

COMBINED GROUP MANAGEMENT REPORT

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On September 30, 2025, GEA celebrated its inclusion in the DAX, Germany's leading stock index, with the traditional opening bell ceremony at the Frankfurt Stock Exchange.

Explore further

About this report

This Combined Group Management Report refers to both the GEA Group and GEA Group Aktiengesellschaft. Since the statements made on behalf of the group regarding the course of business, economic situation as well as the opportunities and risks of future development also apply to GEA Group Aktiengesellschaft, the management report of GEA Group Aktiengesellschaft has been combined with that of the group in accordance with Section 315 (5) of the Handelsgesetzbuch (HGB – German Commercial Code). The Consolidated Financial Statements were prepared in accordance with International Financial Reporting Standards (IFRS). The annual financial statements of GEA Group Aktiengesellschaft are based on the regulations of the HGB and the Aktiengesetz (AktG – German Stock Corporation Act).

This sustainability report is prepared on a consolidated basis for the GEA Group as part of the Combined Group Management Report. At the same time, it meets the requirements of the sustainability statement reporting obligations pursuant to the European Sustainability Reporting Standards (ESRS), the requirements of the non-financial reporting obligations pursuant to sections 315b to 315c of the HGB (non-financial group statement) and the requirements of Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation). The Sustainability Report was prepared in full compliance with the ESRS.

Another component of the Combined Group Management Report is the Corporate Governance Statement prepared in accordance with Section 315d of the HGB in conjunction with Section 289 et seq. of the HGB. In addition to the Declaration of Conformity pursuant to Section 161 of the AktG, it contains, among other things, disclosures on the working methods of the Executive Board and Supervisory Board as well as its committees. Furthermore, it includes disclosures on succession planning, the diversity concept for the composition of the Executive Board and the Supervisory Board as well as a presentation of the qualifications of the individual Supervisory Board members. The Corporate Governance Statement can be found in the Corporate Governance chapter.

The Disclosures relevant to Takeovers in accordance with Section 315a of the HGB, which are also part of the Combined Group Management Report, are also shown in the Corporate Governance chapter.

Furthermore, the Remuneration Report pursuant to Section 162 of the AktG is part of the Corporate Governance chapter, together with the report on its formal and substantive review by the independent auditor.

Note regarding the rounding of figures

Due to the commercial rounding of figures and percentages, small deviations may occur.

FUNDAMENTAL INFORMATION ABOUT THE GROUP

Group business model

The GEA Group (GEA) is one of the largest suppliers of systems and components to the food, beverage and pharmaceutical industries. The international technology group specializes in machinery and installations, together with process technology and components. As such, GEA offers solutions for sophisticated production processes in various sales markets and a comprehensive service portfolio.

The core of the group and its global activities are determined by the corporate purpose “Engineering for a better world” and the vision of protecting future generations. Through sustainable solutions for the food, beverage and pharmaceutical industries, GEA helps customers make their production processes more sustainable and efficient. GEA's ambition is to achieve growth and increase shareholder value based on sustainability and driven by digitalization, artificial intelligence (AI) and innovation.

The group specializes in core technologies and is a leader in many of its sales markets*. The demand for food, beverages and pharmaceuticals is supported by long-term global trends, such as the following:

- Growing and aging world population
- Growth of the middle class
- Increasing demand for healthy and safe nutrition
- Growing demand for essential and affordable medicine
- Sustainable, efficient and resource saving production processes
- Digitalization and Artificial Intelligence

*) GEA defines leading market positions as positions 1, 2 or 3 in the relevant market for the division in terms of revenue.

Regional sales markets and competition

The GEA Group generates its revenue worldwide, with primary focus on Europe. In 2025, approximately half of group revenue was generated in European countries. This is followed by North America and the Asia Pacific region, each accounting for around 20 percent. Within the region Asia Pacific, India and China generated in total around 10 percent of group revenue. Latin America, the Middle East and Africa are also important markets.

External revenue (EUR million)	2025	in % of total revenue	2024	in % of total revenue	Change in %
Asia Pacific	1,140.4	20.8%	1,160.3	21.4%	-1.7
DACH & Eastern Europe	1,065.8	19.4%	1,033.6	19.1%	3.1
thereof Germany	478.9	8.7%	473.5	8.7%	1.1
Latin America	387.8	7.1%	381.5	7.0%	1.6
North America	1,104.6	20.1%	1,087.6	20.1%	1.6
North- and Central Europe	856.7	15.6%	844.8	15.6%	1.4
Western Europe, Middle East & Africa	939.9	17.1%	914.3	16.9%	2.8
GEA	5,495.4	100.0%	5,422.1	100.0%	1.4

GEA's competitive environment is characterized by global providers of process technology for the food, beverage and pharmaceutical industries, as well as specialized engineering companies. Due to its highly diversified product portfolio, GEA has no single competitor offering a similarly broad range of products. Instead, each division of GEA faces various competitors that vary by region.

GEA competes with both international groups and local companies, the majority of which are not listed. Key competitors include Alfa Laval, Middleby, JBT Marel, Krones and the Tetra Group, all of which offer comparable solutions depending on the division.

Group structure

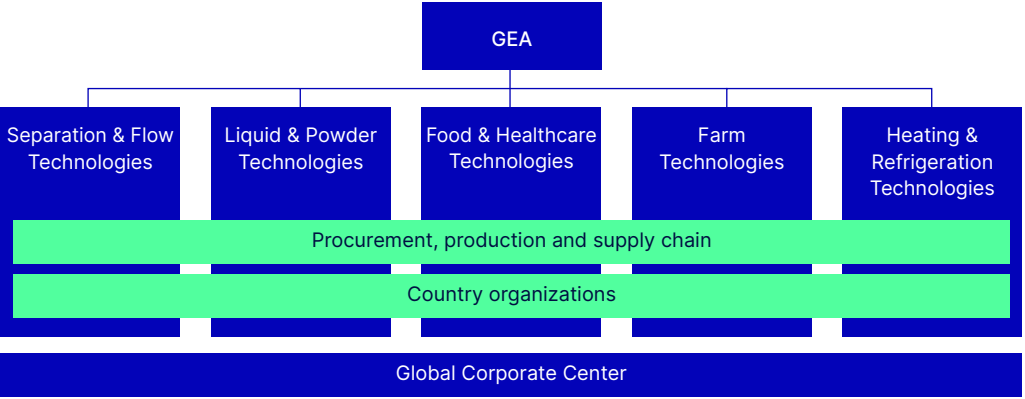
The group consists of GEA Group Aktiengesellschaft (AG) as the central management company based in Düsseldorf, Germany, and its subsidiaries. The AG is responsible for the strategic governance of the group's business activities and is home to the group's central management functions. Profit and loss transfer agreements exist with key German group companies.

Central management and administrative functions, together with standardized administrative tasks, are bundled within the Global Corporate Center (GCC). In some instances, GEA makes partially use of Shared Service Centers for the areas of IT, Finance and Human Resources. GEA Group Aktiengesellschaft also conducts financial and liquidity management for the entire group. GEA Group Aktiengesellschaft and GEA Group Services GmbH provide all group companies primarily with services from the GCC based on service agreements.

Until December 31, 2025, the group was divided into five divisions with up to four business units each comprising similar technologies. Each division was headed by a management team of three members: a divisional CEO (Chief Executive Officer), a divisional CFO (Chief Financial Officer) and a divisional CSO (Chief Service Officer). Until December 31, 2025, sales to customers and local service activities were unified under the umbrella of a single country organization managed by regional CEOs. It was available as a central point of contact for customers in a country, offering an extensive product portfolio. All services were offered locally. The country organizations cooperated with the divisions in a matrix structure and were assigned to specific regions, which were managed by regional CEOs.

The divisional CEOs and regional CEOs responsible for operations were involved in global decisions. To this end, the Global Executive Committee (GEC) served as an extended management board. Alongside the three GEA Executive Board members, the GEC was made up of the CEOs of the divisions and regions, as well as the Head of Human Resources and the Head of Sustainability. The GEC met once a month and addressed all major strategic and operational matters within the group.

Operational structure until December 31, 2025



Operating segments

Separation & Flow Technologies (SFT)

SFT encompassed GEA process engineering components and machines that are at the heart of many production processes, among others, separators, decanters, homogenizers, valves and pumps.

Liquid & Powder Technologies (LPT)

LPT designed, built, configured and installed versatile and sustainable equipment and technologies, processing lines and complete installations. The division provided process solutions for the dairy industry, the beverage, new food and food industries as well as the chemical industry, among others.

Food & Healthcare Technologies (FHT)

FHT primarily offered solutions for secondary processing of food. This includes preparing, marinating and processing meat, poultry, seafood and vegan products. In addition to process lines, the division offered solutions for slicing and packaging lines. For the Pharma industry, the product range included freeze-drying, granulation systems and tablet presses among others.

Farm Technologies (FT)

FT offered integrated customer solutions for efficient and sustainable high-quality milk production and live-stock farming. This included automated milking and feeding systems, conventional milking solutions as well as digital herd management and manure management solutions.

Heating & Refrigeration Technologies (HRT)

As a specialist in heating and cooling technology, HRT mainly provided sustainable and energy-saving solutions for customers in the Food and Beverage industry and other key industries, including Dairy and Oil and Gas. All offerings were supported by extensive automation as well as digital and service platforms.

Purchasing, Production and Supply Chain

In financial year 2025, GEA bundled its supply chain activities (purchasing, production and supply chain) in a separate Executive Board department under the lead of the Chief Operating Officer (COO). The strategic and operational procurement organizations were globally structured. The structure was characterized by clear profit responsibility for GEA's operations and regions and was controlled by central category and performance management. In addition to the classic cost reduction targets, the focus was on ensuring the availability of materials and the contribution of suppliers to achieving the sustainability targets of GEA.

The “Global Procurement” area defined and coordinated the goals and initiatives to maintain high ESG standards throughout the whole supply chain of GEA. This included reducing GEA's upstream emissions.

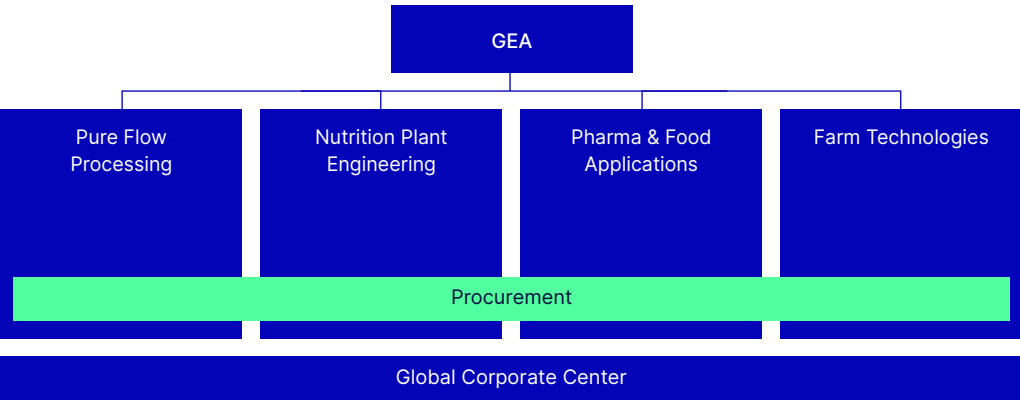
In the area of “Production,” the focus was on optimizing the production network and increasing operational productivity at individual manufacturing plants. Particular focus was placed on factory automation and digitalization as well as the transformation to an agile international manufacturing network with the goal of producing greenhouse gas emission-neutral (net zero) by 2040.

The Supply Chain unit was responsible for optimizing delivery times and delivery reliability to customers while simultaneously reducing logistics costs and material inventories.

→Operational structure since January 1, 2026

Since January 1, 2026, the group has been divided into four divisions, each with up to six business units. This was already announced by GEA on October 7, 2025. Three of the four divisions are presented with a Member of the Executive Board since then. Creating the Pure Flow Processing, Nutrition Plant Engineering and Pharma & Food Applications divisions at an Executive Board level makes it easier to manage GEA Group in a focused and agile manner, with a focus on the Food, Beverage and Pharma industries. The Farm Technologies division continues to report directly to the CEO of GEA.

In addition, the leadership structure was streamlined by the dissolution of the 14-member Global Executive Committee, enabling the divisions to manage country organizations in a clear and direct manner. The new configuration eliminates the previous regional matrix structure. Divisions now manage their business directly at a country level. Since January 1, 2026, the strategically important markets of China and India have been reporting directly to the CEO of GEA.



Operating segments

Pure Flow Processing

The Pure Flow Processing division incorporates the former Separation & Flow Technologies division as well as the components business (Compression Technologies unit) of the former Heating & Refrigeration Technologies division, which was dissolved on December 31, 2025. The new division bundles all of GEA's process engineering components and machines for resource-efficient production processes worldwide, including separators, decanters, homogenizers, valves and pumps, as well as heating and cooling technology.

Nutrition Plant Engineering

The Nutrition Plant Engineering division incorporates the portfolio of the former Liquid & Powder Technologies division as well as the Solutions unit of the dissolved Heating & Refrigeration Technologies division. The new division supplies integrated process plants and complete factories for the dairy, food, new food, beverage, pharmaceutical, chemical, and home & personal care industries. The portfolio includes brewery plants, liquid processing, aseptic and non-aseptic filling and packaging solutions, concentration, fermentation, crystallization, purification, drying, powder handling and packaging, carbon capture and emission control systems as well as advanced heating and cooling technologies.

Pharma & Food Applications

The Pharma & Food Applications division corresponds to the former Food & Healthcare Technologies division and will continue to operate without changes. For the pharmaceutical industry, the division supplies equipment and complete production lines for processing solid dosage forms, including highly potent active ingredients, in both batch and continuous operation. For food processing, GEA offers solutions for the preparation, marinating, and further processing of meat, poultry, seafood, and plant-based products, as well as processing lines for pasta, baked goods, snacks, confectionery, breakfast cereals, and pet food.

Farm Technologies

The Farm Technologies division will continue to operate under the same name. The division particularly offers integrated solutions for efficient and resource-saving milk production and livestock farming. This includes automated milking and feeding systems, conventional milking equipment as well as digital herd management and manure management solutions.

Each division is headed by a management team consisting of three members: a divisional CEO, a divisional CFO and a divisional CSO.

Purchasing, Production and Supply Chain

The Executive Board role of Chief Operating Officer will be discontinued following a transition period ending June 30, 2026. GEA will continue to pursue the goals inherent to the role and will redistribute the associated tasks. Central Procurement will remain a key function and will report directly to GEA's CEO. The other areas previously handled by the COO department, Production and Supply Chain, will be integrated directly into the responsibilities of the divisions. ⬅

The section "Group structure" includes management report-typical information marked with "➡" and "⬅", which also addresses the disclosure requirements of the ESRS 2 SBM-1 § 42 of the ESRS.

Discontinued operations

Discontinued operations include in particular obligations from environmental protection and mining activities.

Strategy

→Mission 30: GROWTH. VALUE. IMPACT.

GEA presented its corporate strategy through 2030 at the 2024 Capital Markets Day in early October 2024. As part of Mission 30, GEA is illustrating how it intends to achieve profitable growth and further increase the share of sustainable solutions in the future.

The following medium-term financial objectives are associated with Mission 30 until 2030:

- Average organic sales growth of more than 5 percent
- EBITDA margin¹ of 17 percent to 19 percent
- ROCE^{1,2} of over 45 percent

The targets are to be achieved through the strategic priorities GROWTH, VALUE, and IMPACT, which are described below.



1) Starting in 2027, the key figures EBITDA margin and ROCE will be shown without restructuring expenses.
2) Capital employed excluding EUR ~800 million goodwill from the acquisition of the former GEA AG by former Metallgesellschaft AG in 1999 (average of the last four quarters).

GROWTH.

Sustainability and technological expertise as growth drivers

Sustainability is an integral part of the strategy and thus an important driver for future growth. GEA is convinced that it is the responsibility of groups like GEA to do something for the planet in order to avoid further negative development of the environment. One of the climate targets in GEA's climate change mitigation strategy is to reduce the company's own greenhouse gas (GHG) emissions to net zero at all points of its value chain by 2040. This target was approved by GEA's shareholders at the Annual General Meeting in 2024. Detailed information on climate change mitigation at GEA can be found in the ESRS E1 chapter of the Sustainability Report.

Based on its leading market positions as a mechanical and plant engineering company for the energy-intensive food, beverage and pharma industries, GEA intends to further expand its portfolio of sustainable solutions¹ as part of the Mission 30. The share of sales² generated thereby is set to increase to more than 60 percent of total sales² by 2030 (2025: 45.7 percent). The offer includes the following four core areas:

- Development of climate change policies for customers
- Decarbonization of production processes
- Solutions for “net zero” process lines as well as
- Process optimization through digital applications.

¹⁾ Sustainable solutions of GEA include all products and consulting services of the Add Better family as well as all products that belong to the so-called Scope 4 category, plus all solutions and offerings that are considered environmentally sustainable under the EU Taxonomy Regulation, including the New Food area.

²⁾ Detailed information on the calculation of the share of sales can be found in the ESRS 2 chapter of the Sustainability Report.

Service business: Profitable pillar with a vision for the future

The growth in the service business is a success story for GEA, which will be continued with an expanded range of services. The “Performance Partnership Program” relies on more comprehensive service agreements and digital innovations to strengthen customer loyalty and extend the life of the machines. The expanded range of services ensures measurable improvements in the three core areas of availability, productivity and sustainability. This is expected to increase the share of service revenue to 40 percent or EUR 2.9 billion by 2030 (2025: 40.0 Prozent or EUR 2.2 billion). This means an annual organic growth rate of more than six percent on average.

Digitalization and innovation underpin Mission 30

The demand for digital customer solutions is constantly increasing. They are therefore another important lever in the growth strategy. The solutions of GEA offer 24/7 availability and increase customers' productivity and resource efficiency – whether through intelligent assistance, autonomous process controls or software solutions. More than 10,000 installed GEA machines in more than 50 countries are already networked via the GEA Cloud. By 2030, 80 percent of the machines installed at customers and suitable for digital applications are to be networked. This would correspond to more than 35,000 GEA machines. The group also benefits from its long-standing customer relationships. The close relationships of GEA with its customers and the availability of the data enable it to continuously improve its products as well as develop new ones. The share of sales of products that are less than five years old is expected to increase to 30 percent by 2030 (2025: 19.2 percent).

Clear plan for market segments with above-average growth

With its technologies, GEA is very well positioned to benefit from the megatrends-driven growth of its markets. For Mission 30, various areas have been identified that offer GEA above-average growth potential, such as wastewater treatment: As a result of the growing world population and advancing urbanization, the need for professional effluent wastewater treatment is increasing significantly. GEA is ideally positioned for this development – with high-performance decanter centrifuges and separators, combined with digital solutions and future AI-supported process optimization. These systems make sewage sludge dewatering much more efficient. They reduce costs and protect the environment at the same time.

New Food: Comprehensive solutions for change in nutrition

GEA sees future growth in the area of alternative proteins (New Food), which will help to feed a growing world population with fewer resources. “New Food” includes foods such as plant-based milk and meat alternatives, meat from cell cultures and proteins obtained from microorganisms by fermentation. Thanks to its strengths in scaling industrial applications and its position as a full-service provider, GEA is ideally positioned to benefit from this trend to an above-average extent. The group expects an order intake of more than EUR 400 million for the New Food business in 2030 (2025: EUR 66.6 million).

VALUE.

Harmonization and process optimization improve profitability

As part of Mission 30, a transformation program to harmonize and more closely interlink the areas of production, procurement and supply chain management is being rolled out globally. This program to reduce the costs of goods sold is intended to leverage synergies that lead to significant cost savings and simultaneously increase the competitiveness of GEA. The group expects this to make a net contribution to EBITDA of EUR 120 million in total by 2030.

In addition, the group aims to reduce the share of general and administrative expenses to less than 10 percent of revenue by 2030 (2025: 12.7 percent). This is primarily achieved through a three-point program. On the one hand, the global harmonization of ERP systems via the Transform360 program will lead to significant efficiency improvements. On the other hand, further savings are to be achieved with the optimization of internal processes and structures as well as the automation of business processes. These measures are expected to achieve an improvement potential of the general and administrative expenses of up to EUR 100 million in total by 2030.

In addition to the growth initiatives, as well as cost and efficiency measures described above, improvements in net working capital and lower investments will have a positive impact on the free cash flow of GEA. Due to the quality of the achieved asset portfolio, GEA plans to reduce capital expenditures to 2.5 to 3.0 percent of revenue by 2030 (2025: 4.6 percent). In addition, the ratio of net working capital to revenue is expected to be in a range of maximum 7 to 9 percent (2025: 3.2 percent). In the period from 2024 to 2030, GEA expects that it will be able to achieve a cumulative free cash flow of over EUR 4 billion.

IMPACT.

The corporate purpose “Engineering for a better world” also means developing responsible innovations and promoting social commitment to the community and the commitment of employees.

To secure its technological lead in the future, GEA promotes a strong culture of innovation. In the existing international teams, engineers collaborate closely with experts in process engineering, automation and many other disciplines. In more than 40 test centers worldwide, new solutions are developed together with customers that are very precisely geared to specific needs. Innovation at GEA always means that innovations are developed and implemented responsibly. For example, 100 percent of new products are to be recyclable* by 2030. Also, by extending the service life of GEA products through good service, there is less waste and fewer resources are lost.

The cities and municipalities that are close to GEA's production and sales sites are an important cornerstone for the group. GEA is making a contribution there, for example by setting clear targets for water treatment and emissions management. The objective is to reduce the impact of the operations of GEA on waste, water, energy and biodiversity as well as occupational health and safety to zero (zero impact operations).

*) A group-wide definition of what “recyclable” means for GEA solutions was developed in financial year 2025 in order to establish a standardized assessment standard. See chapter E5 of the Sustainability Report for more information.

The skills, commitment and innovative spirit of its employees are the key to GEA's success. In order to promote growth and employee engagement, the group attaches great importance to a positive corporate culture. It is based on recognition and appreciation. Among other things, this involves strong leadership qualities and creating an environment in which managers and employees can do excellent work.

Further information and examples on the topic of IMPACT. can also be found in the Sustainability Report.

Sustainable growth for long-term success

As a multi-national group, GEA is willing and able to contribute to creating a better world. With Mission 30, GEA is convinced that it will continue to create long-term value for shareholders and stakeholders such as customers, employees and society in the future. The focus on sustainable, profitable growth enables GEA to remain successful.⏪

The “Strategy” chapter includes management report-typical information marked with “→” and “←”, which also addresses the disclosure requirements of the ESRS 2 SBM-1 § 40 and § 42 of the ESRS.

Management system

Basis of information

Group reports are prepared with the aid of standard applications that are precisely tailored to the needs of GEA and are continuously evolving. Standard reports prepared on the basis of unified data are used throughout the group to report net assets, financial position and results of operations. These standard reports are supplemented by special analyses as well as analyses and reporting related to specific businesses and strategic measures. Besides the budget for financial year 2026, the current corporate planning covers two further planning years (so-called medium-term planning).

In financial year 2025, regular reporting procedures were supplemented by committee meetings of the group's management with an opportunity to exchange information on strategic and operational issues. In addition, the Executive Board of GEA Group Aktiengesellschaft met once a month. In addition, the Extended Management Board (GEC) met to prepare for the decision of the Executive Board. The Executive Board meetings concentrated on issues of relevance to the group as a whole, whereas material topics directly affecting the divisions and regions were discussed at the GEC meetings. In addition, the individual divisions regularly held meetings, which were attended by the division CEO, division CFO and division CSO as well as the extended management circle of the divisions. Such meetings entailed detailed discussions of the net assets, financial position, results of operations as well as business development of the division concerned. Special meetings for each division were also held to discuss earnings for the latest financial year and the business plan for the following years.

The Extended Management Board (GEC) was dissolved effective January 1, 2026 and the Executive Board was expanded at the same time (see chapter "Fundamental Information about the Group").

Key performance indicators

The prime objective of GEA is to realize continuous growth in shareholder value. The development of key indicators is, therefore, defining factors and an essential basis for the company's lasting success. There was no change in the key performance indicators compared to the previous year. The group's financial management in financial year 2025 continued to be based primarily on the following indicators:

- Revenue (organic sales growth)
- EBITDA margin before restructuring expenses
- Return on Capital Employed (ROCE)

The development of the key performance indicators is described in the section on "Results of operations" for the group and for the divisions in the section "Divisions of GEA in the financial year". The expected future development is presented in the "Report on expected developments".

Revenue (organic sales growth)

By organic sales growth, GEA means year-on-year changes in revenue that are adjusted for currency and portfolio effects. Reported revenue, on the other hand, includes organic growth as well as effects due to currency translation as well as changes related to disposals and/or acquisitions.

