface between GEA and its customers. Our sales teams sell GEA components and technologies to customers all over the world.

Service

GEA technology impresses with its longevity. Regular service measures during the entire life cycle of these technologies ensure their optimum performance. Our service technicians keep GEA equipment in excellent operating condition and offer the complete range of services on site: from commissioning to inspection, maintenance and implementation through to modernization and retrofitting.



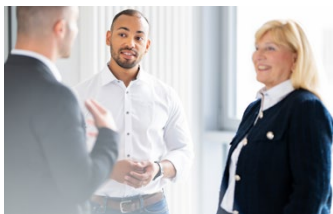
REACH YOUR FULL POTENTIAL. WITH US.

We offer opportunities for students and professionals



Students

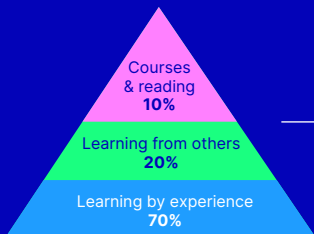
Apprenticeships, dual study programs, internships and final theses: There are many ways to start a career at GEA. Internships, student internships and final theses offer GEA students the opportunity to take a look behind the scenes of a global company. Direct entry for graduates is also possible, simply apply for an open position on our careers page (see link on the back cover).



Professionals

Discover a world of opportunities as a manager or in another role at GEA. Take a look at our open positions on our career website (see link on the back cover) and apply in just a few steps.

We support your personal development



E-Learning, Online learning portal,
Webinars, Workshops

Coaching, Feedback, Mentoring,
Professional networks

Action learning, Special assignment,
Problem solving



“I love the fact that at GEA I can keep on developing my skills and people appreciate what I do.”

Christian Bathen, Area Sales
Manager – APAC

Career Development



Expectation and
Development Dialogues



Regular Check-ins



Review Dialogues

YOUR PATH TO SUCCESS BEGINS WITH OUR GEA VALUES.

GEA Values. In alignment with GEA's principles.



Responsibility

We care for people and planet.

Integrity

We walk our talk.

Diversity

We value our differences.

Passion

We love what we do.

Excellence

We deliver outstanding work.

Responsibility

It's about how we make our employees feel comfortable at GEA and how we support the communities in which we operate. When it comes to protecting our planet, GEA is determined to make a difference. We involve everyone, including our suppliers, to achieve our goal of becoming carbon neutral.

Passion

At GEA, passion means loving what you do. When you come to work, come with a smile, come with love. When you have passion, you can overcome any challenge and go the extra mile. When we are passionate, we create the right environment to do great work.

Integrity

Integrity is based on our ability to build and maintain trust with various stakeholders – shareholders, customers, suppliers, colleagues. In our business, we make promises every day, and we must ensure that we keep them.

Excellence

To be recognized as a market leader and be recognized as best in class, we have to serve our customers wherever they are. To do that, we all need to live our values, but to lay the foundation we must achieve excellence in everything we do.

Diversity

A diversity of opinions and ideas makes GEA a better place to work and promotes performance and continuous improvement. Diversity means embracing differences – in culture, language, skills, abilities and much more. Diversity is excellence.

Now it's up to you. Apply now!
Let's engineer the future. Together.

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