

# ESG ROADSHOW PRESENTATION

GEA Group

March 2025



# GEA Group – a strong company



## Leading technologies in our core markets Food | Beverage | Pharma



**Every 4<sup>th</sup> package of spaghetti** is processed with GEA technology



**One quarter of processed milk** comes from GEA production systems



**Every 2<sup>nd</sup> liter of beer** is brewed with the aid of systems and process solutions from GEA



**Every 2<sup>nd</sup> tablet to treat cancer** is made on GEA equipment

# Mission 30: Our plan for enduring success

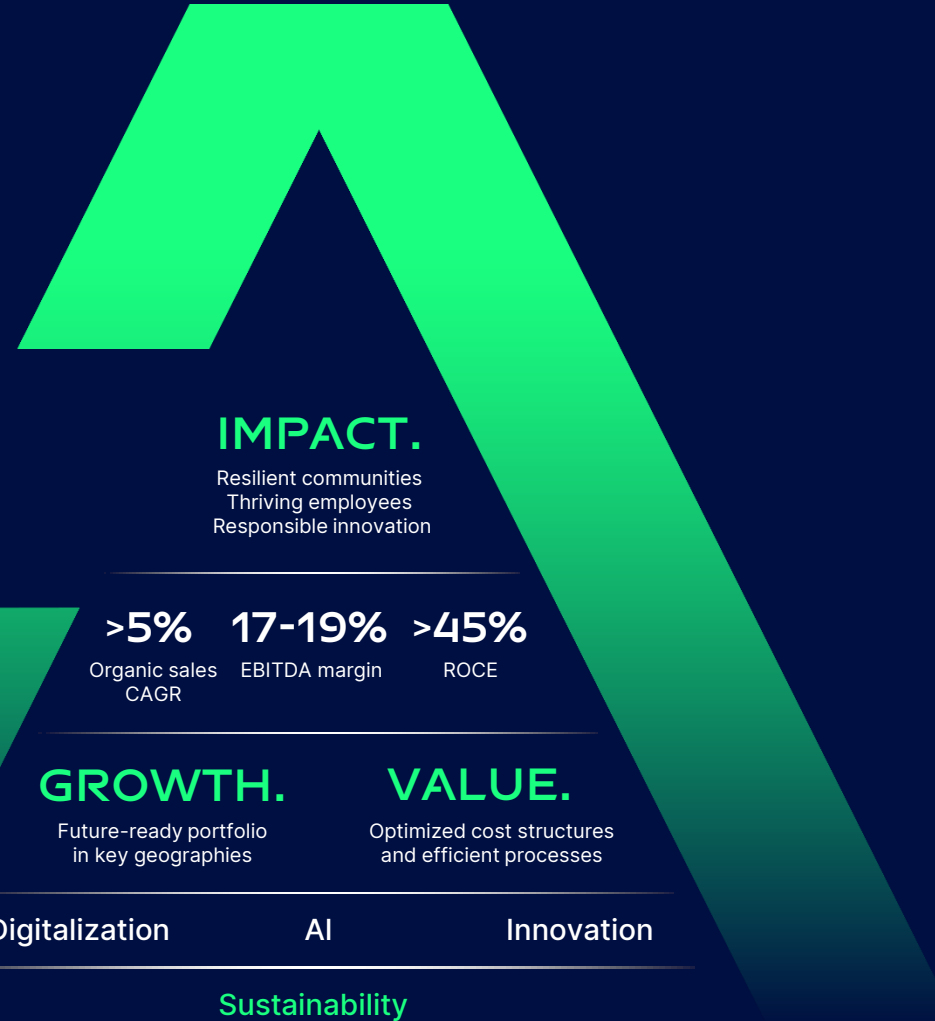
**MISSION 30**  
GROWTH. VALUE. IMPACT.

## OUR PURPOSE

Engineering for a better world.

## OUR VISION

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



# Our climate targets at a glance



# 98.4% shareholder approval for our Climate Transition Plan 2040



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%**

# 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 Committee<sup>1</sup>

## From 2024

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

GEA's top leadership team<sup>2</sup> incentivized on sales of Add Better product portfolio

<sup>1</sup>The 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 | <sup>2</sup>Comprises around 150 top managers

# Our purpose: Engineering for a better world

## IMPACT

### Responsible Innovation

### Resilient Operations & Communities

### Thriving Employees

Our contribution

Our targets

- Reduce greenhouse gas emissions **scope 3 by 27.5%** by 2030
- **125 Mt CO<sub>2</sub>e saved emissions** along the value chain by 2030
- All GEA solutions will be offered **with zero freshwater-use option** by 2030
- All new GEA solutions will be **circular-ready** as of 2030