EBITDA margin before restructuring expenses

GEA uses the EBITDA margin before restructuring expenses as a relative indicator in terms of earnings. Management based on this key figure supports the focus on profitability in the future. This key figure is obtained by comparing absolute earnings before interest, taxes, depreciation and amortization* as well as impairment losses and reversals of impairment losses in relation* (EBITDA) to reported revenue.

EBITDA is adjusted by effects of restructuring expenses. The restructuring measures to be taken are outlined in terms of content, scope and definition, presented to the Chairman of the Supervisory Board by the CEO and jointly finalized. Only measures with an EBITDA effect exceeding EUR 2 million are taken into account. The resulting key figure is accordingly referred to as EBITDA before restructuring expenses.

Return on Capital Employed (ROCE)

The key performance indicators revenue (organic sales growth) and EBITDA margin before restructuring expenses are supplemented by the Return on Capital Employed (ROCE). The ROCE corresponds to the ratio of earnings before interest, taxes and restructuring expenses (EBIT before restructuring expenses) to the capital employed.

Capital employed includes non-current assets less interest-bearing non-current assets and net working capital plus other non-interest-bearing assets, liabilities and provisions less assets and liabilities in connection with income taxes (all items calculated as averages for the past four quarters). When calculating capital employed, the effects arising from the acquisition of the former GEA AG by the former Metallgesellschaft AG in 1999 and further effects from discontinued operations are not taken into account.

*) This includes impairment losses and reversals of impairment losses on property, plant and equipment, intangible assets and long-term financial assets as well as impairment losses in connection with the classification as "held for sale" (no change in content compared with the previous year).

In order to anchor ROCE even more strongly at an operational level, the ROCE driver EBIT before restructuring expenses is evaluated on a continuous basis. The same applies to net working capital as a percentage of revenue, which is a key driver of capital employed.

As a strategic indicator, the ROCE measures the relative profitability of a company when compared with the weighted average cost of capital (WACC). If the ROCE is above the WACC, this is an indication that the business is gaining in value.

The difference between the expected ROCE and the WACC is a key criterion for investment and portfolio decisions. The WACC determined for the group uses specific peer group information for beta factors, capital structure data and cost of debt ratio.

Other indicators in the management system

GEA also routinely gathers various other performance indicators in order to obtain a meaningful picture of the overall corporate management situation.

To enable a rapid response to developments, the divisions provide regular forecasts – for the quarters and for the year as a whole – on the key performance indicators of revenue (organic sales growth), EBITDA margin before restructuring expenses and ROCE. Additionally, GEA makes estimates for other key figures, such as order intake, as an early indicator for revenue.

Management of capital employed

Resources are allocated within the group primarily based on strategic and medium-term forecasting. This provides the framework for preparing key decisions on core technologies, sales markets and other strategically important variables.

Acquisitions and expansion investments are assessed not only on the basis of key performance indicators showing potential returns but also in terms of their contribution towards achieving the group's strategic goals. The key economic criterion for evaluating rationalization and expansion investments is the net present value of the investment measure.

The amortization period is also calculated as an additional benchmark for assessing the risk arising from a changing economic environment.

Net working capital is another key element of capital employed. Net working capital management begins before an order is accepted with the payment terms that are offered or negotiated.

Project- and activity-based management

In addition to general management with the help of the key performance indicators described, GEA also uses an individual assessment and approval procedure with specific size thresholds for the different hierarchical levels for customer and investment projects.

Customer projects are primarily evaluated on the basis of their expected gross margin and on a full-cost basis. Their technical, commercial and contractual risk profile, with a particular emphasis on cash flow, is also identified.

Project management for large orders (order intake of more than EUR 15 million) is also backed up by extensive project controlling, not only at the operating unit level but, depending on the size of the project involved, also at the division or group level through a separate reporting system for large orders. In many cases, the findings from this analysis generate ideas for improving internal processes, which can be used in subsequent projects. At group level, the analysis focuses on deviations between the calculated and the expected or realized contract results.

Non-financial indicators

Alongside the financial indicators, GEA uses a suite of non-financial indicators for management purposes. A detailed presentation can be found in the Sustainability Report.

Under the current remuneration system, sustainability targets for the Executive Board are defined annually as part of the Long Term Incentive (LTI) program. The sustainability targets that are relevant for the calibration of the LTI 2026 are the reduction of greenhouse gas emissions in Scopes 1 and 2 as well as in Scope 3. These targets support GEA's own climate strategy goal of reducing its greenhouse gas emissions along the entire value chain to net zero by 2040.

Investing activities

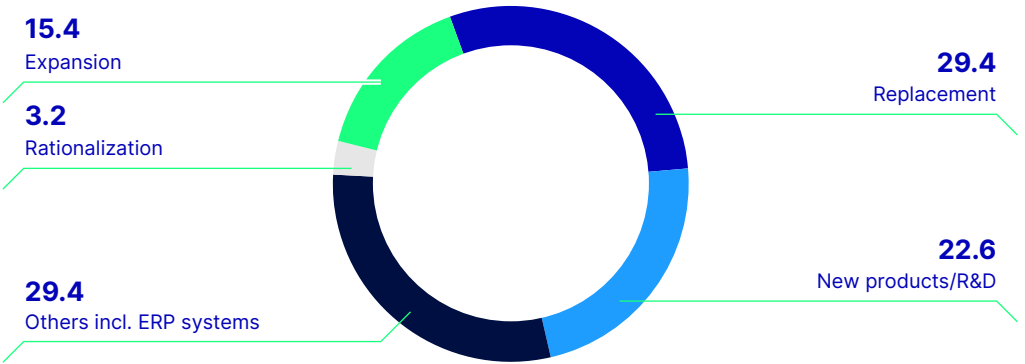
GEA develops and engineers specialized components, largely on a made-to-order basis, designs process solutions and is active in the project business in a broad range of customer industries. The focus is on the food, beverage and pharmaceutical industries. The group uses its global engineering and production network to provide its customers with a wide range of solutions that are tailored to their individual requirements. GEA's flexible production concepts should support short throughput times, competitive cost structures and low level of capital employed.

In the past financial year, capital expenditure (payments to acquire property, plant and equipment, and intangible assets) increased by 7.7 percent to EUR 255.3 million (2024: EUR 237.1 million). This corresponded to 4.6 percent of revenue (2024: 4.4 percent).

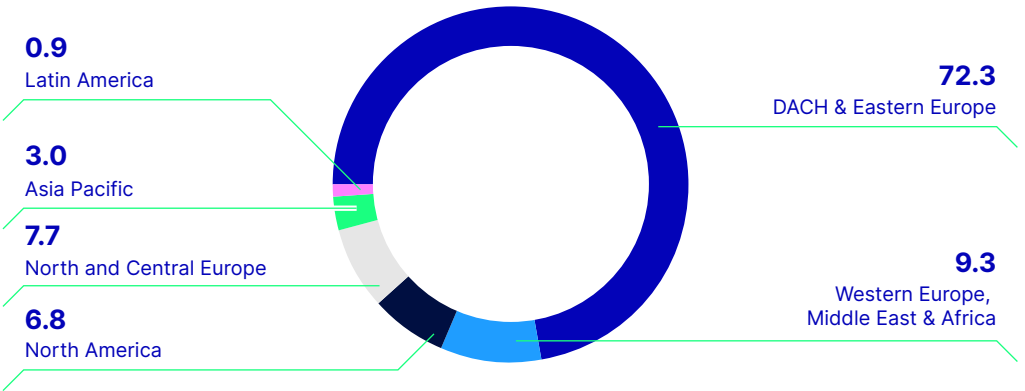
The largest share of capital expenditure, at 29.4 percent (2024: 34.7 percent) each, was attributable to replacements and Others (2024: 8.7 percent). The latter were mainly related to the Transform360 program, which goal it is to harmonize ERP systems across the group. These expenses are initially borne centrally by the GCC and subsequently passed on to the divisions. Another focus was on investment in New Products/R&D which accounted for another 22.6 percent (2024: 28.5 percent). This included the construction of a technology center for alternative proteins in the USA, which opened in 2025. 15.4 percent (2024: 24.6 percent) of total expenditure was spent on expansion. This particularly includes the new construction of a pharmaceutical technology center for freeze-drying systems in Germany, which was also completed in 2025.

Nearly all divisions reduced their capital expenditure compared to the previous year. FHT recorded the sharpest decline in investments (from EUR 83.4 million to EUR 54.5 million) but still accounted for the largest share of investments at 21.4 percent. The decline was mostly linked to the completion of the new pharmaceutical technology center. LPT's investments (decrease of EUR 13.2 million to EUR 25.2 million) were mainly related to the new technology center in the USA. HRT reduced its capital expenditure from EUR 25.7 million to EUR 21.1 million, with the majority going towards replacements. Around three quarters of FT's EUR 21.8 million (2024: EUR 21.0 million) in capital expenditure was allocated to new products/R&D, with a particular focus on digitalization and improving existing products. The increase in total investments within the group is primarily attributable to investments related to the Transform360 program in the GCC.

Capital expenditure in tangible and intangible assets per type
 (in %)



Capital expenditure in tangible and intangible assets by region
 (in %)



In terms of capital expenditure by region, the focus was on the DACH & Eastern Europe region, which accounted for the largest share at EUR 184.6 million or 72.3 percent (2024: 66.3 percent). This was primarily driven by the Transform360 program and the new pharmaceutical technology center.

Research and development (R&D)

- 2.8 percent of revenue spent in R&D
- 57 new products completed
- 64 new patent families filed
- 3.2 Percent of revenue to be spent in R&D by 2030

GEA's innovation goals are embeded in the Mission 30 strategy. Within this framework, digitalization and sustainability are fundamental guiding principles for all new products. For example, one specific target of Mission 30 is that all new products should contribute to sustainability and be “circular ready,”. In addition to technological innovations, we intend to drive innovations in connection with our business model, such as new service offerings.

Mission 30 consistently builds and expands on the previous targets of Mission 26 strategy and expands them. The share of expenditure on research and development in revenue is to be increased to 3.2 percent by 2030. In the 2025 reporting year, this figure was 2.8 percent.

Furthermore, the vitality index, i.e., the proportion of new products that are less than five years old, is to be increased to 30 percent of group revenue by 2030. In the year under review, products developed in the last five years accounted for around 19.2 percent (2024: 16.4 percent) of group revenue.

Innovations are generally developed by experts at GEA technology centers in detailed consultation with customers. Various tools and methods, including customer interviews, customer workshops and on-site technology testing in the form of prototypes, are used for this purpose. GEA also encourages a cross-divisional exchange of knowledge between its technology sites and sets group-wide standards. Increasingly, innovations at GEA are being developed with the support of agile processes and methods. The key points of these developments include the involvement of customers as early as possible in order to evaluate and validate business ideas before the actual product development.

Activities to strengthen the innovation process were carried out in the past financial year. The main objective is to focus on:

- Customers and target markets
- Sustainability
- New business models
- Process efficiency
- Data quality

The innovations developed in close cooperation with the divisions are being rolled out across all areas in the current financial year.

The “Sustainathon” idea format developed in 2023 was also continued in the reporting year. In this format, innovations in the area of sustainability are designed for customer processes and validated in initial “sprints.” The most promising ideas are prioritized and incorporated into product development. In 2025, the “Sustainathons” focused on developing sustainable service innovations within the framework of the GEA-wide “Performance Partnership” program. More than 140 participants from all divisions generated over 130 ideas in interdisciplinary teams across seven sites.

Resource-Saving Sustainability

“Engineering for a better world” – this commitment also means that GEA wants to enable its own customers to act more sustainably and protect the environment through services and products. The contribution of GEA to resource-saving sustainability therefore already begins at the development stage. In financial year 2025, GEA spent EUR 17.9 million (2024: EUR 18.0 million) on research and development in this area, which corresponds to 11.8 percent of its total R&D expenditure. In the year under review, the following priorities were set:

- Upgrade the innovation process and integrate sustainability as a core component of our development activities, with a particular focus on the circular economy
- 15 Products awarded the “Add Better” label* (50 products in total since introduction)
- Continuous decarbonization of the product portfolio.

The developments in relation to both existing and new products primarily aim to reduce energy consumption and the greenhouse gas (GHG) emissions they cause, reduce water consumption and support the circular economy. To succeed in this transition, GEA has set sustainability targets for product development, which are described in more detail in the Sustainability Report of the “Environmental” chapter.

Digital Solutions

GEA's product portfolio is enhanced by digital solutions that increase the availability and productivity of machinery and equipment while improving the sustainability of customers' production processes.

The GEA Cloud® is a modern, secure and scalable platform that enables connectivity of GEA machines and third-party providers worldwide. GEA aims to provide digital support for machinery and equipment throughout their entire lifecycle. Digital nameplates and digital product passports play a key role in this regard. More than 100,000 units were already delivered with this digital documentation in the last financial year. This product passport is further enhanced by connecting the machine to the GEA Cloud®, ideally during the installation process. By the end of 2025, more than 10,000 machines in more than 50 countries were digitally connected to GEA Service. A large number of digital solutions use artificial intelligence (AI), which are grouped into product families depending on requirements.

GEA InsightPartner® refers to solutions that monitor processes for the customer and derive recommendations for action. They are implemented by the customer on their own responsibility.

GEA OptiPartner® are AI-supported solutions that control process steps in the food industry completely autonomously.

The GEA DairyNet® product family is specially designed to meet the requirements of dairy farmers. Artificial intelligence is also used here, for example to assess the health of the livestock.

The digital portfolio of GEA is rounded off by GEA CODEX automation solutions. The total number of installations exceeded 1,000 in 2025. New and enhanced modules of the Manufacturing Execution System (MES) continued to meet with high levels of customer interest in 2025 and showed strong growth.

The customer interface itself is also undergoing increasing digitalization. The GEA portal is a comprehensive customer portal that provides customers with access to digital documentation and digital solutions, as well as industry-specific e-commerce applications. By the end of 2025, the GEA Portal had over 5,000 registered customers. E-commerce order intake amounted to more than EUR 700 million in the financial year (2024: EUR 570 million). Intercompany processes are also making successful use of e-commerce. The total volume of e-commerce amounted to around EUR 890 million (2024: EUR 670 million), representing an increase of 32.8 percent.

*) Further information on this can be found in the chapter “General information” of the Sustainability Report



New products: The following examples give an insight into GEA's innovation activities in 2025*.

GEA QBOIL® – fractionated wort boiling and heat recovery for breweries

The **GEA QBOIL®** system integrates the fed-batch process, fractionated boiling and direct heat recovery. This design enhances the quality of the final product by reducing the thermal load on wort without impacting the removal of unwanted volatile substances.

QBOIL® uses a specialized stripping column combined with a heat exchanger that functions as a vapor condenser and wort pre-heater. The energy-efficient design continuously feeds wort into the kettle, bringing it to a boil while the lauter tun is still in operation. The energy from the boiling wort is released as steam and used to preheat fresh wort as it is added. This steam also removes volatile, unwanted compounds (such as DMS: dimethyl sulfide) by stripping liquid wort in the distillation column, while keeping total evaporation at a low level.

The GEA QBOIL® solution was certified with the Add Better label in 2025.

Benefits:

- Energy saving: Energy consumption reduced by 35 percent.
- Increased efficiency: boils wort in as little as 45 minutes, creating faster brewing cycles and increased production levels (depending on malt quality).
- Seamless retrofitting: brewing practices and existing brewing systems can be updated with minimal disruption.

*) The following examples relate to disclosures that are not part of the combined management report and are not the subject of the statutory audit.

GEA PUREWAVE PASTEURIZER® – a revolution in fresh pasta production

Traditional steam pasteurization often causes uneven heating. This can have a negative impact on the product and compromise the quality of fresh pasta products. Microwave pasteurization, on the other hand, uses volumetric heating for faster and more uniform treatment. This maintains the pasta's appearance and structural integrity.

The result is a premium look, shorter processing times and reduced thermal stress. This enhances overall quality, improves consumer perception and increases perceived value – all while adhering to the highest industry standards.

The **GEA PureWave Pasteurizer®** features a compact, efficient design that significantly reduces the need for maintenance. Traditional steam-based systems require complex cleaning processes due to residue buildup, the frequent maintenance of steam components and long pre-drying phases.

The microwave system eliminates these issues: Its streamlined design reduces cleaning requirements, eliminates steam-related maintenance and functions without pre-drying. Lower water consumption and reduced downtime ensure smooth, cost-efficient procedures. The compact footprint also requires less space for optimized layouts and makes it possible to achieve additional energy savings.

The GEA PureWave Pasteurizer® solution was certified with the Add Better label in 2025.

Benefits:

- Over 85 percent energy efficiency compared to 25 percent for traditional steam systems.
- Uniform, stress-free heating for product pasteurization.
- Minimal cleaning requirements without steam residue.
- Eliminates pre-drying steps and reduces production times.





GEA Direct Sprayer DS 25 – efficient cleaning for tanks with agitators used in the food and beverage industry

The **GEA Direct Sprayer DS 25** is a new solution provided by GEA for the industrial cleaning of tanks with rotating components in the food and beverage industry. The patented flow technology is specially designed to remove residue from the undersides of agitators, pipes and baffles.

Maintaining high hygiene standards, preventing product contamination and using resources economically play a critical role in food and beverage production processes. This is particularly challenging for tanks with internal components: The undersides of agitator blades are often difficult to reach using conventional cleaning methods. Frequently, the only solution is to completely flood the tank with cleaning fluid — a resource-intensive and time-consuming process.

The potential of the GEA Direct Sprayer DS 25 can be demonstrated using a real-world example: a typical yogurt production tank is six meters high and three meters in diameter, with agitator blades at three levels up to four meters above the base of the tank. Traditionally, such tanks are completely flooded with a caustic solution and cleaned through rotation. The process of filling the tank, rotating the agitators and draining the tank takes two hours and uses 29 cubic meters of cleaning fluid.

With the new Direct Sprayer DS 25, the sprayer is integrated into the tank wall at each agitator level. This targeted cleaning approach reduces the amount of fluid consumed to 4.5 cubic meters. The cleaning process takes just 15 minutes. That's 84.5 percent less fluid and 87.5 percent less time.

Benefits:

- Uses up to 84.5 percent less cleaning fluid.
- Up to 87.5 percent quicker.
- Speeds up the transition process for new recipes while maintaining cleaning efficiency.

E-Bake Generation 2 – innovative baking for a greener future

GEA's objective is to raise awareness of environmental issues and showcase the ecological benefits of its product portfolio. Reducing energy consumption is the primary goal. This is evident in the new generation of electric ovens for the baking process.

The oven design of the **eOven Gen 2** was modified by applying two heating techniques in a single step: convection and radiation technology. As a result, the volume of the heating chamber has been reduced by 50 percent compared to the first generation. Heat transfer is significantly more efficient due to there being fewer thermal bridges.

The electric ovens do more than just provide radiant energy. They can also inject steam through electric fan heaters to simulate the conditions of a gas-fired oven. Air can also be blown in to create the required turbulence. These functions provide a high degree of flexibility and enable customers to meet their goals in terms of product quality, energy efficiency and sustainability.

Another advantage of electric ovens is increased safety, since no explosion vents are required.

A specialized simulation tool allows potential customers to test the retrofit virtually and calculate potential cost savings. The **GEA Bakery Experience Center (BEC)** is available as a testing environment for putting products through their paces under real-world conditions.

The eOven Gen 2 was certified with the Add Better label in 2025.

Benefits:

- Energy savings of up to 40 percent compared to gas-powered models, with a corresponding reduction in CO₂ emissions.
- Improved product quality and reproducibility, along with simplified cleaning.
- Retrofittable for many existing gas-powered ovens.
- Plug-and-play installation thanks to prefabricated independent modules.





EcoSpin 2 Zero Rinsing Unit – sixth generation of sterilization for filling systems

GEA presents the sixth generation of peracetic acid (PAA) sterilization with **EcoSpin 2**. The system focuses on saving space, water and energy.

The system makes significant progress in sustainable aseptic filling and integrates an innovative solution for recovering the second rinse water. GEA developed this innovation to help customers achieve their environmental, water waste and operating cost reduction goals.

The system reuses a large portion of the water utilized in the wet sterilization process. Part of the water from the first rinse, which contains higher peroxide concentrations, is used to prepare the sterilization solution. The system also recovers and reuses water from the second rinse phase.

This intelligent water management makes it possible to reuse up to 86 percent of rinse water during operation, significantly reducing freshwater use. The system reduces the amount of water required for rinsing by up to 50 percent.

The EcoSpin 2 Zero Rinsing Unit was certified with the Add Better label in 2025.

Benefits:

- Format changes possible in 30 minutes without compromising sterility.
- The system sterilizes bottles at temperatures below PET shrinkage thresholds (65°C | 149°F).
- Residues remain below 0.25 ppm in accordance with FDA* regulations.
- FDA-approved technology.

*) US Food and Drug Administration

GEA DairyNet® CattleEye – improving animal welfare

GEA's offerings for dairy farmers focus on improving herd health and animal welfare through connectivity and digitalization. These elements, along with sustainability and flexibility, provide the foundation for next generation farming.

Lameness is one of the most common problems on dairy farms, with significant consequences: It diminishes animal welfare, causes high veterinary costs and reduces productivity. Furthermore, it impairs reproductive performance and increases the risk of other diseases. Hoof diseases and associated lameness are among the primary causes of premature culling and represent a major financial risk factor.

A 2D camera is installed in the barn for early detection. Suitable locations include selection gates with RFID readers or the milking system. The camera captures the gait of the cows as they leave the milking parlor. The associated **GEA DairyNet® CattleEye software** analyzes this data, identifies any abnormal walking patterns and flags them in the "Body Condition Score (BCS)." All information can be accessed at any time using a smartphone, tablet or PC. This allows potential or existing lameness to be identified automatically so that it can be treated at an early stage.

Benefits:

- Continuous lameness and body condition assessment for every cow.
- Earlier identification of lame cows, preventing severe cases.
- Optimization of feed rations and prevention of metabolic diseases.
- Increased animal welfare and productivity.
- Reduction in costs and manual labor.



Camera



Cow



Identification



Behavior



Analysis

Patents

In financial year 2025, GEA filed applications for a total of 64 (2024: 77) new patent families resulting from its research and development activities. Overall, GEA holds around 1,080 patent families (2024: 1,050) comprising approximately 6,670 individual patents (2024: 5,500). They cover all of the key technologies and processes of GEA and relate to separation, drying, homogenization, crystallization, granulation, purification, cooling, freezing, dairy processing, filling and packaging.

R&D metrics

At EUR 138.9 million, expenses for proprietary R&D for GEA's own purposes in financial year 2025 were 1.7 percent lower than in the previous year (2024: EUR 141.2 million). This includes research and development expenses of EUR 119.4 million (2024: EUR 117.1 million) and depreciation of capitalized development costs of EUR 19.5 million (2024: EUR 24.2 million), which are recognized under production costs. The group's own R&D ratio was 2.5 percent (2024: 2.6 percent).

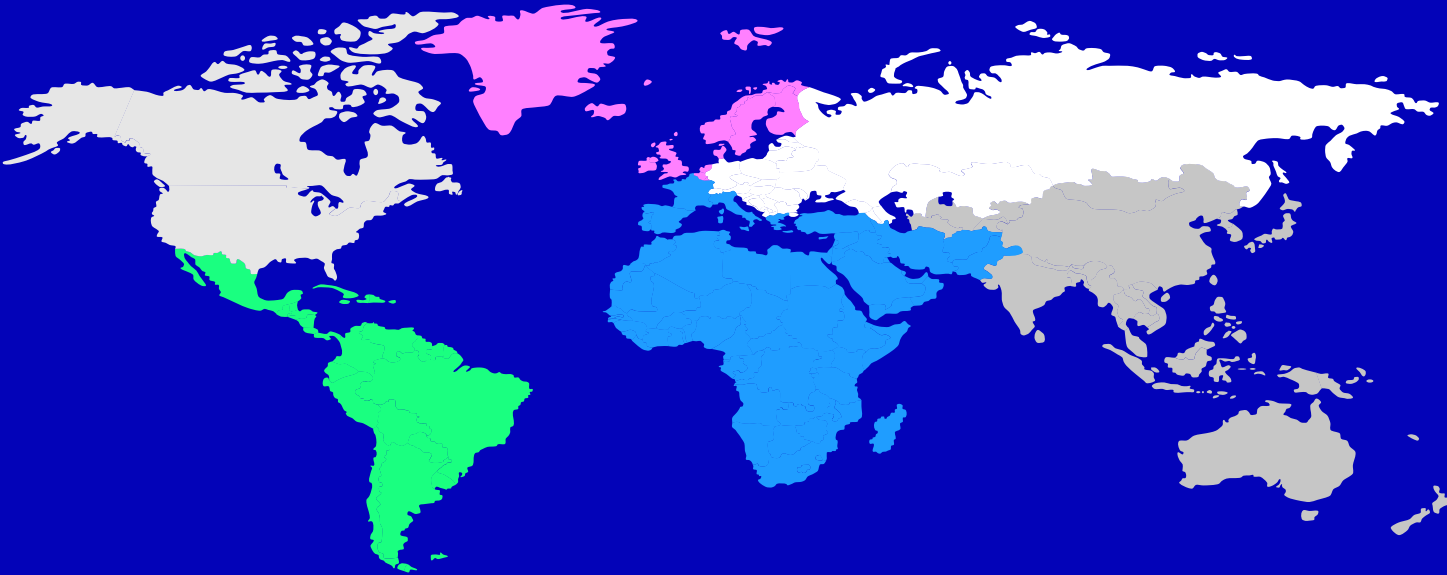
Capitalized development expenses in the year under review fell to EUR 33.4 million from (2024: EUR 41.9 million). Including depreciation of capitalized development costs, R&D expenditure came to a total of EUR 152.7 million (2024: EUR 159.0 million). The R&D expenditure ratio, as a percentage of revenue, came to 2.8 percent (2024: 2.9 percent).

