

## **GEA Westfalia Sparator Group GmbH**

### **Statement in accordance with § 289f para. 4 sentence 3 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 management levels below**

The Act on Equal Participation of Women and Men in Executive Positions in the Private and Public Sector, which took effect in May 2015, 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, the Supervisory Board is responsible 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 management levels below the Board of Directors.

At its meeting on February 11, 2021, the Supervisory Board of GEA Westfalia Separator Group GmbH set a target of 33.3 percent for the proportion of women on the Supervisory Board, which is to be met separately by the shareholder and employee representatives by December 31, 2024. The target figure was achieved during this period. At its meeting on February 11, 2025, the Supervisory Board resolved to maintain this target until December 31, 2028.

Furthermore, at its meeting held on February 15, 2022, the Supervisory Board set a new target of 25 percent for the proportion of women on the Board of Directors or at least one woman on the Board of Directors, that is to be achieved by December 31, 2026.

By resolution dated January 18, 2022, the Board of Directors of GEA Westfalia Separator Group GmbH set a target of 25 percent for the proportion of women on the first management level below the Board of Directors of GEA Westfalia Separator Group GmbH that is to be achieved by December 31, 2026.

The target of 12 percent for the proportion of women on the second management level below the Board of Directors of GEA Westfalia Separator Group GmbH, which was likewise set by resolution dated January 18, 2022 is to be achieved by December 31, 2026.

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 still seeks to increase the share of women on all management levels.

Oelde, February 2025

GEA Westfalia Separator Group GmbH

The Board of Directors