- Reduce greenhouse gas emissions **scope 1 & 2 by 60%** by 2026 and **80%** by 2030
- Pathway towards **Zero Impact Operations**: no negative impact on waste, water, energy, biodiversity & OHS
- 100% of A-suppliers fulfill **GEA's sustainability criteria** by 2030 (preferred suppliers by 2026)
- **Launch of the GEA Foundation** to strategically and effectively deliver on our commitment to donate 1% of net profit annually

- **80% favorable rating** of Employee Survey Engagement dimension by 2030
- **25% female** representation in **top and middle management** positions (L1-L5) and **30% in talent pipeline** by 2030
- Broadening talent pools to **more diverse target groups**
- Increase the **sustained knowledge transfer** and **long-term employability** through senior employees

## NET ZERO 2040

# RESPONSIBLE INNOVATION

IMPACT.





# Why sustainability?



The food and beverage industries are **resource-intensive**



They involve processes such as industrial **cleaning, heating, cooling or freeze drying**



To stay in business customers must make these **processes more resource-efficient**



**This is our business opportunity!**



# 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

# 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**



# Innovation: Water Saving Unit

Customer example: Dairy SalzburgMilch

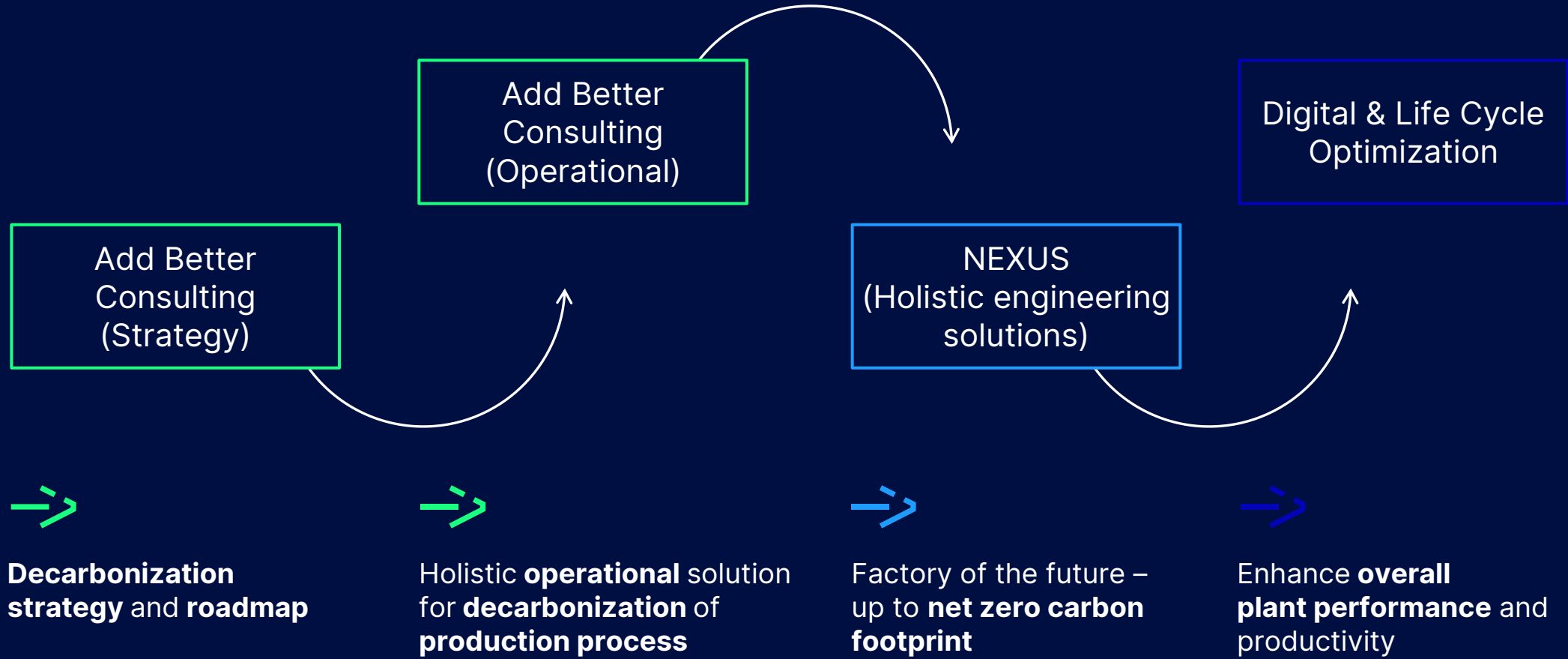
Water savings per year

**1.260** m liter

- In March 2024 the Water Saving Unit was piloted at a GEA separator on the customer's site
- **Significant reduction in water usage** achieved: 1,260,000 liters p.a.
- **Payback period of three years**
- Successful pilot project resulted in an order of three additional Water Savings Units, which enables SalzburgMilch to **save over five million liters of water annually**



# GEA's cross-divisional approach for sustainable customer solutions



# Low-carbon heat network for HEINEKEN brewery

GEA supplies HEINEKEN Manchester site with **heat pump solution** and **supports its net zero ambition** across its production sites by 2030 (Scope 1 and 2).