R&D contract costs on behalf of third parties amounted to EUR 13.9 million in the year under review (2024: EUR 12.6 million), which is recognized under production costs. The group's total R&D expenditure amounted to EUR 152.8 million (2024: EUR 153.9 million). The R&D ratio, which includes research and development expenditure incurred on behalf of third parties, was 2.8 percent, as in the previous year.

Research and development (R&D) for GEA's own purposes (EUR million)	2025	2024	Change in %
Depreciation of capitalized development expenses (Cost of Sales)	19.5	24.2	-19.2
Research and development expenses	119.4	117.1	1.9
R&D expenses for GEA's own purposes	138.9	141.2	-1.7
R&D ratio (as % of revenue)	2.5	2.6	-
Capitalized development expenses	33.4	41.9	-20.3
Depreciation of capitalized development expenses	-19.5	-24.2	-19.2
R&D expenditure	152.7	159.0	-3.9
R&D ratio (as % of revenue)	2.8	2.9	-

Research and development (R&D) - total (EUR million)	2025	2024	Change in %
R&D expenses for GEA's own purposes	138.9	141.2	-1.7
R&D expenses on behalf of third parties (Cost of Sales)	13.9	12.6	10.5
R&D expenses - total	152.8	153.9	-0.7
R&D ratio - total (as % of revenue)	2.8	2.8	-

REPORT ON ECONOMIC POSITION



North America 1,105 EUR million 1,695	Latin America 388 EUR million 758	Western Europe, Middle East & Africa 940 EUR million 2,673	North and Central Europe 857 EUR million 3,243	DACH & Eastern Europe 1,066 EUR million 7,097	Asia Pacific 1,140 EUR million 3,162
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1,000

 = Revenue

1,000

 = Employees (FTEs)

Overall Assessment of Business Development in 2025

Financial year 2025 was another exceptionally positive one for GEA. We achieved noticeable increases across several key metrics, including order intake, revenue, and profitability. This success was even more remarkable in light of the ongoing economic tensions, geopolitical risks, and high levels of uncertainty. For example, the global tariff debate triggered by the US government had no material impact on GEA's economic development.

Following a strong start to the year, GEA maintained its profitable course as the year progressed, largely underpinned by strong momentum in the service business. This consistently solid operational performance led the Executive Board to adjust its full-year **guidance**. On July 31, both the assumptions for organic revenue growth and the targets for the EBITDA margin before restructuring expenses as well as ROCE were raised. Continued momentum in the second half of the year ultimately enabled GEA to meet the upgraded guidance for 2025. The EBITDA margin even slightly exceeded the forecasted target range, while the other key metrics finished within the revised expectations.

Order intake* rose significantly by 6.7 percent to EUR 5,924.1 million (2024: EUR 5,553.0 million) during the reporting year. This was largely driven by the dynamic second half of the year. Portfolio and currency translation effects held back performance by 2.4 percent, while **organic** growth reached 9.1 percent. All divisions contributed to this strong growth. On the **customer side**, Dairy Farming, Dairy Processing, New Food and Pharma in particular recorded growth, while other industries saw declining development.

Overall, GEA secured 15 **large orders** (volume > EUR 15 million) with a total value of EUR 560.6 million (2024: EUR 437.2 million). The focus was on projects in Dairy Processing and Beverage.

Revenue went up by 1.4 percent to EUR 5,495.4 million (2024: EUR 5,422.1 million). **Organic** order intake went up by 3.7 percent; portfolio and currency translation effects slowed growth by 2.3 percent. The new machine business as well as **service business** grew organically. Its share of service revenue increased further to 40.0 percent (2024: 38.9 percent). As with order intake, all divisions contributed to organic sales growth. On the **customer side**, higher revenue in Dairy Processing, Food and Pharma more than offset the decline in Beverage and Chemical.

EBITDA before restructuring expenses rose significantly to EUR 907.4 million in the reporting year, representing an 8.4 percent increase (2024: EUR 837.3 million). This positive trend reflects a higher gross profit, supported by both the expansion of the service business and the improved profitability of the new machine business. The **EBITDA margin before restructuring expenses** went up significantly to 16.5 percent (2024: 15.4 percent). Almost all divisions contributed to this improvement; only FT fell short of the previous year's level.

The outstanding operating performance is reflected in the **profit for the period**, which went up by 7.5 percent to EUR 414.0 million (2024: EUR 385.0 million) despite income tax expense increasing to EUR 184.3 million (2024: EUR 126.6 million).

Earnings per share before restructuring expenses came to EUR 2.74 (2024: EUR 2.62) and exceeded previous year's figure by 4.9 percent. This was driven by the lower average number of shares outstanding after completion of the share buyback program. **Earnings per share** improved by 10.5 percent to EUR 2.54 (2024: EUR 2.30).

GEA's **cash flow**-related figures also improved. Cash inflow from operating activities rose by 2.3 percent to EUR 726.7 million (2024: EUR 710.5 million). In addition to the higher profit for the period, the significant improvement in Net Working Capital (NWC) had a particularly positive effect. With a slight increase in investing activities, free cash flow improved to EUR 511.8 million (previous year: EUR 504.8 million).

NWC was almost halved in the reporting year, decreasing by 46.5 percent. This decrease was also reflected in NWC as a **percentage of revenue**. At 3.2 percent (2024: 6.0 percent), it was once again better than the targeted maximum range of 7 to 9 percent.

The **return on capital employed (ROCE)** increased further to 36.2 percent (2024: 33.8 percent). This was based on an 8.9 percent increase in EBIT before restructuring expenses over the twelve-month period. This more than compensated the increase in average capital employed over the last four quarters.

Shareholders are to benefit from this strong earnings performance. The Executive Board and the Supervisory Board will propose to the Annual General Meeting a **dividend** increase of 15 cents to EUR 1.30 per share.

*) Unaudited supplemental information

Forecast/actual comparison

The forecast for financial year 2025 was based on the assumption of moderate global economic growth. Interest rates in the major economies were expected to continue to fall. In that forecast, GEA indicated that it would counter potential raw material price increases, for example due to tariffs, with measures aimed at minimizing the impact on earnings performance. GEA also assumed that demand in its relevant markets would grow or at least remain stable. Overall, GEA expected its business to develop positively in 2025.

The original forecast for organic sales growth (i.e., currency- and portfolio-adjusted) was +1.0 to +4.0 percent. The EBITDA margin before restructuring expenses was forecasted to be between 15.6 and 16.0 percent. The return on capital employed (ROCE) was expected to reach a value of between 30.0 and 35.0 percent.

After the first half of the year proved to be operationally more successful than initially expected, the Executive Board raised its guidance for all parameters on July 31, 2025. GEA now expected organic revenue growth of +2.0 to +4.0 percent. The EBITDA margin before restructuring expenses was projected at 16.2 to 16.4 percent and the return on capital employed (ROCE) at 34.0 and 38.0 percent. With regard to the global tariff discussions, it continued to be assumed that these would not have any material impact on GEA's business results in 2025.

In financial year 2025, the group achieved organic sales growth of 3.7 percent, placing it at the upper end of the forecast target range of +2.0 to +4.0 percent. The EBITDA margin before restructuring expenses reached 16.5 percent, exceeding the previously revised forecast. With a ROCE of 36.2 percent, the return on capital employed was also within the revised forecast range.

	Forecast for 2025 according to Annual Report 2024	New forecast for 2025 according to half-yearly financial report 2025	Result 2025
Outlook financial year 2025			
Revenue development (organic ¹)	+1.0% to +4.0%	+2.0% to +4.0%	3.7%
EBITDA margin before restructuring expenses	15.6% to 16.0%	16.2% to 16.4%	16.2%
ROCE ²	30.0% to 35.0%	34.0% to 38.0%	36.2%

1) Adjusted for portfolio and currency translation effects.
2) Capital Employed as average of the last four quarters.

The following tables show the respective outlook and target achievement levels for the individual divisions for 2025.

Revenue development (organic)*	Forecast for 2025 according to Annual Report 2024	New forecast for 2025 according to half-yearly financial report 2025	Result 2025
Separation & Flow Technologies	0.0% to +3.0%	unchanged	3.4%
Liquid & Powder Technologies	+2.0% to +6.0%	unchanged	1.5%
Food & Healthcare Technologies	+5.0% to +8.0%	unchanged	8.2%
Farm Technologies	-12.0% to -6.0%	-7.0% to -1.0%	0.9%
Heating & Refrigeration Technologies	+1.0% to +4.0%	unchanged	4.7%
Consolidation	–	–	–

*) Adjusted for portfolio and currency translation effects.

EBITDA margin before restructuring expenses	Forecast for 2025 according to Annual Report 2024	New forecast for 2025 according to half-yearly financial report 2025	Result 2025
Separation & Flow Technologies	26.5% to 28.5%	27.5% to 29.5%	28.5%
Liquid & Powder Technologies	10.0% to 12.0%	unchanged	12.0%
Food & Healthcare Technologies	11.5% to 13.5%	12.5% to 14.5%	13.3%
Farm Technologies	13.0% to 15.0%	14.0% to 16.0%	14.8%
Heating & Refrigeration Technologies	12.5% to 14.5%	unchanged	14.3%
Others/Consolidation*	-2.0% to -1.5%	unchanged	-1.7 %

*) In percentage of total revenue.

ROCE ¹ (3rd Party)	Forecast for 2025 according to Annual Report 2024	New forecast for 2025 according to half-yearly financial report 2025	Result 2025
Separation & Flow Technologies	35.0% to 40.0%	36.0% to 42.0%	40.0% p.
Liquid & Powder Technologies ²	–	–	–
Food & Healthcare Technologies	13.0% to 17.0%	15.0% to 19.0%	19.3% p.
Farm Technologies	22.0% to 28.0%	24.0% to 30.0%	28.9% p.
Heating & Refrigeration Technologies	38.0% to 44.0%	45.0% to 50.0%	57.4% p.

1) Capital Employed as average of the last four quarters.

2) Due to negative capital employed ROCE is not meaningful.

Macroeconomic and sector-specific conditions

Macroeconomic environment

As a global technology company, GEA considers growth in global gross domestic product (GDP) to be a key reference point for its own growth path. The International Monetary Fund's (IMF) assessments and forecasts also serve as a benchmark in this regard.

Global economic affairs in the reporting year were significantly impacted by new protectionist trade policy measures introduced by the US administration, which has been in office since January 2025. Most notably, this included enormously raised tariffs on imports from the European Union (EU), China, and other countries. Despite these negative factors, the **global economy** as a whole emerged more robustly than the International Monetary Fund (IMF) had expected in the first half of 2025. According to the IMF, this development was the result of the interaction of opposing forces. The negative effects of changed trade policies were offset by the positive momentum from rising investments in the technology sector, including AI. This trend was particularly evident in North America and Asia. Moreover, supportive monetary policy, adjusted financing conditions and private sector demand had a stabilizing effect.

As a result, the IMF expects **global production** to grow by 3.3 percent in 2025. Consequently, the advanced economies achieved growth of 1.7 percent. According to the calculations, the United States (USA) grew by 2.1 percent. The IMF calculated growth of 1.3 percent for the eurozone and 0.2 percent for Germany. Emerging markets and developing economies shall have grown by 4.4 percent, with India achieved 7.3 percent and China 5.0 percent growth.

According to IMF calculations, global **inflation** has dropped from 5.8 percent in the previous year to 4.1 percent in 2025. Inflation in the USA remained above the central bank's stated target of 2.0 percent, while other major countries achieved lower inflation rates.

Development of relevant industries

Figures published by the **German Mechanical Engineering Industry Association (VDMA)** provide an insight into the current situation in the German mechanical and plant engineering sector. Although the mood brightened at the end of the year, the association reports that 2025 closed with order intake on previous year's level. This was mainly attributable to a 9 percent increase in order volume from eurozone countries. Orders from Germany dropped by 1 percent and from non-eurozone countries by 2 percent.

With reference to GEA, it should be noted that the individual areas of mechanical and plant engineering in Germany took quite different turns. As an export-driven group, GEA was not significantly affected by the weak domestic economic climate.

Based on the evaluation of external reports and analyses from institutions such as Statista, Oxford Economics, FAO (Food and Agriculture Organization of the United Nations), and the EU (European Union), **customer industries** developed as follows in 2025:

Food

The global **food** market also recorded increased demand in 2025. Estimates predicted a broad-based increase in food production of 3.0 percent, along with strong growth in consumption.

Factors such as rising consumer health awareness and demand from online food services had a particularly strong impact on growth. Roughly 60 percent of food production took place in emerging and developing economies. According to estimates, China achieved growth of 5.5 percent and India 2.9 percent compared to the previous year.

Beverages

A production increase of 0.7 percent in the **beverage industry** is expected for 2025. Growth in this sector was also driven by emerging markets and developing economies. According to estimates, China achieved an increase of 2.9 percent and India 3.0 percent compared to the previous year.

According to the analyses, demand for alcoholic and non-alcoholic beverages remained strongly affected by changing consumption habits, new trends, regional preferences and overarching macroeconomic developments. Especially health-conscious consumers increasingly opted for reduced-sugar or functional/ wellness beverages as well as non-alcoholic alternatives. Among alcoholic beverages, beer remained the beverage with the highest sales volume worldwide.

Milk production

Global **milk production** growth of roughly 1.4 percent was calculated for 2025. This increase was mainly attributable to continued production growth in Asia, although the expansion pace slowed somewhat there, as well as faster production growth in Central and South America.

In the USA, stable feed costs and recovery from the previous bird flu-related restrictions led to higher production volumes. A slight increase in milk production was forecast for the European Union, albeit with a decline in growth momentum, reflecting the heterogeneous development in the individual member states.

At the same time, global trade in dairy products is expected to have increased by 1.3 percent. The main factors contributing to this development were stable global market prices, which supported consumer purchasing power and boosted demand. Imports by China, the world's largest importer of dairy products, recovered somewhat last year. This is mainly attributable to the fact that the country was replenishing its inventories. Additionally, the increased use of dairy products in animal feed and dietary supplements contributed to a moderate increase in imports.

Pharma

Global **pharmaceutical production** rose by 9.1 percent in 2025 according to calculations, mainly due to pull-forward effects in the wake of the expected US tariffs. However, the actual impact of these tariffs remained limited, as the USA granted exemptions to most major pharmaceutical manufacturers and negotiated caps on potential tariffs with several countries. At the same time, the pharmaceutical sector benefited from structural resilience, continued stable demand and favorable financing conditions that promoted long-term investment despite economic uncertainties.

Business report and results of operations, financial position and net assets

Results of operations

Order intake*

The order situation in financial year 2025 was characterized by good demand, particularly in the final quarter. Ongoing geopolitical tensions and global discussions regarding tariffs only had a minor impact. Overall, the group's **order intake** rose by 6.7 percent to EUR 5,924.1 million (2024: EUR 5,553.0 million). All divisions contributed to this growth. **Organically**, growth was even higher at 9.1 percent, whereby opposing portfolio and currency translation effects amounted to 2.4 percent or EUR 134.2 million.

Looking at the various **order sizes**, the picture was encouraging. Both the base business (orders below EUR 1 million), which also includes the service business, and all other order size categories (volumes between EUR 1 to 5 million and EUR 5 to 15 million) recorded growth. In particular, more large orders (volumes above EUR 15 million) were secured, and their total volume increased. During the reporting year, **15 large orders** (2024: 14 large orders) with an aggregate volume of EUR 560.6 million (2024: EUR 437.2 million) were secured. With a total value of EUR 476.5 million, the LPT division accounted for the main share of the large orders. This includes an order for the customer Baladna, which was one of the largest orders in GEA Group's history (see the press release dated July 29, 2025). Additional large orders were secured by the FHT and SFT divisions. At customer side, approximately 71 percent of large orders came from Dairy Processing and around 12 percent from Beverage. With the exception of Latin America, all regions benefited from healthy demand for large projects; the highest volumes were recorded in North America and Africa, with each exceeding EUR 150 million.

In terms of our **customer industries**, Dairy Farming, Dairy Processing, New Food and Pharma benefited most from the increase in order intake, while other industries saw a declining development. The highest order intake was recorded in the **regions** North America and Western Europe, Middle East & Africa. With the exception of Asia Pacific, all regions reported increased order intake. The strongest growth came from the Western Europe, Middle East & Africa region, which included the Baladna order in Algeria.

Order intake* (EUR million)	2025	2024	Change in %	Organic growth in %
SFT	1,674.1	1,611.7	3.9	6.2
LPT	1,893.8	1,797.3	5.4	7.7
FHT	1,108.8	1,052.4	5.4	8.6
FT	867.6	703.0	23.4	26.0
HRT	606.6	606.2	0.1	1.2
Consolidation	-226.8	-217.6	-4.3	-
GEA	5,924.1	5,553.0	6.7	9.1

*) Unaudited supplemental information

Order intake development in %	2025	2024
Change compared to prior year	6.7	1.5
FX effects	-2.0	-3.0
Acquisitions/divestments	-0.4	-
Organic	9.1	4.6

*) Unaudited supplemental information

Order backlog*

The group's **order backlog** rose to EUR 3,339.2 million as of the end of 2025 (2024: EUR 3,127.3 million). This was primarily driven by large orders concluded in the fourth quarter. The order backlog's coverage relative to 2025 group revenue increased to 7.3 months (2024: 6.9 months). At the division level, the calculated range is between 4.2 months for the FT division and 11.8 months for LPT.

Order backlog* (EUR million)	12/31/2025	12/31/2024	Change in %	Change (absolute)
SFT	623.0	612.2	1.8	10.8
LPT	1,631.3	1,515.4	7.6	115.8
FHT	677.0	654.2	3.5	22.8
FT	265.5	169.6	56.5	95.8
HRT	218.8	244.3	-10.4	-25.5
Consolidation	-76.4	-68.5	-11.6	-7.9
GEA	3,339.2	3,127.3	6.8	211.9

*) Unaudited supplemental information

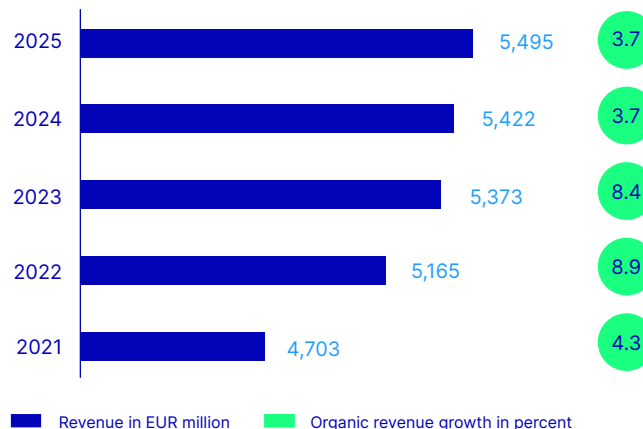
Revenue

Revenue increased by an encouraging 1.4 percent year-on-year to EUR 5,495.4 million (2024: EUR 5,422.1 million) in the reporting year. The service business was once again the primary growth driver, while income from the new machinery business remained slightly below previous year's figure. Negative portfolio and currency translation effects amounting to EUR 125.2 million (2024: EUR -148.7 million) dampened revenue growth. Adjusted for these factors, the group achieved **organic** revenue growth of 3.7 percent, with all divisions contributing. Both the service and new machinery businesses grew in organic terms.

Revenue (EUR million)	2025	2024	Change in %	Organic growth in %
SFT	1,598.5	1,581.5	1.1	3.4
LPT	1,662.2	1,674.4	-0.7	1.5
FHT	1,058.3	1,007.1	5.1	8.2
FT	763.4	773.2	-1.3	0.9
HRT	624.6	603.3	3.5	4.7
Consolidation	-211.6	-217.5	2.7	-
GEA	5,495.4	5,422.1	1.4	3.7

Revenue development in %	2025	2024
Change compared to prior year	1.4	0.9
FX effects	-1.9	-2.8
Acquisitions/divestments	-0.4	-
Organic	3.7	3.7

Revenue and organic revenue growth for the last 5 years



Service revenue continued to rise across all divisions, bringing the service share of total revenue to 40.0 percent (2024: 38.9 percent).

The **book-to-bill ratio*** (the ratio of order intake to revenue) improved to 1.08, compared to 1.02 in the previous year.

On the customer side, revenue growth in Dairy Processing, Food and Pharma more than offset declines in particular in Beverage and Chemical.

The revenue trend was predominantly upward across all **regions**; only Asia Pacific was slightly down compared to the previous year. The highest revenues were achieved in Asia Pacific at EUR 1,140.4 million (2024: EUR 1,160.3 million) and North America at EUR 1,104.6 million (2024: EUR 1,087.6 million), with each region accounting for more than 20 percent of total revenue. Within these regions, EUR 419.6 million was attributable to China (2024: EUR 442.6 million), EUR 136.4 million to India (2024: EUR 133.7 million) and EUR 971.6 million to the USA (2024: EUR 954.9 million).

*) Unaudited supplemental information

Results of operations

Development of selected key figures (EUR million)	2025	2024	Change in %
Revenue	5,495.4	5,422.1	1.4
Gross profit	2,048.0	1,935.5	5.8
Gross margin (in %)	37.3	35.7	157 bps
EBITDA before restructuring expenses	907.4	837.3	8.4
as % of revenue	16.5	15.4	107 bps
Restructuring expenses (EBITDA)	-48.4	-60.7	20.2
EBITDA	859.0	776.7	10.6
Depreciation on property, plant and equipment, and financial assets	-154.4	-143.2	-7.8
Impairment losses and reversals of impairment losses on property, plant and equipment, and financial assets	-7.8	-8.3	6.2
EBITA	696.8	625.2	11.5
Depreciation on intangible assets	-61.7	-56.8	-8.6
Impairment losses and reversals of impairment losses on intangible assets	-5.5	-10.8	48.5
EBIT	629.6	557.6	12.9
Restructuring expenses (EBIT)	52.0	68.2	-23.8
EBIT before restructuring expenses	681.5	625.8	8.9
Profit for the period	414.0	385.0	7.5
Earnings per share (EUR)	2.54	2.30	10.5
Earnings per share before restructuring expenses (EUR)	2.74	2.62	4.9

The following table shows EBITDA before restructuring expenses by division:

EBITDA before restructuring expenses and EBITDA margin before restructuring expenses (EUR million)	2025	2024	Change in %
Separation & Flow Technologies	455.1	433.8	4.9
Liquid & Powder Technologies	200.1	177.6	12.6
Food & Healthcare Technologies	140.7	103.0	36.6
Farm Technologies	113.0	118.6	-4.7
Heating & Refrigeration Technologies	89.2	77.8	14.7
Others/ Consolidation	-90.8	-73.5	-23.4
GEA	907.4	837.3	8.4
as % of revenue	16.5	15.4	107 bps

Compared to the 1.4 percent increase in **revenue** in the reporting year, **gross profit** improved disproportionately by 5.8 percent to EUR 2,048.0 million (2024: EUR 1,935.5 million). This development was largely driven by positive volume and margin effects in the service business as well as improved margin quality in the new machine business. Consequently, the **gross margin** increased by 1.6 percentage points to 37.3 percent (2024: 35.7 percent). The gross margin before restructuring expenses rose to 37.5 percent (2024: 36.2 percent). Restructuring expenses fell from EUR 28.5 million to EUR 11.6 million, mainly due to restructuring expenses in the LPT and FHT divisions being lower than in the previous year.

EBITDA before restructuring expenses benefited significantly from the higher gross profit during the reporting year and rose by 8.4 percent to EUR 907.4 million (2024: EUR 837.3 million). This was partially offset by an increase in general and administrative expenses of 9.4 percent to EUR 699.4 million (2024: EUR 639.2 million), which was primarily related to the implementation of the Transform360 program. The **EBITDA margin before restructuring expenses** also rose significantly by 1.1 percentage points to 16.5 percent (2024: 15.4 percent). Nearly all divisions contributed to this positive development; only FT remained below previous year's level.

In financial year 2025, **restructuring expenses** of EUR 48.4 million (2024: EUR 60.7 million) were incurred in EBITDA. Of these expenses, EUR 25.7 million was cash-effective in the year under review (2024: EUR 31.4 million). The restructuring expenses related mainly to personnel costs incurred as a result of streamlining the organizational structure, as well as the reorganization of the product portfolio and the adjustment of the production concept. Furthermore, material costs in connection with centralizing and developing group functions as well as the strategic realignment of the group were incurred. Income from the discontinuation of the frozen food business in the FHT division had a positive effect. This income came from the sale of a developed property in Canada.

Depreciation and amortization before restructuring expenses amounted to EUR 225.8 million in 2025 (2024: EUR 211.6 million). The increase was largely due to additions to property, plant and equipment as well as other intangible assets. Significant additions were made to contract-based intangible assets mainly in connection with the Transform360 program.

Due to GEA's overall positive operating performance, **EBIT before restructuring expenses** increased by 8.9 percent to EUR 681.5 million (2024: EUR 625.8 million).

Income tax expense rose year-on-year to EUR 184.3 million (2024: EUR 126.6 million) and included a current tax expense of EUR 145.3 million (2024: EUR 152.0 million) as well as a deferred tax expense of EUR 39.1 million (2024: income of EUR 25.4 million). Based on earnings before taxes of EUR 594.2 million (2024: EUR 524.7 million), the **tax rate** was 31.0 percent (2024: 24.0 percent). The increase in the tax rate is largely related to a reassessment of the recoverability of deferred tax assets on tax loss carryforwards.

Profit for the period improved by 7.5 percent to EUR 414.0 million (2024: EUR 385.0 million). Discontinued operations contributed to the profit for the period with a positive profit after taxes of EUR 4.1 million (2024: net loss after taxes of EUR 13.1 million). Discontinued operations are largely made up of obligations related to environmental protection and mining activities. The year-on-year improvement in the profit for the period is mostly due to the settlement of an old pending legal case in the first half of 2025.

Earnings per share before restructuring expenses increased by 4.9 percent to EUR 2.74 (2024: EUR 2.62) in connection with profit for the period, while the average number of shares went down compared to the previous year to 163.1 million (2024: 167.6 million shares).

Earnings per share improved to EUR 2.54 (2024: EUR 2.30).

Financial position

The management of liquidity and central financing remain highly important due to the constantly volatile money and capital market environment, among other things.

Principles and goals

The group's **financial management** encompasses liquidity management, group financing as well as the management of interest rate and currency risks. As the group management company, GEA Group Aktiengesellschaft is responsible for the group's central financial management. The objective is to reduce financing costs as much as possible, optimize investment interest rates, minimize counterparty risks, leverage economies of scale, and hedge interest rate and exchange rate risks as effectively as possible. Compliance with loan covenants is also ensured. GEA's financing strategy aims to ensure that outstanding payment obligations can be met at all times and that, in addition to a strategic cash position, sufficient liquidity reserves are always available in the form of credit lines.

Cash inflow from operating activities is the most important **source of liquidity**. Intra-group cash pooling aims to limit external cash investments and borrowings to the lowest level possible. To this end, cash pooling groups were set up in 17 countries to automatically reconcile the account balances of participating group companies on a daily basis in favor of or against a target account of GEA Group Aktiengesellschaft. Group Management generally covers any liquidity requirements exceeding this amount or invests surplus liquidity. However, liquidity peaks in individual countries often cannot be reduced across borders for legal or tax reasons.

Net financial position

As of the reporting date on December 31, 2025, **net liquidity** came to EUR 378.9 million (2024: EUR 343.5 million). Besides capital expenditure on property, plant and equipment, and intangible assets of EUR 255.3 million (2024: EUR 237.1 million), the most significant liquidity outflows were related to the dividend payment for financial year 2024 of EUR 187.2 million (2024: EUR 168.6 million) and EUR 120.1 million (2024: EUR 230.5 million) payments for the share buyback program completed in April.

As of the reporting date, GEA's **cash credit lines** and their utilization are detailed as follows:

GEA cash credit lines incl. discontinued operations (EUR million)	Maturity	12/31/2025 approved	12/31/2025 utilized
Syndicated credit line ("Club Deal")	August 2028	650.0	–
Bilateral credit lines	until further notice	60.4	0.4
Total		710.4	0.4

Approved cash credit lines decreased by EUR 102.4 million compared to previous year's reporting date. This was mainly due to the repayment of a EUR 100.0 million borrower's note loan in February 2025.

The **share buyback program** launched in November 2023 with a total volume of around EUR 400 million was successfully completed on April 11, 2025. During the past financial year, 2,183,564 shares were repurchased for approximately EUR 115.7 million. A total of 9,529,412 treasury shares were purchased at an average price of EUR 41.98 over the course of the buyback program. All repurchased shares were cancelled on May 21, 2025, without reducing the subscribed capital. This reduced the total number of GEA shares to 162,801,664.

Net financial position incl. discontinued operations (EUR million)	12/31/2025	12/31/2024
Cash and cash equivalents	625.9	638.3
Liabilities to banks	0.6	104.2
Leasing liabilities	246.4	190.6
Net liquidity (+)/Net debt (-)	378.9	343.5

As of December 31, 2025, **cash and cash equivalents** amounted to EUR 625.9 million (2024: EUR 638.3 million), representing a decrease of EUR 12.4 million compared to the reporting date of the previous year. Liabilities to banks decreased following the repayment of a EUR 100.0 million borrower's note loan. **Lease liabilities** increased by EUR 55.8 million to EUR 246.4 million (2024: 190.6 Mio. EUR). This was primarily due to a new long-term lease for the GEA Group headquarters in Düsseldorf and a contract extension for the GEA site in Soeborg, Denmark.

Available cash and cash equivalents significantly exceed financial liabilities, positioning GEA to report net liquidity. Since there are also sufficient unutilized credit lines, the group's **liquidity** can thus be considered secure at all times.

The GEA Group Aktiengesellschaft paid a **dividend** of EUR 1.15 per share in financial year 2025, which was 15 cents higher than the previous year. Consequently, the total dividend payment rose by 11.1 percent to EUR 187.2 million (2024: EUR 168.6 million).

As of the reporting date, GEA had available **guarantee lines** totaling EUR 1,027.0 million (December 31, 2024: EUR 1,075.8 million), which are mainly used for contract performance, down payments and warranties. Of these, EUR 479.0 million had been utilized (December 31, 2024: EUR 390.0 million).

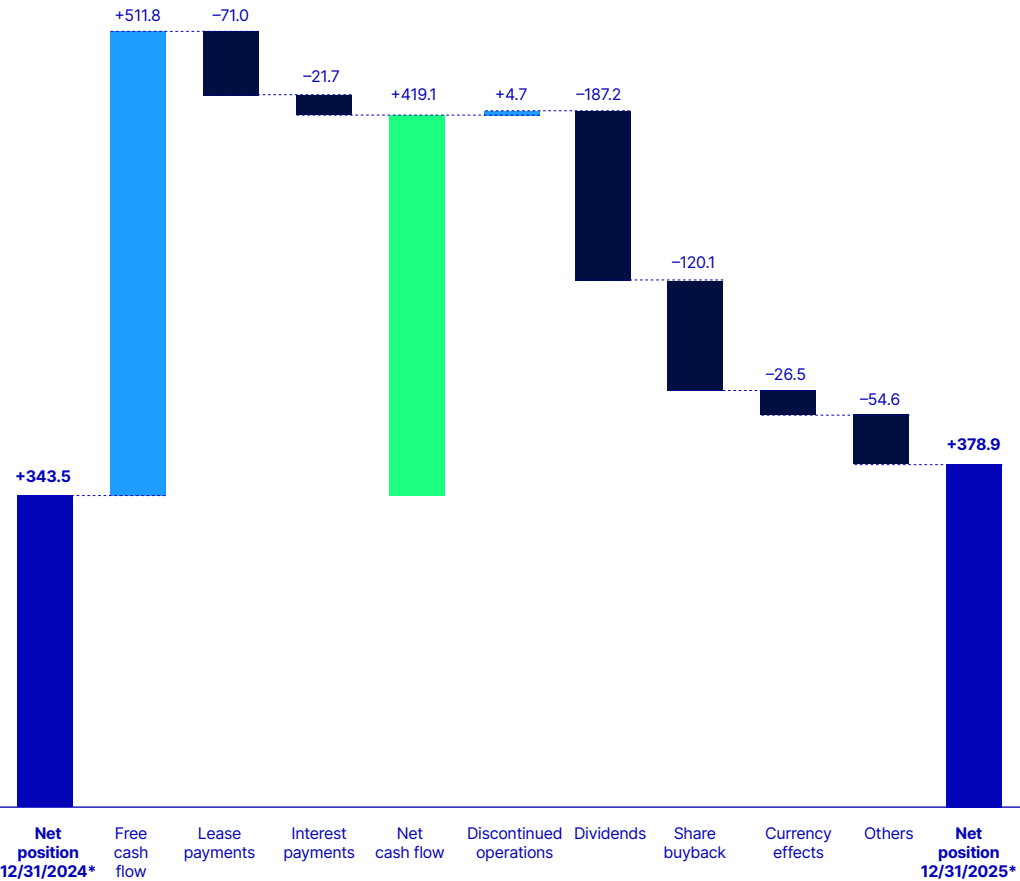
GEA uses factoring programs as **off-balance sheet financing instruments**. Most of these transactions are conducted through a factoring company. The volume used there amounted to EUR 58.0 million as of December 31, 2025 (December 31, 2024: EUR 55.8 million). GEA is also involved in a supply chain finance program. Suppliers in this program can sell their receivables to a bank to receive earlier payment. This program is optional for suppliers and not tied to any specific conditions.

The **maturity structure of trade receivables** from third parties is shown in the table below. Trade receivables with regard to unconsolidated subsidiaries have not been included.

Maturity structure of trade receivables from third parties (EUR million)	12/31/2025	12/31/2024
Carrying amount before impairment losses	805.6	828.5
Impairment losses	39.6	54.4
Carrying amount	766.0	774.1
of which not overdue at the reporting date	655.7	657.1
of which past due at the reporting date	110.3	117.0
less than 30 days	63.7	70.3
between 31 and 60 days	17.8	19.9
between 61 and 90 days	9.6	9.0
between 91 and 180 days	12.3	10.3
between 181 and 360 days	4.6	6.4
more than 360 days	2.3	1.2

The impact drivers responsible for the change in GEA's net financial position are shown in the following chart:

Change in net financial position
 (EUR million)



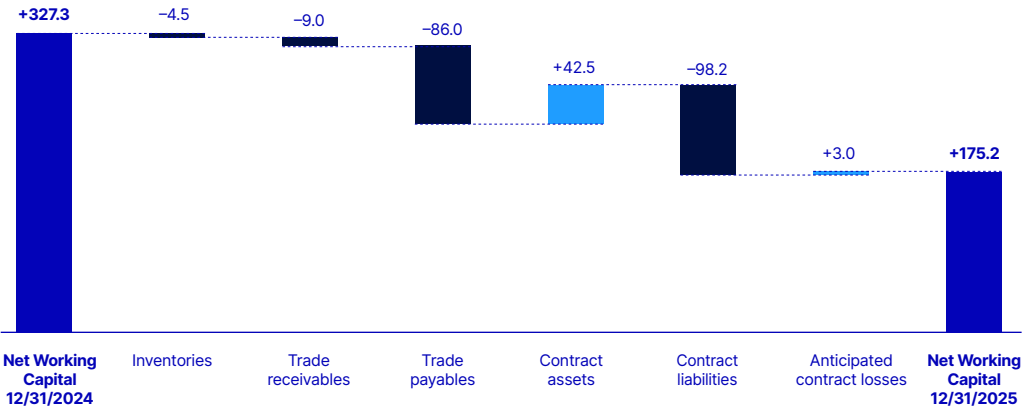
*) Including lease liabilities of EUR 246.4 million as of December 31, 2025 (December 31, 2024: EUR 190.6 million).

Net working capital (NWC)

NWC developed very positively in the financial year and was almost halved to EUR 175.2 million as of the reporting date on December 31, 2025 (December 31, 2024: EUR 327.3 million). The main causes of this development were, in particular, the consistent management of working capital and changes in advance payments in the fourth quarter of 2025. Accordingly, the decrease in NWC was mainly attributable to a significant increase in trade payables of EUR 86.0 million and a EUR 98.2 million increase in contract liabilities. Offsetting effects came from higher contract assets, which rose by EUR 42.5 million. Trade receivables declined by EUR 9.0 million, while inventories decreased by EUR 4.5 million compared to the previous year.

Accordingly, NWC as a **percentage of revenue** reduced to 3.2 percent (2024: 6.0 percent) and was again better than the maximum target range (7 to 9 percent).

Change in Net Working Capital as of December 31, 2025
 (continued operations)
 (EUR million)



Consolidated Cash Flow Statement

The consolidated cash flow statement is summarized as follows:

Overview of cash flow statement (EUR million)	2025	2024	Change absolute
Cash flow from operating activities	726.7	710.5	16.2
Cash flow from investing activities	-214.8	-205.7	-9.1
Free cash flow	511.8	504.8	7.0
Cash flow from financing activities	-502.3	-483.9	-18.4
Net cash flow other discontinued operations	4.7	-0.3	5.0
Change in cash and cash equivalents	-12.4	14.4	-26.8

Cash flow from operating activities of continued operations came to EUR 726.7 million in the reporting year (2024: EUR 710.5 million). Both higher inflows from the profit for the period and the reduction in net working capital had a positive impact on operating cash flow.

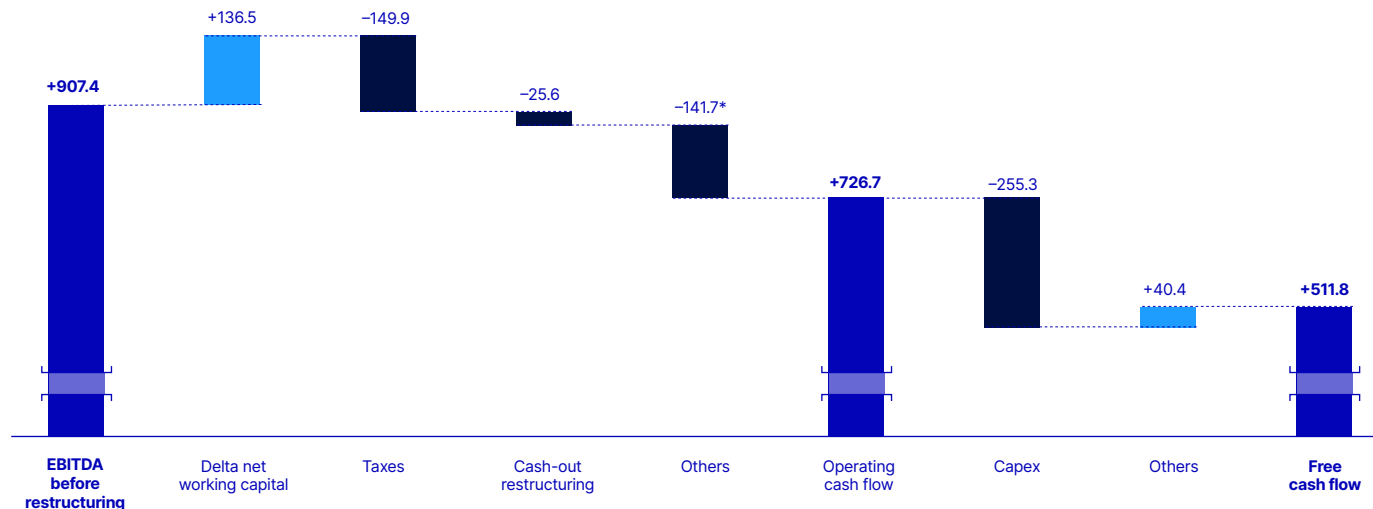
This was in particular offset by annual employee bonus payments and higher tax payments.

Cash outflow from investing activities of continued operations amounted to EUR 214.8 million in 2025 (2024: cash outflow of EUR 205.7 million). This was mainly driven by higher outflows for investments in property, plant and equipment, and intangible assets accounting for EUR 255.3 million (2024: EUR 237.1 million). Proceeds from disposal of non-current assets totaling EUR 28.8 million (2024: EUR 23.3 million) had an offsetting effect. This primarily included proceeds from the sale of a developed property in Canada in the FHT division. The previous year included proceeds from the sale of a developed property in the SFT division.

Accordingly, the **free cash flow** could be increased by 1.4 percent to EUR 511.8 million (2024: EUR 504.8 million).

Free cash flow

(EUR million)



*) Mainly from pensions, provisions and changes in other assets/other liabilities.

The **financing activities** attributable to continued operations led to a cash outflow of EUR 502.3 million (2024: cash outflow EUR 483.9 million). In addition to the EUR 187.2 million dividend payment for financial year 2024 (2024: EUR 168.6 million), this figures includes EUR 120.1 million (2024: EUR 230.5 million) in payments for acquisition of treasury shares as well as EUR 71.0 million (2024: EUR 68.3 million) for lease liabilities. Furthermore, a EUR 100.0 million borrower's note loan was repaid during the reporting year.

Cash inflow from discontinued operations amounted to EUR 4.7 million, compared to an outflow of EUR 0.3 million in previous year.

Net assets

Condensed balance sheet (EUR million)	12/31/2025	as % of total assets	12/31/2024	as % of total assets	Change in %
Assets					
Non-current assets	3,302.7	54.2	3,256.1	54.0	1.4
thereof goodwill	1,480.3	24.3	1,497.4	24.8	-1.1
thereof deferred taxes	329.1	5.4	402.7	6.7	-18.3
Current assets	2,785.3	45.8	2,776.1	46.0	0.3
thereof cash and cash equivalents	625.9	10.3	638.3	10.6	-1.9
thereof assets held for sale	7.2	0.1	11.6	0.2	-38.1
Total assets	6,088.0	100.0	6,032.2	100.0	0.9
Equity and liabilities					
Equity	2,453.4	40.3	2,424.1	40.2	1.2
Non-current liabilities	1,003.5	16.5	988.0	16.4	1.6
thereof deferred taxes	96.8	1.6	91.6	1.5	5.7
Current liabilities	2,631.1	43.2	2,620.0	43.4	0.4
thereof liabilities held for sale	–	–	–	–	–
Total equity and liabilities	6,088.0	100.0	6,032.2	100.0	0.9

As of December 31, 2025, **total assets** of GEA increased by EUR 55.8 million to EUR 6,088.0 million (December 31, 2024: EUR 6,032.2 million). Key drivers for this increase were higher property, plant and equipment as well as an increase in other intangible assets.

Within **non-current assets**, property, plant and equipment rose by EUR 72.9 million. This was mainly attributable to the recognition of the right-of-use asset for the new group headquarter in Düsseldorf, as well as effects from the extension of a lease agreement for the GEA site in Søborg, Denmark, in accordance with IFRS 16.

Other intangible assets increased by EUR 63.2 million, mainly due to the capitalization of software as part of the Transform360 program in the GCC.

By contrast, deferred taxes developed in the opposite direction. Their decrease of EUR 73.6 million was largely attributable to the utilization of tax loss carryforwards as well as negative foreign exchange effects, particularly in the United States.

Within **current assets**, contract assets increased by EUR 42.5 million as a result of the higher order volume.

As of December 31, 2025, assets held for sale were reported in the amount of EUR 7.2 million (December 31, 2024: EUR 11.6 million). These are mainly developed properties in Germany, Austria and Italy. The property in Italy is part of the FHT division, while the property in Austria belongs to FT. The German property is allocated to the GCC. The property in Canada previously classified as held for sale by FHT was disposed of in the reporting year.

Comparison of net assets

(EUR million)

2025	Assets	Equity and liabilities	2024	Assets	Equity and liabilities
	6,088	6,088		6,032	6,032
Non-current assets	3,303	2,453 Equity	Non-current assets	3,256	2,424 Equity
		1,004 Non-current liabilities			988 Non-current liabilities
Current assets	2,785	2,631 Current liabilities	Current assets	2,776	2,620 Current liabilities

The **equity ratio** remained nearly unchanged at 40.3 percent (December 31, 2024: 40.2 percent), despite equity increased by EUR 29.3 million to EUR 2,453.4 million. The main positive contribution was the higher profit for the period. This was offset by a EUR 131.8 million decrease in accumulated other comprehensive income, driven almost entirely due to negative currency translation effects. In addition, the dividend payment (EUR 187.2 million) and the acquisition of treasury shares (EUR 95.7 million) reduced equity.

Within **non-current liabilities** amounting to EUR 1,003.5 million (2024: EUR 988.0 million), other non-current financial liabilities in particular increased by EUR 58.5 million to EUR 191.3 million. This was caused by a rise in lease liabilities.

Non-current employee benefit obligations decreased by EUR 47.0 million to EUR 568.8 million, mainly due to the increase in the actuarial interest rate in Germany, which led to a reduction in non-current pension plan obligations. This was partially offset by an increase in other non-current personnel obligations, particularly relating to bonuses and gratuity obligations.

The increase in **current liabilities** by EUR 11.0 million to EUR 2,631.1 million was mainly due to higher current contract liabilities, which rose by EUR 100.5 million to EUR 850.1 million, as well as an increase in trade payables of EUR 86.1 million to EUR 893.7 million. Both developments are attributable to the higher order volume in the reporting year, with the contract liabilities essentially relating to advance payments received from customers.

The decrease in other current financial liabilities from EUR 296.2 million to EUR 125.5 million is largely attributable to the repayment of a EUR 100.0 million borrower's note loan in February 2025, as well as the elimination of obligations related to the completed share buyback program.

Current employee benefit obligations decreased by EUR 14.2 million to EUR 303.8 million (2024: EUR 318.0 million). This decline is largely due to lower current obligations for bonuses and gratuities. In the prior year, this position included a one-off special bonus for employees following the early achievement of the Mission 26 targets, which was paid out in the reporting year. The corresponding provision was utilized accordingly.

The EUR 11.1 million increase in other current liabilities was primarily driven by a rise in other tax liabilities.

Return on Capital Employed (ROCE)

Return on Capital Employed (ROCE)	12/31/2025	12/31/2024
EBIT before restructuring expenses for the last 12 months (EUR million)	681.5	625.8
Capital employed (EUR million)*	1,884.5	1,850.9
Return on capital employed (in %)	36.2	33.8

*) Capital employed excluding goodwill from the acquisition of the former GEA AG by former Metallgesellschaft AG in 1999 (average of the last four quarters); this also applies for the ROCE of the divisions.

The **return on capital employed** (ROCE) rose from its already high starting level of 33.8 percent to 36.2 percent. This was primarily driven by an 8.9 percent increase in EBIT before restructuring expenses over the last twelve months, which significantly outpaced the rise in capital employed.

As of the reporting date, average **capital employed** for the last four quarters rose by 1.8 percent to EUR 1,884.5 million (2024: EUR 1,850.9 million). This increase was largely driven by a rise in non-current assets, which was partially offset by a decrease in NWC.

Calculation capital employed ¹ (EUR million)	12/31/2025	12/31/2024
Total assets	5,783.1	5,815.5
minus current liabilities	2,430.6	2,434.0
minus goodwill mg/GEA	778.9	781.3
minus deferred tax assets	321.2	360.6
minus cash and cash equivalents	395.6	447.1
minus other adjustments ²	-27.7	-58.3
Capital employed	1,884.5	1,850.9

1) Average of the last four quarters.
2) Includes offsetting effects relating to assets not considered in Capital Employed (CE), non-current liabilities which have to be considered in CE, and current liabilities already deducted.

Divisions of GEA in the financial year

Separation & Flow Technologies

Separation & Flow Technologies (EUR million)	2025	2024	Change in %
Order intake ¹	1,674.1	1,611.7	3.9
Revenue	1,598.5	1,581.5	1.1
Share service revenue in %	49.3	49.0	31 bps
Cost of materials	-478.6	-476.5	-0.4
Personnel expenses	-489.8	-481.7	-1.7
EBITDA before restructuring expenses	455.1	433.8	4.9
as % of revenue	28.5	27.4	104 bps
EBITDA	444.5	425.2	4.5
EBITA before restructuring expenses	405.1	386.6	4.8
EBITA	394.4	378.0	4.4
EBIT before restructuring expenses	397.5	380.9	4.4
EBIT	386.9	372.3	3.9
ROCE in % (3rd Party) ²	40.0	38.4	159 bps

1) Unaudited supplemental information

2) ROCE, as one of the relevant performance indicators, has now been considered as „ROCE 3rd Party“ (excluding interdivisional effects in the capital employed) at the divisional level.