Impact per year<sup>1</sup>

**5,432** t CO<sub>2</sub>e

**IMPACT.**

<sup>1</sup> Saved emissions

# AddCool achieves a milestone in energy savings

The GEA AddCool system<sup>1</sup> is responsible for **reducing the carbon footprint** of a customer's spray drying plant by **50%**, and also **reducing the plant's fossil fuel** consumption by more than **50%**.



Impact per year<sup>2</sup>

**2,500** t CO<sub>2</sub>e

**IMPACT.**

<sup>1</sup> GEA MSD 315 spray dryer

<sup>2</sup> Saved emissions; calculation for the base case

# World's first cultivated meat production plant for the production of chicken fat cells

## Scaling cultivated meat

- Largest cultivated meat production facility in the world
- 200,000-square-foot facility in North Carolina, USA
- Capacity to produce at least **12,000 metric tons of cultivated meat**



Image source: Believer Meats



Impact per year<sup>1</sup>  
**5,256** t CO<sub>2</sub>e  
IMPACT.

<sup>1</sup> Saved emissions



# Our greenhouse gas emission impact commitment for GEA

Impact by 2030

**125** mt CO<sub>2</sub>e

Saved emissions with our sustainable solutions along the value chain<sup>1</sup>

 **IMPACT.**

Accumulated saved emissions amount to 19.04 mt CO<sub>2</sub>e for 2019-2024.

<sup>1</sup>GEA's impact KPI captures total savings along the entire value chain, expressed as carbon equivalents (CO<sub>2</sub>e), starting from 2019 as the base year. It accounts for reductions in Scope 3 emissions, emission reductions from GEA's Scope 4 products and emissions avoided through upgrading and retrofitting existing installations.

# OUR COMMITMENT FOR GEA



Share of sustainable solutions sales<sup>1</sup> 2024:

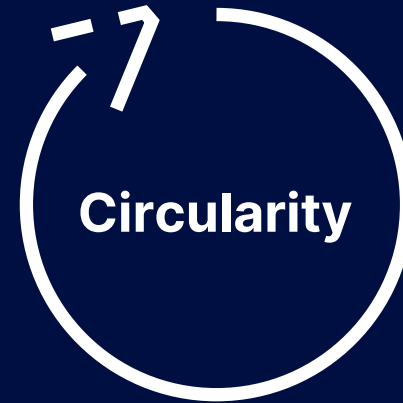
**41.6%**

Share of sustainable solutions sales<sup>1</sup>  
2030E with above-average profitability:

**>60%**

<sup>1</sup> The basis for calculating the share of sustainable solutions sales is the aggregation of sales from the Add Better portfolio, solutions that are classified EU Taxonomy aligned, which include New Food, and our so-called Scope 4 products.

# Integrating sustainability and circularity into GEA solutions to meet our ambitious environmental goals



2023



**Sustainability  
inbuilt into GEA  
development  
process**

2025



**All new GEA  
innovations need  
to contribute to  
sustainability**

2025



**Establish circular  
product design  
principles**

2030



**All our new  
products will be  
circular-ready**



**Boost Add Better  
product portfolio**

# Responsible innovation ensuring that all new solutions are circular-ready by 2030

## Sustainable solutions & materials

Establish and implement circular product design principles by 2025

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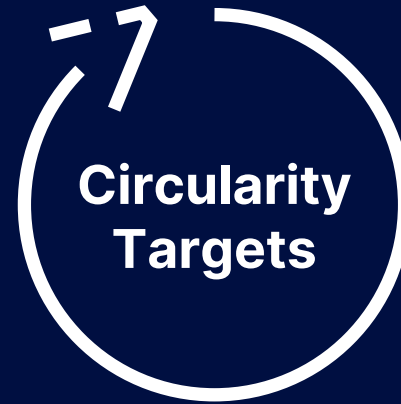
100% of solutions will be offered with zero freshwater-use option by 2030

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>50% of lower emission steel and overall higher share of sustainable raw materials by 2030

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Service parts and packaging material to fulfill one of the 5R's by 2026 (Reduce; Re-use; Repair; Remanufacture; Recycle)



## Service & activities

Service share to increase to 40% by 2030 with a CAGR of 6%

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Increase sales from refurbishment and second life initiatives by 2030

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All new solutions will be provided with end-of-life instructions and offerings as of 2030

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80% of the serviceable installed base will be connected by 2030 to increase availability and productivity through digital solutions

# RESILIENT OPERATIONS & COMMUNITIES

IMPACT.