Revenue development in %	2025	2024
Change compared to prior year	1.1	4.6
FX effects	-2.3	-5.8
Acquisitions/divestments	–	–
Organic	3.4	10.4

Order intake* of SFT rose by 3.9 percent to EUR 1,674.1 million in the year under review. Currency translation effects lowered this figure by 2.3 percentage points. **Organically**, a growth of 6.2 percent was achieved. The main driver was the new machine business, which saw significant increases. While the Dairy Processing and Pharma customer industries performed noticeably better than in the previous year, the Chemical sector in particular lagged significantly behind. In Pharma a large order worth EUR 16.3 million was also secured. The **book-to-bill ratio*** improved to 1.05 (2024: 1.02).

Revenue increased year-on-year by 1.1 percent to EUR 1,598.5 million. Currency translation effects reduced growth by 2.3 percentage points, resulting in **organic** growth of 3.4 percent. It exceeded the forecast of 0.0 to 3.0 percent. Once again, the **service business** performed particularly well. Service revenue went up in absolute terms and as a share of total revenue. The latter rose to 49.3 percent, compared with 49.0 percent in the previous year. From a regional perspective, in particular North America, North and Central Europe as well as Western Europe, Middle East & Africa showed a positive development. Latin America as well as DACH & Eastern Europe remained below previous year's levels.

EBITDA before restructuring expenses increased by 4.9 percent to EUR 455.1 million. This was primarily driven by revenue growth and at the same time higher service share with improved margin quality. The previous year's comparative figure also included a one-off profit from the sale of a developed property. The **EBITDA margin before restructuring expenses** increased to 28.5 percent (2024: 27.4 percent). This was in line with the revised mid-year forecast of 27.5 to 29.5 percent.

The **ROCE** improved to 40.0 percent (2024: 38.4 percent), placing it at the upper end of the upwardly adjusted forecast of 36.0 to 42.0 percent. This was primarily due to the increase in EBIT before restructuring expenses.

*) Unaudited supplemental information

Liquid & Powder Technologies

Liquid & Powder Technologies (EUR million)	2025	2024	Change in %
Order intake ¹	1,893.8	1,797.3	5.4
Revenue	1,662.2	1,674.4	-0.7
Share service revenue in %	28.5	26.7	188 bps
Cost of materials	-850.8	-853.2	0.3
Personnel expenses	-489.1	-521.6	6.2
EBITDA before restructuring expenses	200.1	177.6	12.6
as % of revenue	12.0	10.6	143 bps
EBITDA	192.1	154.2	24.6
EBITA before restructuring expenses	172.8	151.5	14.1
EBITA	164.8	125.7	31.1
EBIT before restructuring expenses	162.7	140.6	15.8
EBIT	154.7	114.0	35.8
ROCE in % (3rd Party) ²	–	–	–

1) Unaudited supplemental information.

2) ROCE, as one of the relevant performance indicators, has now been considered as "ROCE 3rd Party" (excluding interdivisional effects in the capital employed) at the divisional level.
Due to negative capital employed, ROCE is not meaningful.

Revenue development in %	2025	2024
Change compared to prior year	-0.7	-2.9
FX effects	-2.2	-1.3
Acquisitions/divestments	–	–
Organic	1.5	-1.5

Year-on-year, **order intake*** for LPT rose by 5.4 percent to EUR 1,893.8 million (2024: EUR 1,797.3 million). Excluding negative currency translation effects of 2.3 percentage points, **organic** growth reached 7.7 percent. This increase was mainly driven by high demand in the Dairy Processing customer industry and, to a lesser extent, in New Food. From a regional perspective, the largest increases were recorded in North and Central Europe, Western Europe, Middle East & Africa, North America, as well as DACH & Eastern Europe. Latin America saw slight declines, while Asia Pacific experienced a much sharper downturn. Overall, twelve large orders (volume > EUR 15 million) were secured with a total volume of EUR 476.5 million (2024: 11 large orders totaling EUR 364.2 million). This includes one of the largest individual order to date – the Baladna order in Algeria. The **book-to-bill ratio*** improved to 1.14 (2024: 1.07).

Revenue reached EUR 1,662.2 million, 0.7 percent below the previous year. The new machine business in particular fell short of the prior year. However, after adjusting for negative currency effects of 2.2 percentage points, **organic** growth achieved 1.5 percent, which was below the target range of +2.0 to +6.0 percent. This was caused by several large orders being received later than planned and their revenue contributions shift to subsequent periods. Although Dairy Processing, Food and Pharma saw growth, these increases did not fully offset declines in other industries. In regional terms, only DACH & Eastern Europe showed clear improvement, while Asia Pacific remained stable and all other regions declined. The **service business** performed well; its share of revenue increased to 28.5 percent (2024: 26.7 percent).

EBITDA before restructuring expenses increased by 12.6 percent to EUR 200.1 million in the reporting year (2024: EUR 177.6 million) in the reporting year. Despite lower revenue, earnings increased mainly due to an improved gross margin. This was mainly the result of ongoing efficiency measures. In addition, the sustained positive development in the service business and more efficient project execution had a positive impact. As a result, the corresponding **EBITDA margin** rose to 12.0 percent (2024: 10.6 percent), which was at the upper end of the forecast range of 10.0 to 12.0 percent.

*) Unaudited supplemental information

Food & Healthcare Technologies

Food & Healthcare Technologies (EUR million)	2025	2024	Change in %
Order intake ¹	1,108.8	1,052.4	5.4
Revenue	1,058.3	1,007.1	5.1
Share service revenue in %	35.5	35.6	-16 bps
Cost of materials	-422.8	-391.1	-8.1
Personnel expenses	-310.8	-318.2	2.3
EBITDA before restructuring expenses	140.7	103.0	36.6
as % of revenue	13.3	10.2	307 bps
EBITDA	151.5	92.5	63.8
EBITA before restructuring expenses	112.6	77.5	45.3
EBITA	123.3	66.9	84.3
EBIT before restructuring expenses	88.3	50.3	75.3
EBIT	98.8	36.4	> 100
ROCE in % (3rd Party) ²	19.3	11.1	820 bps

1) Unaudited supplemental information.

2) ROCE, as one of the relevant performance indicators, has now been considered as „ROCE 3rd Party“ (excluding interdivisional effects in the capital employed) at the divisional level.

Revenue development in %	2025	2024
Change compared to prior year	5.1	-2.2
FX effects	-1.0	-
Acquisitions/divestments	-2.0	-
Organic	8.2	-2.2

The **order intake*** for FHT rose by 5.4 percent to EUR 1,108.8 million (2024: EUR 1,052.4 million) during the reporting year. Negative currency translation effects impacted order intake by 1.0 percentage points, while the discontinuation of the frozen food business in North America resulted in a negative portfolio effect of 2.1 percentage points. Consequently, **organic** order intake was 8.6 percent above the previous year's figure. Growth was achieved in both the process lines for food processing and packaging as well as in the pharmaceuticals industry. In Pharma, one large order (>EUR 15 million) with a total order volume of EUR 28.2 million was won (2024: three large order worth EUR 73.0 million). Substantial growth momentum came from Latin America as well as from Western Europe, the Middle East & Africa. The **book-to-bill ratio*** rose to 1.05 (2024: 1.04).

Revenue increased by 5.1 percent in 2025 to EUR 1,058.3 million (2024: EUR 1,007.1 million). Effects related to currency translation and the discontinuation of the frozen food business impacted revenue by a total of approximately 3.0 percentage points. When adjusted for these effects, **organic** sales growth came to 8.2 percent, exceeding the forecast range of 5.0 to 8.0 percent. Latin America, North America as well as North and Central Europe made particularly significant contributions to this revenue improvement. Service revenue grew in absolute terms in the reporting year, whereas the **share of service business** to total revenue remained stable at 35.5 percent, matching previous year's level (2024: 35.6 percent).

EBITDA before restructuring expenses rose significantly by 36.6 percent to EUR 140.7 million (2024: EUR 103.0 million), largely due to an improvement in gross margin. The previous year had been dampened due to processing orders with particularly low margins. The **EBITDA margin** before restructuring expenses increased accordingly to 13.3 percent (2024: 10.2 percent), placing it within the upward-adjusted guidance range of 12.5 to 14.5 percent. At the same time, the uninterrupted trend of quarterly improvement continued that began in Q3 2023.

ROCE increased from 11.1 percent to 19.3 percent during the reporting year and closed the financial year above the upwarded forecast of 15.0 to 19.0 percent. A key driver for this positive result was the significant 75.3 percent increase in EBIT before restructuring expenses over the last twelve months.

*) Unaudited supplemental information

Farm Technologies

Farm Technologies (EUR million)	2025	2024	Change in %
Order intake ¹	867.6	703.0	23.4
Revenue	763.4	773.2	-1.3
Share service revenue in %	51.2	48.8	237 bps
Cost of materials	-353.6	-339.6	-4.1
Personnel expenses	-199.2	-210.3	5.3
EBITDA before restructuring expenses	113.0	118.6	-4.7
as % of revenue	14.8	15.3	-54 bps
EBITDA	104.2	109.5	-4.8
EBITA before restructuring expenses	86.0	98.9	-13.0
EBITA	77.3	89.8	-13.9
EBIT before restructuring expenses	78.3	91.9	-14.8
EBIT	66.1	82.7	-20.0
ROCE in % (3rd Party) ²	28.9	30.2	-130 bps

1) Unaudited supplemental information.

2) ROCE, as one of the relevant performance indicators, has now been considered as „ROCE 3rd Party“ (excluding interdivisional effects in the capital employed) at the divisional level.

Revenue development in %	2025	2024
Change compared to prior year	-1.3	-1.4
FX effects	-2.1	-5.1
Acquisitions/divestments	–	–
Organic	0.9	3.7

In financial year 2025, **order intake*** for FT increased significantly by 23.4 percent to EUR 867.6 million (2024: EUR 703.0 million). Currency translation effects held back growth by 2.6 percentage points, making **organic** growth even higher at 26.0 percent. In the service business, momentum came primarily from hygiene products and spare parts, while the biggest gains in the new machine business were related to manure technology as well as conventional and automated milking systems. Nearly all regions contributed to the positive order intake; of particular note was the large Baladna order in Algeria. Only Latin America saw a decline. Strong demand led to an overall increase in the **book-to-bill ratio*** to 1.14, compared to 0.91 in the previous year.

Revenue for the reporting year was EUR 763.4 million, 1.3 percent below the prior-year figure (2024: EUR 773.2 million). Currency translation effects lowered growth by 2.1 percentage points, but **organic** growth of 0.9 percent was still achieved. This was above the upwarded forecast range of -7.0 to -1.0 percent. From a regional perspective, North America as well as North and Central Europe recorded growth. The conventional milking systems business performed especially well in North America, while the new machine business declined, particularly in the Asia Pacific region (including China). **Service revenue** rose year-on-year across all regions, increasing its share of total revenue to 51.2 percent (2024: 48.8 percent).

EBITDA before restructuring expenses decreased by 4.7 percent to EUR 113.0 million (2024: EUR 118.6 million). This was due to lower revenue and a changed product mix, as well as negative currency effects, particularly in relation to the US dollar. The **EBITDA margin** decreased accordingly to 14.8 percent (2024: 15.3 percent), placing it within the raised forecast of 14.0 to 16.0 percent.

Although capital employed improved year-on-year, **ROCE** fell to 28.9 percent (2024: 30.2 percent). This was due to the 14.8 percent decline in EBIT before restructuring expenses. ROCE was thus within the upwardly revised forecast of 24.0 to 30.0 percent.

*) Unaudited supplemental information

Heating & Refrigeration Technologies

Heating & Refrigeration Technologies (EUR million)	2025	2024	Change in %
Order intake ¹	606.6	606.2	0.1
Revenue	624.6	603.3	3.5
Share service revenue in %	38.6	37.6	99 bps
Cost of materials	-291.5	-297.1	1.9
Personnel expenses	-199.2	-165.6	-20.3
EBITDA before restructuring expenses	89.2	77.8	14.7
as % of revenue	14.3	12.9	139 bps
EBITDA	85.8	79.0	8.5
EBITA before restructuring expenses	74.3	64.6	15.0
EBITA	70.9	65.9	7.6
EBIT before restructuring expenses	72.9	63.5	14.8
EBIT	69.5	64.8	7.3
ROCE in % (3rd Party) ²	57.4	53.8	366 bps

1) Unaudited supplemental information.

2) ROCE, as one of the relevant performance indicators, has now been considered as „ROCE 3rd Party“ (excluding interdivisional effects in the capital employed) at the divisional level.

Revenue development in %	2025	2024
Change compared to prior year	3.5	8.5
FX effects	-1.2	0.5
Acquisitions/divestments	–	-0.1
Organic*	4.7	8.1

*) Organic sales growth is calculated on the basis of the revenue reported in the previous year less disposed businesses.

During the reporting year, HRT achieved an **order intake*** of EUR 606.6 million, roughly on par with the previous year (2024: EUR 606.2 million). Currency translation effects had a dampening impact and reduced the growth by 1.1 percentage points. Organic growth was 1.2 percent when adjusted for these factors. Overall, demand for energy-efficient, resource-saving solutions remained high. However, fewer orders with volumes between EUR 5 million and EUR 15 million were secured compared with the previous year. As a result, the **book-to-bill ratio*** decreased to 0.97 (2024: 1.00).

Revenue amounted to EUR 624.6 million, exceeding the prior-year figure by 3.5 percent (2024: EUR 603.3 million). Currency translation resulted in a 1.2 percentage points headwind, resulting in **organic** growth of 4.7 percent; accordingly, it was above the forecast of +1.0 to +4.0 percent. Almost all regions contributed to this positive trend, with the exception of North and Central Europe. Western Europe, Middle East & Africa performed particularly well, based on the division's solid order backlog at the start of the financial year, stable order development in 2025 and the successful completion of orders below EUR 5 million. At the customer level, increases in Distribution & Storage, Beverage and Dairy Processing more than offset the decline, particularly in Food and Oil & Gas. The **service business** also performed well, with its share of revenue increasing to 38.6 percent (2024: 37.6 percent).

EBITDA before restructuring expenses rose by 14.7 percent to EUR 89.2 million (2024: EUR 77.8 million). This was primarily due to an improved gross profit resulting from higher revenue and better margins. The corresponding **EBITDA margin** rose by 1.4 percentage points to 14.3 percent, which placed it within the expected range of 12.5 to 14.5 percent.

ROCE continued its strong upward trend to 57.4 percent (2024: 53.8 percent), well in excess of the upwardly revised forecast of 45.0 to 50.0 percent. This improvement was driven by the significant increase in EBIT before restructuring expenses over the twelve-month period.

*) Unaudited supplemental information

Other/Consolidation

Others/consolidation (EUR million)	2025	2024	Change in %
Order intake*	-226.8	-217.6	-4.3
Revenue	-211.6	-217.5	2.7
EBITDA before restructuring expenses	-90.8	-73.5	-23.4
EBITDA	-119.1	-83.7	-42.4
EBIT before restructuring expenses	-118.2	-101.4	-16.5
EBIT	-146.6	-112.5	-30.3

*) Unaudited supplemental information.

The Other/Consolidation segment primarily comprises the support functions (e.g. finance, law, communication, etc.) for management of the group and the divisions as well as consolidation effects between the segments. Intra-group order intake and revenue streams are correspondingly eliminated and costs allocated according to their source.

The year-on-year change in EBITDA before restructuring expenses is mainly due to increased internal service expenses in the GCC, particularly in connection with the Transform360 program. These expenses will initially be borne centrally by GCC and subsequently passed on to the divisions.

Employees

Compared to the previous year, the number of employees (FTE) increased by 281 to 18,628 as of December 31, 2025. The workforce grew in every region except North and Latin America. Including the contingent workforce the increase across the group was 442 full-time equivalents.

The rise in the number of employees occurred primarily in the SFT (+183 FTE) and HRT (+168 FTE) divisions. The size of FHT's workforce went down by 54, largely due to the discontinuation of the frozen food business.

The following table shows the development of employee numbers per region:

Employees* by region	12/31/2025		12/31/2024	
DACH & Eastern Europe	7,097	38.1%	7,030	38.3%
North and Central Europe	3,243	17.4%	3,187	17.4%
Asia Pacific	3,162	17.0%	3,012	16.4%
Western Europe, Middle East & Africa	2,673	14.4%	2,641	14.4%
North America	1,695	9.1%	1,705	9.3%
Latin America	758	4.1%	773	4.2%
Employees (FTE)	18,628	100.0%	18,347	100.0%
Contingent workforce (FTE)	903	–	742	–
Total workforce (FTE)	19,531	–	19,089	–

*) Full-time equivalents (FTE) excluding vocational trainees and inactive employment contracts.

ECONOMIC DEVELOPMENT OF GEA GROUP AKTIENGESELLSCHAFT

The following section describes the performance of GEA Group Aktiengesellschaft (Group Management). The annual financial statements are prepared in accordance with the regulations of the Handelsgesetzbuch (HGB – German Commercial Code) and the Aktiengesetz (AktG – German Stock Corporation Act).

GEA Group Aktiengesellschaft oversees central management functions of the group. Furthermore, it provides its subsidiaries with services based on service agreements. This includes services from the Global Corporate Center, global excellence functions (production and logistic), and the Human Resources department. Profit and loss transfer agreements exist with key German subsidiaries. Accordingly, the economic position of GEA Group Aktiengesellschaft depends significantly on its subsidiaries' business development, which fundamentally corresponds to the economic situation of the GEA Group, as discussed in this Report on Economic Position under section "Overall Assessment of Business Development".

Net assets

Net assets of GEA Group Aktiengesellschaft (HGB) (EUR million)	12/31/2025	as % of total assets	12/31/2024	as % of total assets
Assets				
Intangible fixed assets	0.7	0.0%	0.8	0.0%
Tangible fixed assets	8.1	0.2%	1.0	0.0%
Long-term financial assets	2,273.7	55.9%	2,270.8	55.3%
Fixed assets	2,282.5	56.2%	2,272.6	55.3%
Receivables and other assets	1,455.3	35.8%	1,531.6	37.3%
thereof receivables from affiliated companies	1,425.1	35.1%	1,509.1	36.7%
thereof other assets	30.2	0.7%	22.5	0.6%
Cash	324.7	8.0%	306.1	7.4%
Current assets	1,780.0	43.8%	1,837.7	44.7%
Prepaid expenses	2.1	0.1%	1.8	0.0%
Total	4,064.6	100.0%	4,112.1	100.0%
Equity and liabilities				
Subscribed capital	520.4	12.8%	520.4	12.6%
Own shares	–	–	-22.2	-0.5%
Capital reserves	250.8	6.2%	250.8	6.1%
Retained earnings	511.7	12.6%	549.5	13.4%
Net retained profits	213.6	5.3%	190.9	4.6%
Equity	1,496.5	36.8%	1,489.4	36.2%
Provisions	306.3	7.5%	301.4	7.3%
Liabilities to banks	0.2	0.0%	101.4	2.5%
Trade payables	6.1	0.2%	3.8	0.1%
Liabilities to affiliated companies	2,252.5	55.4%	2,208.8	53.7%
Other liabilities	3.0	0.1%	7.3	0.2%
Liabilities	2,261.8	55.6%	2,321.3	56.5%
Total	4,064.6	100.0%	4,112.1	100.0%

Total assets of GEA Group Aktiengesellschaft remained at the same level as in the previous year. Assets essentially comprise equity investments as well as receivables from affiliated companies.

As part of central liquidity management, receivables from affiliated companies decreased by EUR 76.3 million. Liabilities to affiliated companies increased by EUR 43.7 million. Furthermore the planned repayment of a borrower's note loan amounting to EUR 101.2 million took place. Credit balances at credit institutions increased by EUR 18.6 million.

Equity remained on prior year level at EUR 1,496.5 million (EUR +7.3 million). Changes mainly resulted from the net income for the financial year of EUR 310.0 million (2024: EUR 359.7 million) minus dividends paid of EUR 187.2 million (2024: EUR 168.6 million) and the costs for the acquisition of 2,183,564 treasury shares (2024: 5,894,265 treasury shares) amounting to EUR 115.7 million (2024: EUR 234.5 million). Of the acquisition costs, EUR 109.1 million (2024: EUR 216.8 million) have been offset against retained earnings and the calculated share of subscribed capital of EUR 6.6 million (2024: EUR 17.8 million) was initially reported as treasury shares and deducted from subscribed capital. GEA Group Aktiengesellschaft purchased a total of 9,529,412 treasury shares since November 2023 as part of the share buyback program, accounting for EUR 28.8 million of share capital. The treasury shares were cancelled in May 2025, and the calculated proportion of the share capital was offset against retained earnings. In addition, there was an appropriation to other revenue reserves amounting to EUR 100.0 million (2024: EUR 172.0 million) in the financial year.

The equity ratio rose by 0.6 percentage points to 36.8 percent.

Provisions contained mainly provisions for obligations under pension plans, provisions for past mining activities as well as other personnel-related provisions. Provisions remained at the prior-year level. The increase of EUR 4.9 million was mainly driven by an increase in personnel-related provisions compared to the previous year.

Results of operations

Income statement of GEA Group Aktiengesellschaft (HGB) (EUR million)	01/01/ - 12/31/2025	01/01/ - 12/31/2024
Revenue	48.0	53.9
Other operating income	177.8	161.6
Cost of materials	-2.4	-2.4
Personnel expenses	-62.8	-61.0
Amortization and write-downs of intangible fixed assets and depreciation and write-downs of tangible fixed assets	-1.8	-0.6
Other operating expenses	-216.7	-194.5
Investment income	374.5	394.0
Net interest income	-3.1	22.2
Write-downs on financial assets and securities held as current assets	-1.5	-4.0
Taxes on income	-1.9	-9.3
Profit after tax	310.1	359.9
Other tax expenses	-0.1	-0.2
Net income for the financial year	310.0	359.7
Profit carried forward	3.6	3.2
Appropriation to other retained earnings	-100.0	-172.0
Net retained profits	213.6	190.9

The revenues of GEA Group Aktiengesellschaft mainly comprised charges amounting to EUR 25.2 million (2024: EUR 29.8 million) that were allocated to subsidiaries in financial year 2025 as well as income from trademark fees amounting to EUR 21.3 million (2024: EUR 21.6 million). In addition to purchased services, own services were also invoiced to group companies, in particular to a service company.

Currency translation gains and losses are reported gross within other operating income and other operating expenses. They resulted from GEA Group Aktiengesellschaft's own hedging transactions and those for affiliated companies resulting from the fact that GEA Group Aktiengesellschaft hedges the group's exchange rate risks centrally. Currency translation gains of EUR 166.6 million (2024: EUR 147.6 million) and currency translation losses of EUR 158.7 million (2024: EUR 141.1 million) resulted in a net gain of EUR 7.9 million (2024: EUR 6.5 million).

In addition to exchange rate gains, other operating income mainly included income from the reversal of provisions, mainly from personnel-related provisions, totaling EUR 6.4 million (2024: EUR 3.1 million) as well as income from charges that were passed on and ancillary business totaling EUR 2.7 million (2024: EUR 4.3 million). The increase in other operating income mainly resulted from an increase of exchange rate gains of EUR 19.0 million.

The cost of materials results exclusively from cost for purchased services. The cost for purchased services totaling EUR 2.1 million (2024: EUR 1.9 million) mainly comprised services provided by external companies required to execute the functions of the Global Corporate Center, the global excellence functions (production and logistics) and human resources.

Personnel expenses increased by EUR 1.8 million compared to the previous year. This resulted primarily from increased salary payments.

Amortization of intangible assets and depreciation of property, plant and equipment consisted entirely of scheduled depreciation and amortization amounting to EUR 1.8 million (2024: EUR 0.5 million).

In addition to exchange rate losses, other operating expenses mainly included expenses for expert opinions and consulting fees, cost allocations within the group, expenses for additions to personnel-related provisions, expenses for rents, leases and leasing, third-party deliveries, and expenses for services as well as for IT and licenses. The increase in other operating expenses was mainly due to the EUR 17.6 million rise in exchange rate losses compared to the previous year.

Investment income includes income from profit transfer agreements amounting to EUR 470.1 million (2024: EUR 451.1 million), expenses from loss transfers amounting to EUR 96.8 million (2024: EUR 58.3 million) and income from investments amounting to EUR 1.2 million (2024: EUR 1.2 million). The increase in income from profit transfer agreements mainly resulted from the higher profit transfers from GEA Mechanical Equipment GmbH and GEA Refrigeration Technologies GmbH. Expenses from loss transfers mainly comprised the loss transferred from GEA Group Services GmbH, also the reason for the increase compared to the previous year.

Net interest income decreased by EUR 25.9 million to EUR -3.1 million (2024: EUR 22.2 million). This resulted primarily from a EUR 24.7 million lower interest income from the measurement of non-current other provisions compared with the previous year, amounting to EUR 3.6 million (2024: EUR 28.2 million). Furthermore there was a decrease of EUR 21.2 million year-on-year of interest and similar income from affiliated companies to EUR 54.7 million (2024: EUR 75.9 million). At the same time there was a decrease of EUR 28.3 million year-on-year of interest expenses to affiliated companies to EUR 58.9 million (2024: EUR 87.2 million).

The impairments on financial assets totaling EUR 1.5 million (2024: EUR 4.0 million) mainly contained depreciation and amortization on strategic interests in companies.

Financial position

Cash flow of GEA Group Aktiengesellschaft (HGB) (EUR million)	2025	2024
Cash flow from operating activities	431.6	348.3
Cash flow from investing activities	-8.9	-2.9
Cash flow from financing activities	-404.1	-403.1
Liquid funds	324.7	306.1

In the reporting year, cash flow from operating activities amounted to EUR 431.6 million. The amount was EUR 83.3 million higher than in the previous year. This was mainly due to the profit transfers from shareholdings.

The cash outflow from investing activities of EUR 8.9 million resulted primarily from payments for investments in property, plant and equipment and financial assets.

Cash flow from financing activities in the financial year mainly included the dividend paid for the previous year in the amount of EUR 187.2 million (2024: EUR 168.6 million) and the purchase of treasury shares in the amount of EUR 115.7 million (2024: EUR 234.5 million) and the payback of a borrower's note loan amounting to EUR 101.2 million.

Due to the solid cash inflows, primarily from the sustained positive net income of recent years and sufficient access to liquidity reserves in the form of credit lines, GEA Group Aktiengesellschaft is in a position to meet its payment obligations at all times.

GEA Group Aktiengesellschaft's business development is subject to the same risks and opportunities as the GEA Group. They are presented in the section "Opportunity and risk report". Additionally, relationships with subsidiaries may result in negative effects due to statutory and contractual contingent liabilities (especially financing).

GEA Group Aktiengesellschaft's earnings are significantly influenced by the development of its subsidiaries' investment income and form the basis for the net profits and the associated dividend distribution. For this reason, the net profit under German commercial law is regarded as the most important performance indicator for GEA Group Aktiengesellschaft. Taking existing retained earnings into account, GEA Group Aktiengesellschaft had forecast a net profit for financial year 2025 at the level of financial year 2024. After an appropriation of EUR 100.0 million to other revenue reserves, net retained profits amounted to EUR 213.6 million. For financial year 2026, GEA Group Aktiengesellschaft expects net profit at the level of financial year 2025, taking existing retained earnings into account.

The Executive Board and Supervisory Board will propose to the Annual General Meeting to pay a dividend of EUR 1.30 per dividend-bearing share to shareholders and to use the net profit of EUR 213.6 million as follows:

- Dividend payment of EUR 211.6 million to shareholders
- Profit carried forward: EUR 2.0 million

The calculation of the dividend payment was based on the number of shares entitled to dividends as of December 31, 2025.

SUSTAINABILITY REPORT

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*) Disclosures pursuant to Article 8 of Regulation (EU) 2020/852



In 2025, GEA brought together more than 200 stakeholders at its first Impact Conference under the motto "Change Makers for a better world" to share knowledge across the value chain.

Explore further

GENERAL INFORMATION

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GEA believes that the economic success of the group is inextricably linked to taking an ecologically, economically and socially sustainable approach in all areas.

Explore further



Solutions for a better world

GEA is one of the world's largest systems suppliers for the food, beverage and pharmaceutical sectors. Founded in 1881, the international technology group focuses on machinery and plants, as well as on advanced process technology, components and comprehensive services.

With more than 18,000 employees¹, the group generated revenue of around EUR 5.5 billion in over 150 countries in financial year 2025 (2024: EUR 5.4 billion). GEA helps its customers² streamline their production processes by providing sustainable solutions for the food, beverage and pharmaceutical sectors. In doing so, GEA makes a key contribution toward a sustainable future, in line with the company's purpose: "Engineering for a better world." GEA's objective is to harness digitalization, AI and innovations in growing the company and increasing its value on a sustainable basis.

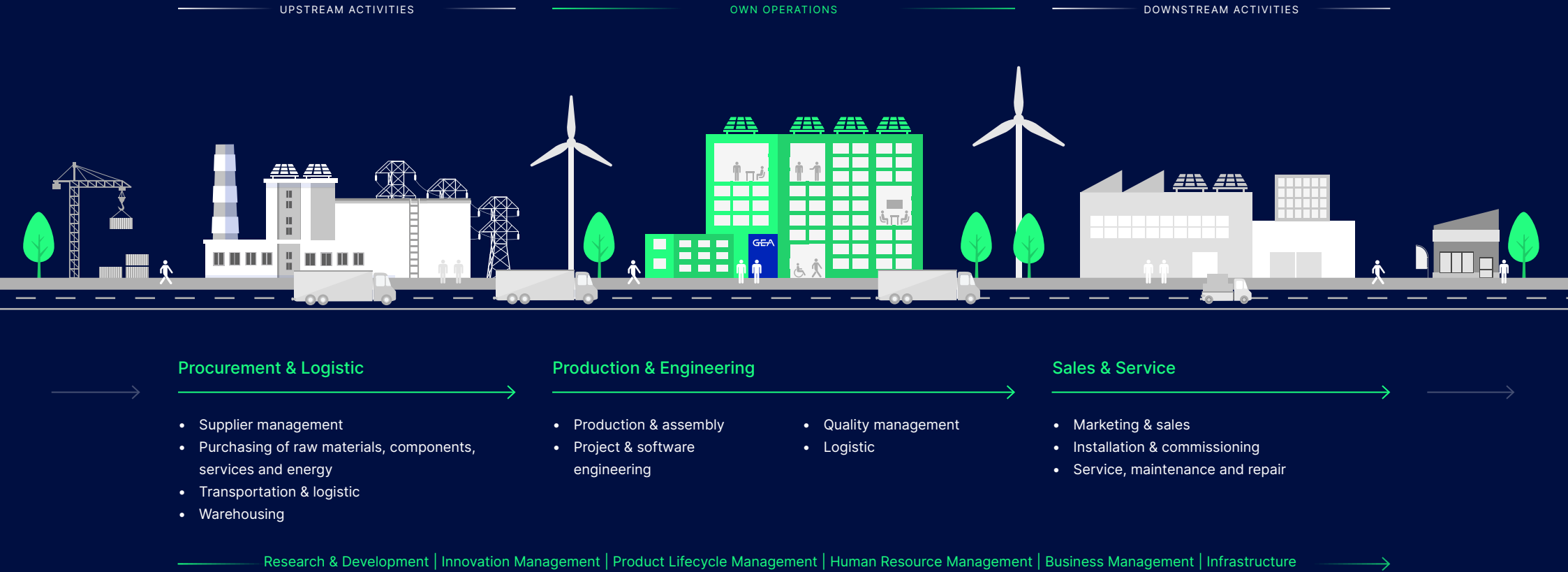
During the reporting year, GEA's operations were organized into five divisions, each of which was further broken down into up to four business units based on technological similarities. The group specializes in core technologies and is a leader in many of its markets worldwide.³ Demand for food, beverages and medications is being driven by long-term global trends such as the following:

- Population growth and an ageing global population
- A growing middle class
- Rising demand for safe and healthy foods
- Increasing need for essential and affordable medications
- Sustainable and efficient production processes that conserve resources
- Digitalization and artificial intelligence

More information can be found under "Fundamental information about the group" in the combined group management report.

1) Detailed information on the group's employees can be found in chapter ESRS S1 "Own workforce."
2) GEA caters to the specific requirements of industrial customers; all customers are manufacturing companies.
3) GEA defines a leading market position as ranking among the top three in the relevant market for the respective division, measured in terms of revenue.

GEA Value Chain





ESRS 2 BP-1, BP-2

General basis for preparation of the Sustainability Report

This Sustainability Report has been prepared on a consolidated basis for the GEA Group. The Group Sustainability Report has been prepared to fulfil the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (Corporate Sustainability Reporting Directive, CSRD) and Article 8 of Regulation (EU) 2020/852 (the EU Taxonomy Regulation) as well as the requirements to prepare a group non-financial statement pursuant to sections 315b to 315c of the German Commercial Code (HGB) (non-financial group statement). The Sustainability Report was prepared in full compliance with the European Sustainability Reporting Standards (ESRS).

The scope of consolidation for the Sustainability Report includes all GEA Group subsidiaries. The reporting period is the same as for the consolidated financial statements (January 1 to December 31, 2025).

Disclosures required by the EU Taxonomy Regulation

The disclosures required by Article 8 of Regulation (EU) 2020/852 (the EU Taxonomy Regulation) have been presented together with GEA's environmental information under ESRS E1 "Climate change" in the chapter entitled "EU Taxonomy Regulation."

Disclosures in relation to time horizons

Under the Corporate Sustainability Reporting Directive (CSRD), GEA is required to make the disclosures below within certain time horizons.

The applicable time horizons are as follows:

- Short-term: 1 year (the reporting period)
- Medium-term: between 1 and 5 years
- Long-term: more than 5 years

The same time horizons apply to the risk identification and assessment process undertaken in connection with opportunity and risk management at GEA.

With respect to assessing climate-related opportunities and risks, GEA has been following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) since 2022. This is explained in greater detail under ESRS E1 "Climate change" in the TCFD-aligned presentation. The time horizons in this context are as follows:

- Short-term: until 2030
- Medium-term: until 2035
- Long-term: until 2050

Other disclosures

The entire Sustainability Report was audited as part of a limited assurance engagement. Disclosures marked with a checkmark (✓) are those that were audited in a reasonable assurance engagement.

According to ESRS 2 BP-2, any changes in the preparation or presentation of sustainability information must be indicated. In 2025, the methodology used to calculate water consumption and water withdrawals was adjusted to improve the accuracy of the data. This means the figures disclosed in the preceding period were adjusted to match the figures calculated using the revised methodology; the revised comparative figures can be found under ESRS E3 "Water and marine resources."

ESRS 2 MDR-M paragraph 77b requires disclosure of whether the metrics specified in this Sustainability Report have been validated by an external body other than the assurance provider. Whenever this is the case, reference thereto has been made in the respective section.

Any assumptions made when compiling metrics may be based on estimates. Whenever this is the case, reference thereto has been made in the respective section.

Pursuant to ESRS 1 section 7.7, selected information on intellectual property, know-how or results of innovation may be omitted. GEA has not availed itself of this option and has disclosed all relevant information.

GEA defines its business divisions and units as follows:

- “Entity” refers to a company that is controlled by GEA, either directly or indirectly, by virtue of the majority of voting rights being held or in another manner. Group companies have one or more managing directors (referred to jointly as the “management board”).
- “Department” refers to an organizational unit of a group company that reports to a single authority (the “department head”) and performs a set of joint tasks directly related to a specific sphere of activity.
- “Working group” refers to an interdepartmental, intercompany or intradepartmental group of GEA Group employees who work together to achieve certain goals or complete specific tasks or projects.

Incorporation by reference

GEA avoids duplication in its sustainability reporting. The group's Annual Report contains information on meeting the following disclosure requirements; the relevant sections of the Annual Report are incorporated by reference into this Sustainability Report:

- The disclosures pursuant to ESRS 2 GOV-1 paragraphs 20 and 22 have been included in the table indicated as such in the “Supervisory Board Qualification Matrix” section of the Corporate Governance Statement.

- The disclosures pursuant to ESRS 2 GOV-1 paragraphs 20 and 23 have been included in the disclosures indicated as such in the Corporate Governance Statement in section “Executive Board”. The disclosures pursuant to ESRS 2 GOV-1 paragraphs 20 and 23 and pursuant to GOV-2 paragraph 26b and c have been included in the disclosures indicated as such in the Corporate Governance Statement in section “Supervisory Board committees”.
- The disclosures pursuant to ESRS 2 GOV-1 paragraph 21 have been included in the disclosures indicated as such in the Corporate Governance Statement in section “Compliance with minimum quotas pursuant to Section 96(2) of the AktG and commitment to promoting the participation of women in executive positions in accordance with Section 76(4) and Section 111(5) of the AktG”.
- The disclosures pursuant to ESRS 2 GOV-1 paragraphs 21 to 23 have been included in the disclosures indicated as such in the Corporate Governance Statement in section “Succession planning and diversity policy governing the composition of the Executive Board and the Supervisory Board”.
- The disclosures pursuant to ESRS 2 GOV-2 paragraph 26a and GOV-5 paragraph 36 as well as the disclosures pursuant to ESRS 2 paragraphs 64 and 65 relating to ESRS E1 have been included in the disclosures indicated as such in the Combined Group Management Report in section “Opportunity and risk management system”.
- The disclosures pursuant to ESRS 2 GOV-3 paragraph 29 have been included in the disclosures indicated as such in the Remuneration Report in section “Remuneration of the members of the Executive Board”.

- The disclosures pursuant to ESRS 2 SBM-1 paragraphs 40 and 42 have been included in the disclosures indicated as such in the Combined Group Management Report in section “Strategy”.
- The disclosures pursuant to ESRS 2 SBM-1 paragraph 42 have been included in the disclosures indicated as such in the Report on Expected Developments in section “Sector-specific Development” and in the Combined Group Management Report in section “Group Structure”.

The disclosures pursuant to ESRS 2 GOV-4 paragraph 32 have been included in the disclosures indicated as such in section “Other Disclosure Requirements” at the end of this Sustainability Report.

Any other references to external sources have been included for informational purposes only and do not constitute an integral part of this Sustainability Report.

ESRS 2 GOV-1, ESRS 2 GOV-2

Responsible governance

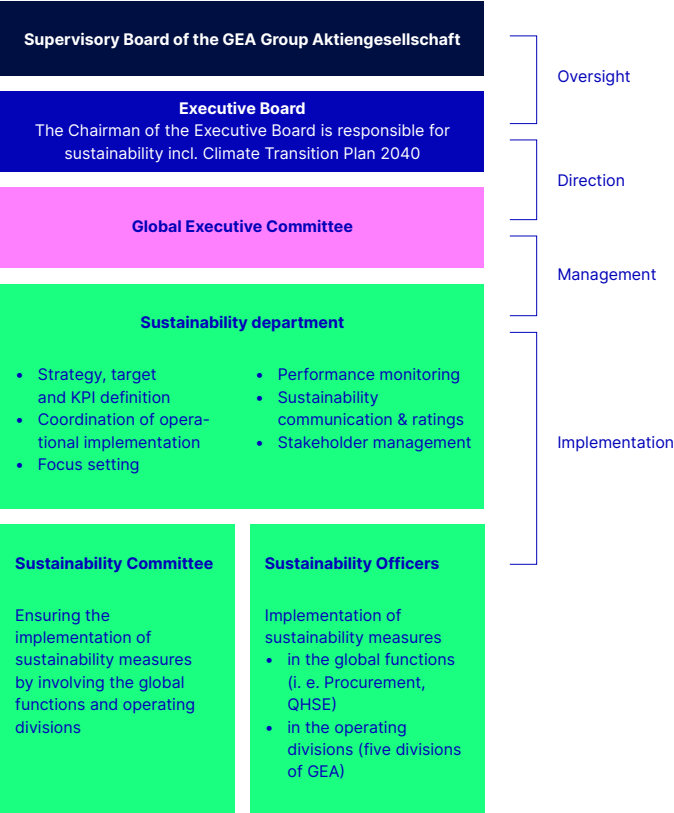
The Supervisory Board of GEA Group Aktiengesellschaft is tasked with monitoring the actions of the group's Executive Board. However, the Executive Board chair (the CEO) bears overall responsibility during the reporting year for the topic of sustainability, especially with respect to the group's sustainability strategy and its Climate Transition Plan 2040, both of which play a key role in the group's long-term strategy. The strategic direction is set in close cooperation with the Global Executive Committee (GEC), an extended management body that meets monthly to discuss strategic and operational matters, including sustainability-related issues. The GEC ensures that the group's targets are consistent with supporting sustainable growth for the group. This coordinated approach supports the integration of sustainability targets into GEA's overall corporate strategy.

During the reporting year, all sustainability-related activities were consolidated in a single Sustainability department with a group-wide remit. This department interfaces with each of GEA's business units and functions that constitute the backbone of all its sustainability-relevant activities. In this way, GEA ensures a professional approach to the increasingly complex requirements of sustainability management across the group. The Sustainability department is led by GEA's Chief Sustainability Officer (CSO). The CSO reports directly to the CEO and is also a member of the GEC. GEA's CSO has overall responsibility for sustainability matters, including the climate strategy as well as the associated qualitative and quantitative sustainability targets, their attainment and reporting.

Implementation of the sustainability strategy adopted is tasked to the sustainability officers in GEA's central functions – such as Purchasing as well as Quality, Health, Safety and Environment (QHSE) – and to those in the group's five divisions.

Since January 1, 2026, the Sustainability department is led by the Chief People and Sustainability Officer (CPSO), who is appointed as Executive Board member. The CPSO has overall responsibility for all sustainability matters, including GEA's climate strategy and the associated qualitative and quantitative sustainability targets as well as their attainment and reporting.

A cross-functional Sustainability Committee ensures that the sustainability strategies are implemented across and integrated into all divisions and functions by involving the global functions and the operating business units. The Sustainability Committee, which is appointed by the Executive Board, acts as a central body for all sustainability-related matters in all business units. As such, it represents an interface between the global functions, the divisions and the Executive Board. This ensures a coordinated and efficient approach at all levels.



Chaired by GEA's CSO, the Sustainability Committee is made up of representatives from different areas, including the divisional Heads of Sustainability, the Head of Sustainable Operations, Human Resources representatives and employees from the Finance, Investor Relations and IT departments. Where necessary, other specialist departments are consulted. This ensures that operational decisions are coordinated across the various divisions and functions.

The Sustainability Committee holds regular quarterly meetings as well as convening to address specific matters, and essentially fulfills the following core tasks:

- Reviewing and, where necessary, approving any changes to the sustainability management system (processes, structure, content, policies), including the list of sustainability metrics.
- Coordinating initiatives and specific instructions for the relevant global functions, departments and senior management to achieve sustainability targets, which are then forwarded to the Executive Board and other governing bodies for approval.
- Ranking sustainability initiatives, setting budgets and evaluating progress on an ongoing basis.

Key findings, decisions and matters requiring coordination are communicated to GEA's decision makers at regular coordination meetings. This ensures that they are informed about all material impacts, risks and opportunities as well as action plans and progress in relation to the targets set so that they can make strategic adjustments as needed. The Executive Board was likewise involved in preparing the double materiality assessment for financial year 2025 and signed off on the results. Those results were additionally presented to the Supervisory Board for informational purposes.

Notably the following topics were discussed at the joint meetings in financial year 2025:

- Expanding GEA's community engagement initiatives
- Upgrading the innovation process and integrating sustainability criteria into development activities, especially making "circular economy" a core component
- Adding details regarding Scope 1, 2 and 3 decarbonization pathways, including creating a CapEx budget for selected production sites

Given the broad scope of the topic of sustainability and its impact on a wide array of issues and areas, the Supervisory Board has taken an integrated approach to performing its advisory and oversight functions. The Supervisory Board regularly discusses key sustainability matters, such as climate change and GEA's Climate Transition Plan 2040. The Presiding and Sustainability Committee focuses on sustainable development strategies as well as on fundamental environmental, social and governance (ESG) issues, while the Committee for Innovation and Product Sustainability handles technical aspects of GEA's products, and the Audit and Cybersecurity Committee deals with the EU Taxonomy Regulation and sustainability reporting.

To ensure proper performance of the oversight function, sound decision making and deriving the right strategic approach, GEA's specialist departments regularly inform and educate the Supervisory Board regarding current developments in the areas for which they are responsible.

In financial year 2025, this took place, for example, via the following actions:

- Presenting the group's upgraded innovation process to the Presiding and Sustainability Committee and to the Supervisory Board
- Discussing key sustainability matters in the Supervisory Board
- Validating the findings from the double materiality assessment, including consideration of the relevant stakeholder groups
- Ensuring regular discussions on sustainability matters by the Supervisory Board, including training its members on sustainability matters by assuring their participation in an online training that is mandatory for the entire workforce and which covers the core dimensions of sustainability, GEA's strategy and guiding principles in relation to sustainability, as well as actions aimed at positively impacting the environment and society

On October 2, 2025, the Executive Board adopted a resolution to reorganize the GEA Group. Decisions on personnel, which also impact the future composition of the Executive Board, were made in the Supervisory Board meeting on October 7, 2025. The new management structure and the new organizational structure both took effect as of January 1, 2026, although the new CFO had already been appointed effective November 1, 2025. Otherwise, the restructuring had no impact on financial year 2025 or on the group's reporting structure. More information on this is provided in the "Group structure" section of the combined group management report.



GEA's Annual Report covers the additional disclosures required by ESRS 2 GOV-1 and GOV-2 with regard to the role of the administrative, management and supervisory bodies and the sustainability matters considered and addressed by the company's administrative, management and supervisory bodies.*

Doing business sustainably is vital when it comes to actively shaping the world of tomorrow in a positive direction. GEA is living up to this responsibility not only by fulfilling the legally prescribed due diligence requirements. The group also aims to go above and beyond mere legal compliance. To that end, it has introduced voluntary due diligence mechanisms to ensure high standards of sustainable action and business conduct.

Various functions are responsible for carrying out a major part of this responsibility. For example, responsibility for complying with international ISO standards, which have been supplemented by GEA-specific standards and regulations, lies with quality management, energy management, environmental management as well as with occupational health and safety. GEA holds a total of 241 certificates for its various ISO management systems (2024: 223 certificates). The certificates cover GEA locations, including its production, sales and administrative locations.

In addition, GEA has assigned an external service provider to monitor whether the sites are in compliance with the legal requirements for environmental protection (emissions, water, waste) and for occupational safety. Environmental management is assessed by way of internal and external audits. Every three years, all GEA production sites and the group's major repair shops and test centers are independently audited (HSE compliance audits). In the year under review, 19 such audits were conducted (2024: 22 audits). GEA's environmental management systems certified to ISO 14001 are also subjected to independent audits at least once every three years (2025: 23 audits, 2024: 8 audits). Compliance with GEA standards and ISO certification requirements was audited internally in 21 "HSE Excellence" audits (2024: 20 audits). Further information can be found under ESRS S1 "Own workforce."

Management systems	Coverage rate 2025 (in %)	Number of certified production sites 2025	Total number of production sites*
DIN EN ISO 9001:2015	86.5	45	52
DIN EN ISO 14001:2015	84.6	44	52
DIN EN ISO 45001:2018	82.7	43	52
DIN EN ISO 50001:2018	17.3	9	52

*) Compared with the previous year, the number of production sites increased from 51 to 52 (a new location was opened in Denmark). As in 2024, two locations (Kolomna and Tula, Russia) are currently not certified by TÜV due to Russia's war of aggression.

ISO 9001 defines the minimum requirements for a quality management system that an organization must satisfy in order to provide products and services that meet customer expectations as well as regulatory requirements. It also requires quality management systems to undergo a continuous improvement process.

The international environmental management standard **ISO 14001** defines the requirements for environmental management systems and is part of the family of standards in environmental management.

ISO 45001 is a standard published in March 2018 by the International Organization for Standardization (ISO). It describes the requirements for occupational health and safety (OH&S) management systems and provides guidance on implementation.

ISO 50001 regulates the establishment of company energy management systems for the purpose of sustainably increasing energy efficiency.

*) The disclosures pursuant to ESRS 2 GOV-1 paragraphs 20 and 22 have been included in the table indicated as such in the "Supervisory Board Qualification Matrix" of the Corporate Governance Statement. The disclosures pursuant to ESRS 2 GOV-1 paragraphs 20 and 23 have been included in the disclosures indicated as such in the Corporate Governance Statement in section "Supervisory Board Committees". The disclosures pursuant to ESRS 2 GOV-1 paragraph 21 have been included in the disclosures indicated as such in the Corporate Governance Statement under "Compliance with minimum quotas pursuant to Section 96(2) of the AktG and commitment to promoting the participation of women in executive positions in accordance with Section 76(4) and Section 111(5) of the AktG". The disclosures pursuant to ESRS 2 GOV-1 paragraphs 21–23 have been included in the disclosures indicated as such in the Corporate Governance Statement in section "Succession planning and diversity policy governing the composition of the Executive Board and the Supervisory Board". The disclosures pursuant to ESRS 2 GOV-2 paragraph 26a have been included in the disclosures indicated as such in the Combined Group Management Report in section "Opportunity and risk management system". All disclosures are incorporated by reference into this Sustainability Report.