# 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



<sup>1</sup> Remaining vehicle fleet (functional vehicles) by 2040, possibly earlier if taking into account technical developments in the automotive industry.  
<sup>2</sup> This includes both owned renewable energy plants and those financed by GEA, such as photovoltaic or wind power plants.

# GEA's path to Zero Impact Operations

Example: GEA's first solar parc 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



# GEA sustainability criteria for suppliers

Extended to GEA's A-suppliers<sup>1</sup>, who must meet the criteria by 2030

Suppliers must accept our expanded Code of Conduct<sup>2</sup> for Suppliers and Subcontractors.

Coverage in 2024:



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

Coverage in 2024:



GEA's sustainability criteria

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

Coverage in 2024:



Suppliers must declare their willingness to share their greenhouse gas emissions data enabling us to perform lifecycle analyses

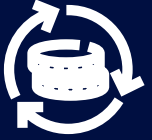
<sup>1</sup> ~80% of annual spend volume

<sup>2</sup> The expanded Code of Conduct for Suppliers and Subcontractors includes the German Due Diligence Supply Chain Act (LkSG, Lieferkettensorgfaltspflichtengesetz)



# GEA Foundation enhancing global community engagement

## Focus areas of the GEA Foundation :



Administering acute **disaster relief** and support in the event of extraordinary events



Strengthening education, especially in **STEM<sup>1</sup>** subjects



Fighting **child poverty**



Promoting access to **clean water, renewable energy** and **medical care**



<sup>1</sup> Science, Technology, Engineering and Mathematics

# Greater impact together with strong organizations

GEA Foundation enables us to strategically and effectively deliver on our commitment to annually donate 1% of our net profit

  
unicef  
for every child

  
VIVA CON AGUA

  
DEUTSCHE  
UNIVERSITÄTS  
STIFTUNG  
Die Wissenschaftsstiftung des DHV

  
SOS  
KINDERDORF  
Düsseldorf

  
EIN  
HERZ FÜR  
KINDER

Largest donations made in FY 2024: BILD hilft e.V. „ein Herz für Kinder“ EUR 300,000 / Viva con Agua EUR 250,000 / SOS-Kinderdorf e.V. EUR 150,000

# THRIVING EMPLOYEES

IMPACT.



# Fostering a culture of motivated employees

## Sustainable and diverse employment

- **80% favorable rating** of Employee Survey Engagement dimension by 2030<sup>1</sup> (74% in 2024)
- **25% female representation** in **top and middle management** positions (L1-L5) and **30% in talent pipeline** by 2030 (17% in L1-L5 in 2024)
- Broadening talent pools to **more diverse target groups until 2030**
- Increase the **sustained knowledge transfer** and long-term employability through senior employees
- Fair and performance-oriented pay commitment **addressing pay gaps in all countries**

<sup>1</sup>Previous target for 2026 was that 80% would recommend GEA as a good place to work (79% were achieved in 2024).



# Diversity and inclusion concept



## 111 nations working at GEA

- >18,000 employees in 56 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

- 25% female representation in management levels L1 – L5 and 30% in talent pipeline by 2030
- Lean-In-Circle (women's network)
- Female mentorship program
- Signatory to UN Women's Empowerment Principles



## Building a diverse talent pool

- Perform & Grow
- High Potential Pools & Talent Pipeline expanded to include more diverse target groups

# ESG Rating Highlights

## ISS<sup>1</sup>: Prime Status



In November 2024, GEA received a **'B-' rating** and its 'Prime Status' (leadership in its industry index group) was confirmed.

## FTSE4Good: Member



FTSE4Good

Following the index review in June 2024, **GEA remained in the FTSE4Good Index Series.**

## MSCI<sup>2</sup>: „AAA“-Rating



In January 2025, GEA's **'AAA'** rating in the MSCI ESG Ratings Assessment has been confirmed.

## Sustainalytics<sup>3</sup>: Low Risk



In December 2024, GEA received an ESG Risk Rating of 13.1 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.

## Dow Jones Best-in-Class World: Member



In the CSA 2024, GEA ranks among the **top 5% of its industry.** GEA is a component of the **Dow Jones Best-in-Class World** and Dow Jones Best-in-Class Europe.

## EcoVadis: „Platinum“-Rating



The 'Platinum' rating places GEA in the **top one percent** of all companies ranked by EcoVadis worldwide for sustainability management.

## Sustainalytics<sup>3</sup>: Top Rated



In 2025, GEA was recognized by Sustainalytics as an **ESG Industry Top Rated company**, placing it among the top 50 ranked companies in their ESG Risk Ratings universe.

<sup>1</sup> In November 2024, GEA's "Prime Status" (leading in the industry index group) was confirmed in the ISS ESG Corporate Rating. | <sup>2</sup> 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. | <sup>3</sup> 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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