ESRS 2 GOV-3

Remuneration linked to sustainability target attainment

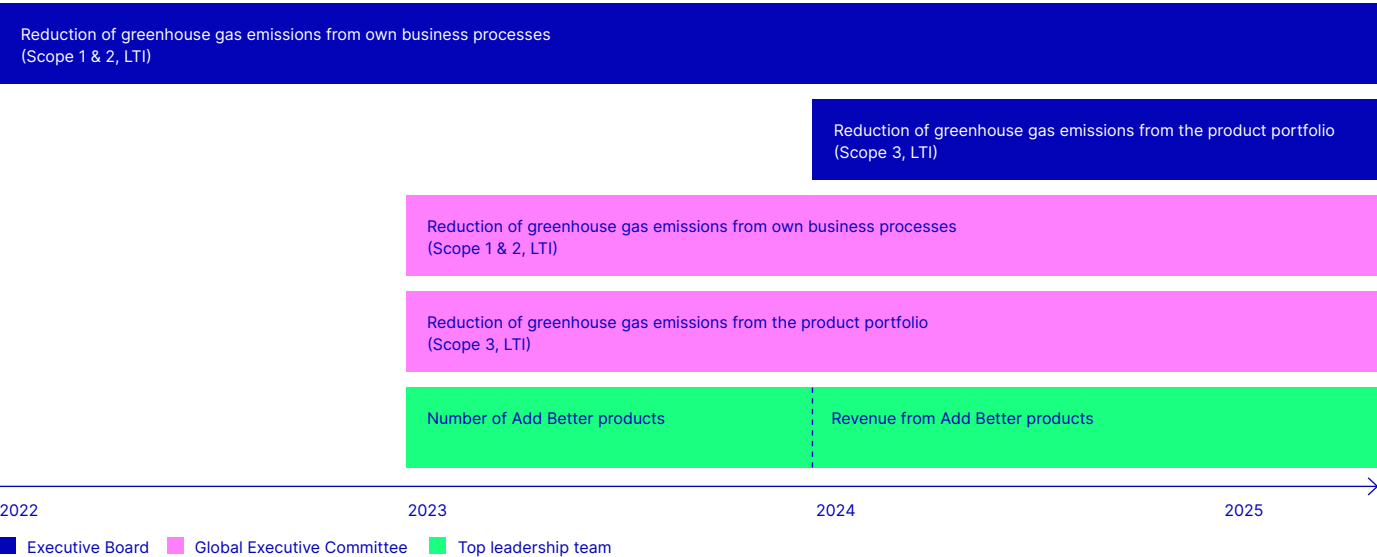
GEA will achieve its targets only with the support of its more than 18,000 employees. However, it is the group's management members who are responsible for successful implementation of its transition. They act as role models for GEA's workforce. In addition to the Executive Board, GEA's management includes the GEC as well as around 150 senior managers.

To demonstrate the Executive Board's commitment to GEA's climate strategy, the reduction of Scope 1 and Scope 2 greenhouse gas emissions has been one of the Executive Board's long-term variable remuneration components since 2022 (Long-Term Incentive, LTI).* Reducing Scope 3 emissions has been a component of the LTI since 2024. The Executive Board's annual bonus (Short-Term Incentive, STI) additionally includes social aspects. In 2025, improving occupational safety was set as one of three criteria-based modifier targets.

Furthermore, GEA has defined other remuneration components. For example, the remuneration is also linked to reaching a certain volume of annual sales from products that are not older than five years.

However, it is not just Executive Board remuneration that is linked to successful implementation of GEA's sustainability strategy. Reducing greenhouse gas emissions along the entire value chain (Scope 1 to 3) is also factored into the long-term remuneration of the other GEC members (excluding the Executive Board). Additionally, the group's top 150 senior managers were incentivized in 2023 based on the number of Add Better products. Since 2024, the sales generated from Add Better products has also been included in the incentive mix. More information on this is provided in the following.

Sustainability-related performance in incentive systems



*) The disclosures pursuant to ESRS 2 GOV-3 have been included in the disclosures indicated as such in the Remuneration Report in section "Remuneration of the members of the Executive Board" and constitute an integral part of this Sustainability Report.

IMPACT.

CONTRIBUTION

Responsible Innovation

Resilient Operations & Communities

Thriving Employees

TARGETS

- Reduce greenhouse gas emissions **Scope 3 by 27.5%** by 2030
- **Save 125 Mt CO₂e** along the value chain by 2030
- **All GEA solutions** will be offered with the option of **zero freshwater use** by 2030.
- **All new GEA solutions** will be **circular-ready** as of 2030
- Reduce **Scope 1 & Scope 2 greenhouse gas emissions** by 60% by 2026 and **80%** by 2030.
- Pathway towards **Zero Impact Operations**: no negative impacts on waste, water, energy, biodiversity & OHS
- **100% of A-suppliers to meet the GEA sustainability criteria** by 2030 (preferred suppliers by 2026)
- **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 **leadership development programs** by 2030
- Broadening talent pools to **more diverse target groups**
- **Fair and performance-oriented pay commitment** addressing pay gaps in all countries

NET ZERO 2040

*) The disclosures pursuant to ESRS 2 SBM-1 paragraphs 40 and 42 have been included in the disclosures indicated as such in the Combined Group Management Report in sections "Strategy", "Sector-specific Developments" and "Group Structure" and constitute an integral part of this Sustainability Report.

ESRS 2 SBM-1

Mission 30

Sustainability – the bedrock of business success

GEA is convinced that the economic success of the group is inextricably linked to taking an ecologically, economically and socially sustainable approach in all areas. This is why the group attaches ever greater importance to sustainable management, which is viewed as an opportunity to secure business success. Sustainability paves the way for the group's Mission 30 corporate strategy announced in 2024 as an extension of the Mission 26 strategy.* Mission 30 is a continuation of GEA's holistic perspective on sustainability, which includes the group's Net Zero 2040 climate strategy. That strategy is geared toward achieving the group's financial targets by 2030 while making a positive contribution to society and to the planet. GEA's sustainability strategy is consistent with the core priorities of Mission 30, i.e. the areas in which the transition to a sustainable mindset can be driven forward particularly effectively:

- Responsible innovation
- Resilient operations and communities
- Thriving employees

For each of these action areas, the group has defined measurable targets that fall under the category of "impacts." The targets are either based on existing ones and expand on them. Or they were newly included in GEA's strategy, such as biodiversity targets, the objective being to account for the rapidly evolving situation with respect to the climate, society and markets. GEA provides additional information on target setting in the respective topic-specific chapters.

ESG ratings and rankings

GEA's commitment to sustainability is assessed every year by way of international ratings and rankings.

DAX 50 ESG

GEA's exemplary approach to environmental, social and governance issues has earned it a place among the 50 HDAX companies listed in the DAX 50 ESG Index. Inclusion in the index is based on the ESG rating awarded by the Sustainalytics rating agency as well as on market capitalization and trading volume.

S&P Global

GEA has been listed in the Dow Jones Best-in-Class Europe Index since December 2022 and in the Dow Jones Best-in-Class World Index since December 2023. Inclusion in the indices is based on the results of the S&P¹ Global Corporate Sustainability Assessment performed each year. GEA's membership in the Dow Jones Best-in-Class World Index puts it among the top 10 percent of all companies assessed in its industry worldwide. The group was awarded 81 out of a possible 100 points, an increase of three points on the already strong prior-year figure. GEA's best results were in the categories of "Transparency & Reporting," "Materiality," "Policy Influence," "Information Security," "Energy," "Climate Strategy" and "Human Rights."

CDP

At the end of 2025, GEA was once again honored by the CDP for its performance and transparency in reporting with an "A" rating in the climate change category and an "A-" rating for water security. This means that of the 22,100 undertakings assessed worldwide, GEA was again among the approximately 2 percent that meet the highest standards for disclosure and target-setting as well as in taking specific action to reduce emissions.

EcoVadis

GEA was once again awarded a Platinum medal at the end of 2025 in the EcoVadis sustainability assessment. This puts GEA among the top one percent of all mechanical engineering undertakings assessed worldwide. Every year since 2016, GEA has commissioned EcoVadis, an independent rating agency, to perform a detailed audit of its sustainability management system. The group's score has steadily improved, reaching 92 out of 100 points in 2025 for another Platinum rating (2024: 88 out of 100 points). EcoVadis analyzes companies' sustainability performance in the areas of environment, labor and human rights, ethics and sustainable purchasing.

MSCI

In October 2025, U.S. financial services provider MSCI² again awarded GEA its highest rating of "AAA" in its ESG Ratings.

Other awards

GEA retained its spot in the FTSE4Good Index Series following the index review in June 2025. The FTSE4Good Index Series tracks the performance of companies that demonstrate strong environmental, social and governance (ESG) practices.

In May 2025, GEA additionally earned "Prime Status" in the ISS ESG Corporate Rating, putting it among the leaders in the industry index group. ISS ESG³ is a service provider for institutional investors.

In June 2025, GEA received an ESG risk rating of 13.9 (2024: 13.1) from Sustainalytics⁴ and was classified as a low-risk undertaking with respect to the material financial impacts of ESG factors. The ESG risk rating places GEA in the 1st percentile (indicating the lowest risk) in the "industrial machinery" category, as rated by Sustainalytics. The lower the risk score, the higher the rating. GEA was additionally recognized by Sustainalytics as an ESG Industry Top Rated company in 2026, placing it among the top 50 companies in its sector.

S&P Global



CDP



EcoVadis



MSCI



ISS



Sustainalytics



FTSE Russell



1) S&P stands for Standard and Poor's. S&P Dow Jones Indices LLC is a joint venture between S&P Global, CME Group and News Corp.
2) In 2025, GEA Group Aktiengesellschaft was awarded an ESG rating of AAA (on a scale from AAA to CCC) by the MSCI. See link to the [MSCI Disclaimer Statement](#).
3) ESG Corporate Rating | ISS (issgovernance.com).
4) Copyright ©2025 Sustainalytics, a Morningstar company. All rights reserved. This section contains information developed by Sustainalytics. Such information and data are proprietary of Sustainalytics and/or its third party suppliers and are provided for informational purposes only. They do not constitute an endorsement of any product, 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>.

Enhancing sustainability through innovation

Plants, machines and production processes have a major impact on a wide range of sustainability issues, extending from energy and water consumption to the use of resources all the way to emissions. The mechanical engineering industry has a key role to play in the success of the Green Deal – a concept where the European Union aims to reduce net greenhouse gas (GHG) emissions to zero by 2050. Sectors such as the food, beverage and pharmaceutical industries are facing the growing challenge of making energy-intensive processes ever more efficient. GEA is committed to playing an active role in creating a more sustainable future.

GEA offers a wide range of sustainable products and solutions that enable our customers around the globe to achieve their sustainability goals. In the spirit of its corporate purpose – “Engineering for a better world” – the group works to create solutions that use less energy, water and raw materials and produce less waste. This will enhance the sustainability and efficiency of customers’ production processes and help reduce their carbon footprint.

Since 2023, GEA has reported revenue from sustainable solutions as well as the volume of greenhouse gas emissions eliminated at its customers’ places of business. The group has set clear-cut, ambitious targets as part of its Mission 30:

- To generate more than 60 percent of total sales from sustainable solutions by 2030; and
- To save 125 million metric tons of CO₂e along its entire value chain by 2030.

Sustainable solutions support GEA customers in making their production processes more economical and sustainable

GEA’s sustainable solutions include all products and consulting services in the Add Better family as well as all so-called “Scope 4” products and all solutions and offerings that are considered environmentally sustainable under the EU Taxonomy Regulation. The latter also includes New Food solutions.

Since 2023, the Add Better label has designated GEA solutions that are more efficient and environmentally friendly than their predecessors – from industrial machines and processes to digital solutions and entire plants. All products bearing the Add Better label undergo a rigorous assessment before being validated by TÜV Rheinland. The assessment process – from data collection to calculation and documentation – complies with the requirements of the ISO 14021 standard for eco-labels. ISO 14021 sets forth a number of requirements but does not require validation by TÜV. The Add Better label allows customers to easily identify products that are more efficient and also more resource-friendly than previous models. For all Add Better solutions, GEA provides transparency by offering access to the underlying data so customers can make informed decisions.

By the end of the reporting period, 50 products bore the Add Better label (2024: 29 products). Other solutions from GEA’s divisions are being tested by TÜV Rheinland.

Since 2024, the range of services was expanded to include Add Better Consulting. Add Better Consulting supports customers in their decarbonization efforts and in optimizing production processes.

This includes performing technical feasibility studies and developing flexible technology solutions for production that meet climate targets and comply with legal requirements. GEA creates action plans for upgrading production lines, lowering operating costs and improving efficiency while reducing demand for energy, utilizing waste heat and integrating renewable energies. In this way, GEA supports its customers in developing their own ambitious climate strategies and optimizing their production processes so they can achieve their sustainability goals. GEA’s Add Better Consulting services comply with the requirements of ISO 14021, 17463, 14040/44 and 14067. Those standards relate to environmental labeling, energy-related capital expenditure, life cycle assessments and measuring carbon footprints. The group also subjects its Add Better Consulting services to independent testing, with the processes and methodologies being validated by TÜV Rheinland.



Alongside the Add Better solutions, GEA offers other products that contribute to greater resource efficiency. These include, for example, disruptive solutions replacing older systems that are responsible for significantly higher greenhouse gas emissions or water consumption when put to use. Colloquially, these products are referred to as “Scope 4” products. Scope 4 captures the emissions that can be avoided when one product is substituted for another that fulfills the same function. For example, the industrial heat pumps manufactured by the Heating & Refrigeration Technologies division provide energy for production processes or for district heating applications. This means that less primary energy is used, thus reducing total emissions. GEA applies the concept of avoided emissions to measure this contribution to reducing greenhouse gases, in line with established standards such as the Avoided Emissions Framework.

The third building block comprises products classified as environmentally sustainable under the EU Taxonomy Regulation. Additional information can be found in ESRS E1 “Climate change” under “EU Taxonomy Regulation.”

In the 2025 reporting year, 45.7 percent of all sales was generated from sustainable solutions (2024: 41.6 percent).

GEA measures the positive impact on the environment

GEA's climate strategy and its Climate Transition Plan 2040 demonstrate¹ how the group can make a significant contribution to climate change mitigation by harnessing the expertise of its engineers. The group sees it as its responsibility to take a proactive approach and develop innovative solutions that avoid greenhouse gas emissions and advance sustainable technologies. In so doing, GEA focuses not only on complying with the law but also on being a role model when it comes to supporting climate change mitigation.

In addition to measures aimed at reducing greenhouse gas emissions in its own operations and at its customers' sites, the group focuses on disruptive technologies² and on optimizing product life cycles. This benefits the environment and cuts global greenhouse gas emissions. In this context, GEA began reporting an Impact KPI in 2023 – a metric that measures the environmental impact in carbon dioxide equivalents³.

The group aims to cut its GHG emissions by 125 million metric tons along the entire value chain by 2030. The reduction achieved is calculated on a cumulative basis starting from 2019 and including the respective reporting year. At the end of the 2025 reporting year, total GHG emission savings had reached 35.89 million metric tons of CO₂e (2024: 19.04 million metric tons of CO₂e).

1) Additional information on the group's climate strategy and the GEA Climate Transition Plan 2040 can be found in ESRS E1 “Climate change.”

2) Disruptive technologies – as defined by the Fraunhofer-Institut für Produktionstechnologie (IPT) – are innovations that either replace established technologies, products or services or completely displace them from the market.

3) Carbon dioxide equivalents, also known as CO₂ equivalents (CO₂e), are a unit of measurement used to standardize the climate impact of the various greenhouse gases (CO₂, methane, HFCs, N₂O, PFCs, NF₃ and SF₆) included in the overall data. This means that GEA's methane emissions are reported as CO₂ equivalents and count toward the emissions reduction target of 60 percent by 2026 and 80 percent by 2030.

GEA's GHG emission reduction efforts can be broken down into three areas:

- 1. Transitioning the product portfolio (Scope 3):** In order to reduce greenhouse gas emissions, GEA is working across all divisions and business units to gradually transition its product portfolio, including creating a lower-emission supply chain. The resulting GHG emission savings compared with the 2019 base year contribute to GEA's Impact KPI.
- 2. Providing disruptive solutions for customers (Scope 4 products):** GEA's product portfolio includes innovative solutions that open the way for significant resource efficiency for its customers. Such Scope 4 products help GEA's customers meet their climate targets by replacing systems responsible for substantially higher greenhouse gas emissions. The GHG emission savings are part of the group's Impact KPI.
- 3. Optimizing customers' production processes:** GEA supports customers in optimizing their production processes. Upgrading and retrofitting existing systems makes it possible to ensure maximum availability and productivity of customer production processes coupled with ever better sustainability. The resulting GHG emission savings count toward the group's Impact KPI.

The disclosures in this section on sales from sustainable solutions and the Impact KPI cover the required minimum disclosures on policies, actions, targets and metrics relating to the following of GEA's ESRS E1 IROs: "Sustainable solutions from GEA reduce and avoid greenhouse gas emissions in customers' production processes" and "Sustainable solutions from GEA cut energy consumption and losses, reduce the need for fossil fuels and lower operating costs for customer production processes."

Methodology

Methodology used to calculate the sales share of sustainable solutions

The GEA Group reports the sales attributable to its sustainable solutions as a proportion of total group sales. GEA's sustainable solutions fall into three categories: those representing economic activities listed in the alignment of the EU Taxonomy Regulation, the group's Add Better products, including Add Better Consulting, and Scope 4 products. A single product may belong to more than one category. However, GEA ensures that sales are not counted double by comparing the products in the respective categories.

Methodology used to calculate entity-specific Impact KPI

GEA's Impact KPI captures total GHG emission savings along the entire value chain, expressed as carbon dioxide equivalents (CO₂e), starting from 2019 as the base year.

Impact KPI accounts for reductions in Scope 3 emissions, emission reductions from GEA's Scope 4 products and greenhouse gas emissions avoided through upgrading and retrofitting existing installations. All three components flow into the calculation of the group's Impact KPI.

The Impact KPI also takes the total product life cycle into account. For the calculation, the same product-specific conditions are assumed to apply to the calculation of Scope 3.11 greenhouse gas emissions: a useful life of 20 years, the expected operating time of the product in hours per year and energy consumption or maximum achievable throughput. The annual reduction in Scope 3 emissions compared with the 2019 base year flows into the calculation of Impact KPI on a cumulative basis.

To calculate GHG emission savings from Scope 4 products, GEA assumes replacement of a specific technology. One example would be using efficient heat pumps or mechanical vapor recompression to generate heat, thereby replacing gas burners for a lower carbon footprint.

Greenhouse gas emissions can be avoided by upgrading or retrofitting existing systems with Add Better retrofit solutions. The GHG emission savings are verified using case studies carried out in cooperation with TÜV Rheinland for the purpose of Add Better certification. The calculations apply solely to the utilization phase. Other life cycle phases, such as raw materials production, manufacturing or recycling, are negligible. This is because the vast majority of greenhouse gas emissions – more than 90 percent of Scope 3 emissions – arise when the customer uses a product over its entire life cycle.

Integration of circular economy practices into GEA's business activities

The group has been gradually converting its linear production model to a circular model since 2021. This not only helps the environment but also opens up new business opportunities for GEA. In 2024, the group adopted circular economy principles as a cornerstone of its sustainability strategy. GEA applies a consistent, holistic approach in its circular economy endeavors. The group's approach covers product development, resource-efficient customer product portfolios, service offerings and activities along the product life cycle as well as the resources used in its own operations. That is why GEA has coordinated the targets assigned to “responsible innovation” and “resilient operations and communities” with its overarching aspiration to implement a circular economy. GEA's circular economy activities aim to minimize resource consumption across all functions and to drive decarbonization.

By taking this 360-degree approach, the group intends to achieve sustainable and measurable benefits for itself and its customers and to live up to its reputation as one of the world's leading mechanical and plant engineering enterprises in the area of sustainability. To this end, the group began integrating circular economy strategies into its new machinery business in the reporting year. The savings start as early as in the product development phase and involve reducing the use of resources along the entire value chain – ranging from materials sourcing and production, transportation and use by the customer all the way to recycling, reuse or disposal. To extend product life cycles, for example, GEA integrates circular design principles and product-related strategies into the development phase right from the start.

Circularity becomes a key driver for GEA

Responsible Innovations

Resilient Operations & Communities

All new GEA solutions will be circular-ready as of 2030.

Sustainable Solutions & Materials

- Circular design principles have been established and implemented as of 2025.
- All GEA solutions will be offered with a zero freshwater-use option by 2030.
- >50% of lower emission steel and overall increased share of sustainable raw material in GEA solutions by 2030.
- Service parts as well as packaging material will fulfill one of the 5 Rs of circular economy (Reduce; Re-use; Repair; Remanufacture; Recycle) by 2026.

Service Offerings & Activities

- Aiming for service sales growth of >6% CAGR¹ and 40% service sales share by 2030.
- Revenue from refurbishment or second-life initiatives to be increase by 2030.
- All new GEA solutions will be provided with end-of-life instructions and offerings as of 2030.
- 80% of the GEA serviceable iBase² will be connected by 2030 to increase availability and productivity through digital solutions.

GEA's circular economy targets

Own Operations

- 100% of preferred suppliers will meet the GEA sustainability criteria³ by 2026 and 100% of A-suppliers by 2030
- Zero waste to landfill⁴ by 2030 and maximum 10% waste-to-energy commitment.
- Reduce water withdrawal intensity by 30% by 2030.⁵
- Reduce water consumption ratio by 2.5% annually at all sites in water-stressed areas.⁵
- Improve YoY energy efficiency by 2%.⁵

1) Compound Annual Growth Rate.
2) GEA products, equipment or machinery that are installed at customers' sites.
3) As of January 1, 2026, a new criterion has been implemented in relation to the circular economy.
4) 99% recovery.
5) Base year 2021.

ESRS 2 IRO-1, ESRS 2 GOV-4, ESRS 2 GOV-5

Double materiality assessment for ongoing transparency

The European Sustainability Reporting Standards require a double materiality assessment to be performed as the starting point for reporting under ESRS. GEA conducts a materiality assessment each year in order to identify and assess all material impacts, risks and opportunities connected with its upstream and downstream value chain. This ensures that all relevant stakeholder groups along the entire value chain are included, so as to regularly consider a variety of perspectives.

“Double materiality” means that GEA must assess both its own impact on the environment and society (impact materiality) as well as the risks and opportunities for the group (financial materiality).

Impact materiality takes an inside-out perspective, referring to the group's impact on the environment, occupational health and safety, supply chains, human rights, other social factors and governance as well as the assessment of existing internal safeguards, processes and policies.

By contrast, the outside-in perspective used in the double materiality assessment refers to financial materiality. This involves GEA assessing the extent to which its own business activities are dependent on external sustainability-related impacts, such as the availability of resources. To quantify financial materiality, the risks and opportunities arising from the various sustainability matters must also be assessed. These include, for instance, whether the group's own business model is at risk, perhaps due to climate change or because of its activities in areas at high risk of child labor.

Double materiality means that a sustainability matter must be reported on, even if it is classified as material from only one of the two aforementioned perspectives.

ESRS requires disclosures to be made on strategy, targets, governance, implemented action plans and metrics for all matters classified as material.

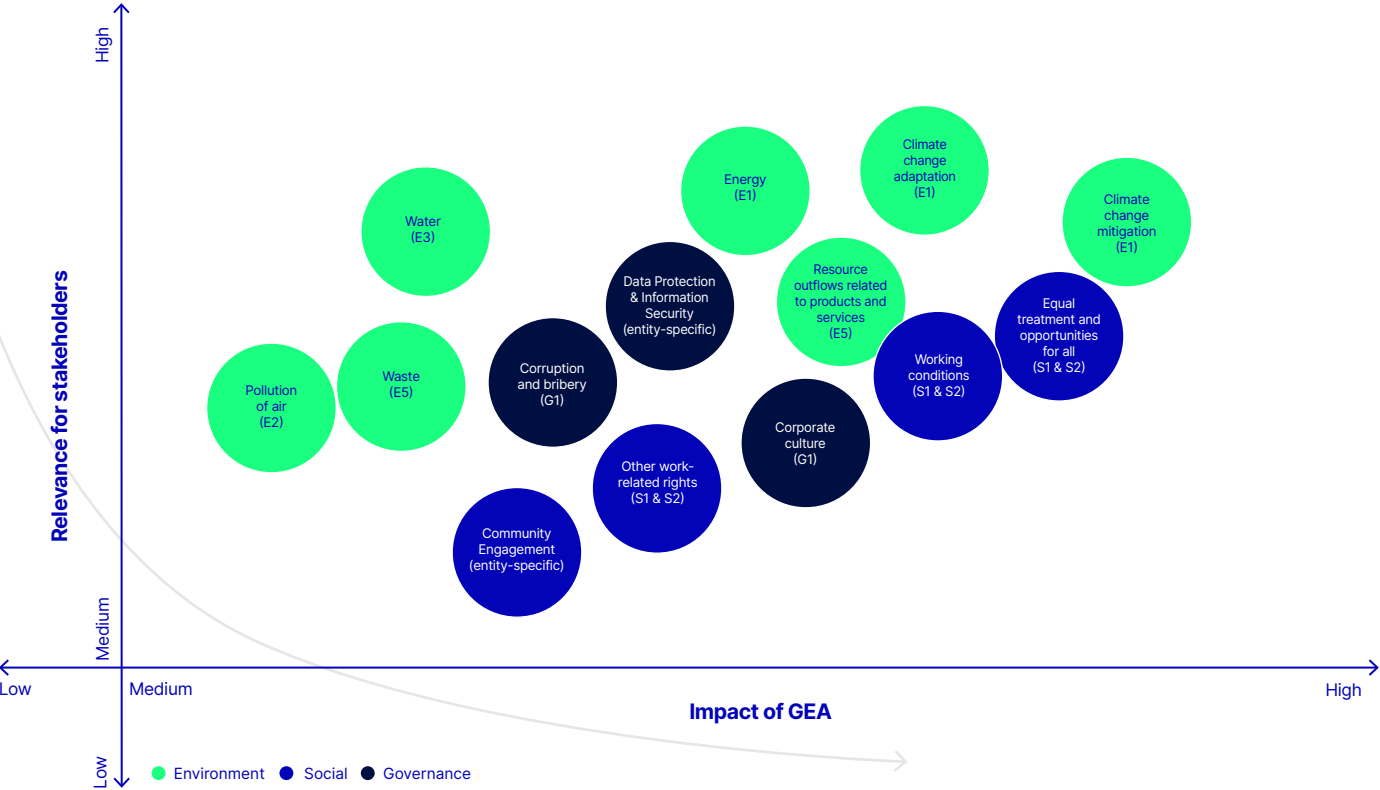
Material sustainability matters at GEA

In 2021, the GEA Group carried out an in-depth survey of its stakeholder groups. The process involved surveying external stakeholder groups by means of interviews and questionnaires covering material impacts, risks and opportunities and incorporating the results into the materiality assessment. GEA has developed a structured process for identifying, assessing and prioritizing material impacts, risks and opportunities.

Since 2024, GEA has performed a detailed assessment of double materiality pursuant to the requirements of ESRS. The assessment covers the entire supply chain. Clearly defined criteria along with regular review of the assessment results enable GEA to make sound decisions, in addition to providing transparency for all stakeholder groups. In 2024, an initial assessment of impacts, risks and opportunities was carried out by a core team of employees from the following departments: Sustainability, Controlling, Investor Relations, Compliance & Integrity, Information Security, Data Protection, Human Resources, Quality & Health, Safety and Environment, Sustainable Operations and Sustainable Procurement as well as Enterprise Risk Management & Internal Controls. To gain a more comprehensive overview, GEA also held workshops and open discussion forums with its own experts covering stakeholder topics. At these events, the core team discussed the various participant perspectives and reviewed the assessments from previous years in addition to making initial estimates regarding new topics to ensure a balanced perspective. The impacts, risks and opportunities were then systematically assessed and finalized in an iterative process.

To account for both the inside-out and the outside-in perspectives, the matrix indicating the probability of occurrence and the financial impacts was subjected to the same standards as are used in GEA's opportunity and risk management. In-house experts were consulted in order to reflect the perspective of external stakeholder groups. Finally, the entire assessment process was validated by the core team.

The impacts of the group's activities were considered material either if they were able to significantly impact – either positively or negatively – society or the environment, or already did so. GEA's materiality assessment was performed using the criteria specified by ESRS: scale, scope, irremediable character of the impact and likelihood of occurrence. "Irremediable character of the impact" refers to whether, or to what extent, negative impacts can be remediated. In terms of financial materiality, the group assessed whether sustainability matters could have a material financial impact on GEA, one example being their impact on the earnings or cash flows generated by the group or on its value chain. The scale of the anticipated financial impacts on, for instance, cash flows or investment requirements was assessed using a matrix indicating the likelihood of occurrence and the financial impact in accordance with GEA's opportunity and risk management system (Enterprise Risk Management).^{*} GEA's goal is to keep expanding its opportunity and risk management system until all potential sustainability risks have been incorporated, insofar as they are financially material. Hence, all risks are subjected to a standardized, group-wide process to identify, assess and manage risk.



^{*} EBIT is the preferred metric used to measure financial impact. Additional information can be found in the Combined Group Management Report in section "Opportunity and risk management".



The scale, scope and irremediable character of material negative impacts were considered separately, after the initial materiality assessment. This entailed weighing potential negative impacts on human rights against the actual impacts. Moreover, the impacts, risks and opportunities to be assessed were analyzed to identify where they occur within the value chain and over which period of time, as required by ESRs. This ensured that not only impacts to which GEA contributes with its own activities were considered but also impacts resulting from GEA's business relationships.

To make the final determination regarding the materiality of sustainability matters, the group set a threshold of 50 percent of the maximum possible average impact with respect to impact materiality and 50 percent of the maximum possible average financial effect with respect to financial materiality. The results of the double materiality assessment directly impact GEA's corporate strategy and decisions about future investments. In addition, being aware of which matters are material enables GEA to draw up action plans designed to minimize the risks identified and maximize opportunities. The processes described ensure that GEA applies the same rules to the assessment of sustainability matters as are applied to the assessment of corporate and financial opportunities and risks.¹

In the reporting year, a critical look was taken at the assumptions underlying the previous year's materiality assessment, the conditions under which it was performed, and the assessment findings – all of which were confirmed. Therefore, no changes were made from the prior year. The above chart shows the material sustainability matters for GEA in financial year 2025.

Information on how the group handles material impacts, risks and opportunities can be found in the respective topic-specific ESRs sections.

GEA has assessed the following topics as immaterial: Biodiversity and ecosystems (ESRS E4), Affected communities (ESRS S3) and Consumers and end-users (ESRS S4). The double materiality assessment performed with respect to those topics resulted in rating them as not material in terms of their scope and financial impact under the defined assessment matrix.

In November 2025, the Executive Board definitively validated and approved the assessment of double materiality. The results of the double materiality assessment were additionally presented to the Supervisory Board for informational purposes.

GEA has compiled a list of the topics identified in the assessment of double materiality together with other sustainability matters required for consideration under ESRs (ESRS 1-1.3 paragraph 16). The topics were allocated based on specific ESRs requirements, reviewed with respect to their significance for the GEA Group's business model and its value chain, and then assessed.² The resulting list can be found at the end of this section.

LEAP as applied to the double materiality assessment

GEA uses the LEAP (Locate, Evaluate, Assess, Prepare) approach to support its double materiality assessment when it comes to environmental topics.

Introduced by the Taskforce on Nature-related Financial Disclosures (TNFD), the LEAP approach provides GEA with a practical framework for integrating nature-related risks and opportunities into its corporate decision-making processes. The four steps of the LEAP approach are defined as follows:

1. **Locate:** identifying relevant interfaces between the group's business activities and nature. This helps to understand the various geographical, environmental and operational contexts.
2. **Evaluate:** evaluating dependencies on natural resources and impacts on ecosystems.
3. **Assess:** prioritizing nature-related risks and opportunities. Companies assess which impacts are especially critical and how they can adapt to them strategically.
4. **Prepare:** developing a strategy including defined action steps designed to minimize risks, leverage opportunities and prepare the associated reports.

Applying the four steps of the LEAP method permits enterprises such as GEA to take a targeted approach to fulfilling the data requirements of environmental standards. This structured approach allows nature-related risks and opportunities to be systematically analyzed, prioritized and integrated into the group's business strategy through targeted actions. Not only does this facilitate legal compliance, it also enables the group to conduct its business more sustainably and resiliently.

1) The disclosures pursuant to ESRs 2 GOV-4 paragraph 32 have been included in the disclosures indicated as such in section "Other Disclosure Requirements" at the end of this Sustainability Report. The disclosures pursuant to ESRs 2 GOV-5 paragraph 36 have been included in the disclosures indicated as such in the Combined Group Management Report in section "Opportunity and risk management system" and are incorporated by reference into this Sustainability Report.

2) The process did not focus on any specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts.

ESRS 2 SBM-2

Interests and views of stakeholder groups

GEA pursues a corporate philosophy of strict compliance with laws and regulations as well as responsible corporate governance. This model of compliance and governance incorporates into the double materiality assessment and the strategy development process the respective perspectives of various stakeholder groups with regard to internal matters at GEA.

The stakeholder groups identified include, on the one hand, stakeholder groups directly affected and, on the other, the users of sustainability reports. Their perspectives were considered when assessing impacts, risks and opportunities for the purpose of the double materiality assessment. The results of previous materiality assessments and stakeholder group analyses as well as survey findings have likewise been incorporated into the current analysis of ESRS sustainability matters.

When working with stakeholder groups and sharing information with them, GEA tailors its approach to the specific stakeholder group. Channels range from one-on-one meetings and workshops or training programs all the way to stakeholder engagement events and memberships in associations or partnerships. The findings from stakeholder dialogue and stakeholder cooperation are important considerations when fine-tuning GEA's sustainability strategy and business strategy. The Executive and Supervisory Boards are kept informed about the results of exchanges with the various stakeholder groups by the Chief Sustainability Officer at regular meetings on the topic of sustainability.

GEA's stakeholder groups include: shareholders, the workforce, business and trading partners, trade unions, the industrial sector, local authorities and residents, customers, suppliers, subcontractors and external service providers, sustainability experts, the environment and nature as well as associations and civil society organizations. The following contains a brief outline of the activities GEA has undertaken as well as the outcome of talks and collaboration throughout the reporting year with the stakeholder groups specified.

1. Shareholders: Shareholders are an important external stakeholder group for GEA, because it is shareholders who fund companies and are invested in their success. GEA was the first company in the DAX family to invite its shareholders in 2024 to vote on an important resolution – the Climate Transition Plan 2040, which is vital to the evolution of the group. The shareholders were actively involved in shaping the group's strategy for reaching net zero through a “say-on-climate” vote. In addition, GEA regularly holds one-on-one meetings with institutional shareholders on sustainability-related topics and organizes ESG roadshows, partly to get a feel for shareholder expectations but also to provide information on the group's own projects and actions.

2. Workforce: A company's workforce directly impacts its processes and, ultimately, its success. According to one theory, the more effective the workforce, the higher the revenue generated and the greater the likelihood of well-paid jobs over the long term. This makes the workforce a key stakeholder group. Every year, GEA conducts a survey in which employees can rate their direct supervisors as well as the group as a whole with regard to 13 different dimensions, including sustainability. The objective is to maintain a culture of dialogue and communication, to actively involve employees in the company's development and to respond specifically to the feedback provided after evaluating the survey findings. GEA encourages all employees to share their opinions and suggestions regarding sustainability within the group at any time with their supervisors, the Works Council or their own departments. As in previous years, the sustainability dimension scored the highest in 2025. The relevant guiding principles relate to occupational safety and sustainability in general and are as follows:

“Each employee in my department takes personal responsibility for compliance with safety rules and procedures” and “GEA as a company takes responsibility for the environment.”

3. Business and trading partners: Alongside GEA's customers, major external stakeholder groups include its business and trading partners – such as GEA's sales partners – because they directly impact the group's business activities. That is why, for example, GEA works together with the International Farm Comparison Network (IFCN). The IFCN is a global research and advisory network for the dairy industry, with more than 100 researchers providing expertise in the form of data services to over 140 companies in the global dairy supply chain. Among many of GEA's business and trading partners, the topic of sustainability is meanwhile firmly established. GEA acknowledges this by making sustainability part of the core agenda at nearly all events. More and more, sustainability is evolving from being a specialized topic to being incorporated into all programs as a matter of course. This means sustainability is firmly embedded in GEA's daily operations as well as in those of our partners.

4. Trade unions: Trade unions are a relevant stakeholder group for GEA because they represent employee interests and play an important role in improving working conditions, which is also in employers' interest. For instance, the Supervisory Board of GEA Group Aktiengesellschaft includes representatives of Germany's Industrial Union of Metalworkers (IG Metall). GEA respects the right of all employees to freedom of association and complies with the applicable collective agreements.

5. The industrial sector: The industrial sector is a relevant stakeholder group because, as a global industrial company, GEA relies on the support of numerous sectors to achieve its own sustainability goals. The group is a member of econsense, the sustainability network of German business. Not only that, but GEA's Chief Sustainability Officer was appointed to the board of econsense in 2025, which will facilitate giving voice to industry interests. econsense members are internationally operating undertakings committed to sharing expertise and learning from one another. Each week, GEA participates in econsense “clusters”. Sustainability reporting under the CSRD was again one of the main cluster topics during the reporting year.

6. Customers: GEA's customers are a key external stakeholder group because, without them, there would be no business. The group engages in regular dialogue with its customers to discuss their expectations of GEA when it comes to achieving their own sustainability goals. For example, GEA held its first Impact Conference in Amsterdam in November 2025 to promote an open exchange with, and in the interests of, GEA customers. The idea was to discuss shared experiences, offer support and take collective responsibility as well as to find joint solutions for sustainability and innovation and for challenges inherent in decarbonization, circular economy and supply chains. GEA customers increasingly consider sustainability criteria such as resource consumption when making investment decisions – one reason for GEA to develop its Add Better line.

7. Suppliers, subcontractors and external service providers: These stakeholders play a key role with regard to the group's profitability, as GEA spends more than half of its annual revenue on purchases of goods and services. They are also key partners when it comes to bringing holistic sustainability to life along the value chain. The GEA Group works closely with its suppliers on all relevant sustainability issues. For instance, the group has held a “Supplier Summit” each year since 2020 for this purpose. The 6th Supplier Summit held in November 2025 focused on CORE, GEA's cost and resource efficiency program. Additionally, suppliers were introduced to the advances and changes made in the areas of sustainability and digitalization. Attended by 253 participants from more than 20 countries, the event underscored the importance of supplier partnerships in achieving the group's ambitious goals. Moreover, GEA again offered a sustainability webinar for its A-suppliers. The webinar dealt with the relevance of sustainability criteria and emphasized how important it is to work with sustainable suppliers. GEA is also involved in the Energy Efficiency Movement. Launched by the supplier ABB, this initiative brings together companies committed to energy-efficient solutions.

8. Sustainability experts: These experts not only provide important impetus when it comes to driving sustainability but also act as a check against misjudgments. GEA consistently strives to leverage outside expertise in order to advance sustainability within the group. That is why, for example, GEA is involved in the World Economic Forum's (WEF) Alliance of CEO Climate Leaders. Since 2022, the group has also been a member of the Alliance for Clean Air founded by the WEF and the Clean Air Fund.



9. Non-governmental organizations (NGOs), local communities and

residents: NGOs are an important stakeholder group because they represent social and environmental interests without having a financial stake. GEA participates in a number of sustainability initiatives. For instance, GEA follows the principles of the UN Global Compact, a pact between businesses and the United Nations to promote social and ecological globalization. The towns and communities closest to the group's sites are the cornerstone of its respective production and sales operations. Without them, the group would not be able to manufacture its products – which is why GEA is committed to maintaining dialogue with the local communities in the vicinity of its sites worldwide. The discussions revolve around environmental protection as well as social projects and initiatives that support charitable causes in the regions surrounding the sites.

10. The environment and nature: Escalating climate change and the extinction of species directly impact the success of GEA's business. That makes protecting the climate and taking action to preserve the natural environment clear priorities for GEA in its own interests. To this end, the group cooperates with nature conservation organizations, promotes local environmental protection projects and initiatives and has entered into partnerships with municipalities in risk-prone areas. Stakeholder groups include initiatives such as Viva con Agua, which receives support from GEA for a clean drinking water project in Tanzania.

11. Associations: Associations are a key stakeholder group because they represent the political and societal interests of businesses, sectors and entire industries. GEA is a member of the German association for mechanical and plant engineering (VDMA) and the Association of German Engineers (VDI), where it is actively involved in committees and working groups on the topic of sustainability. Current topics include the circular economy and decarbonization strategies.

ESRS 2 SBM-3

Material impacts, risks and opportunities

The table below presents all of GEA's impacts, risks and opportunities (IROs) that were identified as material in the reporting year.

Some of the wording of the impacts, risks and opportunities has been modified. In addition, the IROs with respect to climate change and workers in the value chain have been re-assessed. The positive impacts of GEA's Supplier Sustainability Engagement Program were summarized, without changing the core message. By contrast with the previous year, GEA no longer assesses the financial opportunity to reduce or avoid damage compensation costs and capital expenditure through early compliance with sustainability standards as material with respect to workers in the value chain. Preventive measures, along with an effective process and risk control framework, ensure that sustainability standards at GEA are assessed early on and that risk control and management measures are defined and implemented. This ensures that laws and standards are adhered to at all times.

Information on the interaction of GEA's IROs with its strategy and business model is presented in the respective topic-specific sections.

Positive/negative impacts, risks and opportunities	Description	Assignment to value chain	Time horizon
E1 Climate change			
⊕ ⊖ ⓘ ⓘ	Sustainable solutions from GEA reduce and avoid greenhouse gas emissions in customers' production processes.	UA OO DA VC	Medium-term
⊕ ⊖ ⓘ ⓘ	Sustainable solutions from GEA cut energy consumption and losses, reduce the need for fossil fuels and lower operating costs for customer production processes.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA accelerates decarbonization in its own supply chain and in the supply chains of the corresponding industrial sectors by requiring its suppliers to define science-based targets for reducing greenhouse gas emissions.	UA OO DA VC	Medium-term
⊕ ⊖ ⓘ ⓘ	GEA's Supplier Sustainability Engagement Program gives preference to sustainable suppliers, thereby supporting more sustainable business models among the undertakings supplying products and services to GEA.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA's customers operate in energy-intensive industries, in part because the use of GEA products at customer sites generates greenhouse gas emissions.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA causes greenhouse gas emissions through upstream activities such as purchasing raw materials and components as well as through downstream activities such as logistics.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA's manufacturing activities cause greenhouse gas emissions.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	Physical climate risks may lead to operational downtime, a loss of assets at GEA production sites and disrupted supply chains or supply shortages, resulting in production delays or contractual penalties.	UA OO DA VC	Long-term
⊕ ⊖ ⓘ ⓘ	Early compliance with sustainability standards can reduce or avoid costs such as damage compensation costs or capital expenditure.	UA OO DA VC	Medium-term
⊕ ⊖ ⓘ ⓘ	Market changes are creating rising demand for low-emission solutions. GEA develops sustainable solutions and services and generates sustainable revenue, thereby sharpening the group's competitive edge.	UA OO DA VC	Short-, medium- and long-term

Positive/negative impacts, risks and opportunities	Description	Assignment to value chain	Time horizon
E2 Pollution			
⊕ ⊖ ⓘ 2)	GEA employees and local communities may be exposed to health risks due to air pollutants in the vicinity of GEA production sites.	UA OO DA VC	Short-, medium- and long-term
E3 Water and marine resources			
⊕ ⊖ ⓘ 2)	Sustainable solutions from GEA reduce water consumption, thereby reducing operating costs in its customers' production processes.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA's customers operate in water-intensive industries, in part because the use of GEA products at customer sites involves water consumption.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA's production sites consume freshwater resources, including in water-stressed areas.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	Market changes are creating rising demand for water-saving solutions. GEA develops sustainable solutions and services and generates sustainable revenue, thereby sharpening the group's competitive edge.	UA OO DA VC	Medium-term
E5 Resource use and circular economy			
⊕ ⊖ ⓘ 2)	GEA implements circularity mechanisms in its production activities, thus conserving resources throughout the entire value chain and contributing to the conservation of natural resources.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA reduces waste volumes by extending its products' life cycles, for example by applying a defined end-of-life management approach.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA generates waste through its production processes and through the use of raw materials at its production sites.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	Solutions and business models relating to circular economy and new partnerships in the circular ecosystem may open up new business opportunities for GEA.	UA OO DA VC	Short-, medium- and long-term

Positive/negative impacts, risks and opportunities	Description	Assignment to value chain	Time horizon
S1 Own workforce			
⊕ ⊖ ⓘ 2)	GEA ensures fair working conditions for its own employees, resulting in greater employee satisfaction and a better work-life balance.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA actively promotes the health and well-being of its own employees, both within and outside of the workplace, which positively impacts the health of the own employees.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA sets global health and safety standards that go beyond the legal requirements, thus ensuring the highest standards of safety worldwide.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA sets the highest standards for product quality and safety, thus guaranteeing the best health and safety conditions for its own employees.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA provides continuing education and training for its own employees, which reduces employee turnover.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA actively contributes to an inclusive society and proactively combats all forms of discrimination.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	Work-related accidents may occur at GEA, which could lead to injuries, chronic or acute work-related illnesses or, in extreme cases, fatalities.	UA OO DA VC	Short-term
⊕ ⊖ ⓘ 2)	GEA is unable to fully control the behavior of its own employees, meaning that violence or sexual harassment cannot be ruled out.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	At a local level, it may not always be possible to consistently and reliably verify the age of new employees or new workers in the value chain, meaning that there is a heightened risk of inadvertently hiring minors.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	Workers at GEA may be exposed to coercive practices or unfair treatment based on being unaware of options for reporting concerns or grievances confidentially. This could lead them to believe that they have no alternative but to submit to unfavorable conditions.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	GEA runs the risk of losing innovative potential due to ageing or retiring of own employees without active knowledge transfer to new hires.	UA OO DA VC	Medium-term
⊕ ⊖ ⓘ 2)	A diverse, multifaceted own workforce can boost innovative potential and encourage disruptive thinking. This gives GEA a competitive advantage and ensures resilient business processes.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ 2)	Qualified and motivated employees are generally willing to put in more individual effort, which can contribute to achieving GEA's financial and sustainability targets.	UA OO DA VC	Short-term
⊕ ⊖ ⓘ 2)	GEA's reliability as a responsible partner is reinforced through greater sensitivity to matters of human rights and fair working conditions with respect to its own employees.	UA OO DA VC	Short-, medium- and long-term

Positive/negative impacts, risks and opportunities	Description	Assignment to value chain	Time horizon
S2 Workers in the value chain			
⊕ ⊖ ⓘ ⓘ	GEA ensures fair working conditions in the value chain, which leads to greater job satisfaction and an improved work-life balance.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA actively promotes the health and well-being of workers in the value chain, both within and outside of the workplace, which positively impacts the health of the workers in the value chain.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA sets global health and safety standards that go beyond the legal requirements. Those standards also apply to workers engaged on behalf of GEA, thus ensuring the highest levels of safety worldwide.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA sets the highest standards for product quality and safety, thereby guaranteeing the best health and safety conditions for the workers operating its machinery.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA provides knowledge and information about sustainability practices to workers in the value chain, which allows them to contribute to environmental targets and reduce the environmental footprint.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA actively contributes to an inclusive society and proactively combats all forms of discrimination.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA's Supplier Sustainability Engagement Program promotes fair working conditions for workers in the value chain.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	Work-related accidents may occur at GEA or anywhere in its value chain, which could lead to injuries, chronic or acute work-related illnesses or, in extreme cases, fatalities.	UA OO DA VC	Short-term
⊕ ⊖ ⓘ ⓘ	GEA is unable to fully control the behavior of workers in the value chain, meaning that violence or sexual harassment cannot be ruled out.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	At a local level, it may not always be possible to consistently and reliably verify the age of new employees or new workers in the value chain, meaning that there is a heightened risk of inadvertently hiring minors.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	Limited transparency and monitoring of numerous suppliers, some of which are located in regions with a heightened risk of forced labor, could lead to undetected violations of labor rights.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	GEA's reliability as a responsible partner is reinforced through greater sensitivity to matters of human rights and fair working conditions with respect to its value chain.	UA OO DA VC	Short-, medium- and long-term
⊕ ⊖ ⓘ ⓘ	A diverse, multifaceted workforce can boost innovative potential and encourage disruptive thinking. This gives GEA a competitive advantage and ensures resilient business processes.	UA OO DA VC	Short-, medium- and long-term

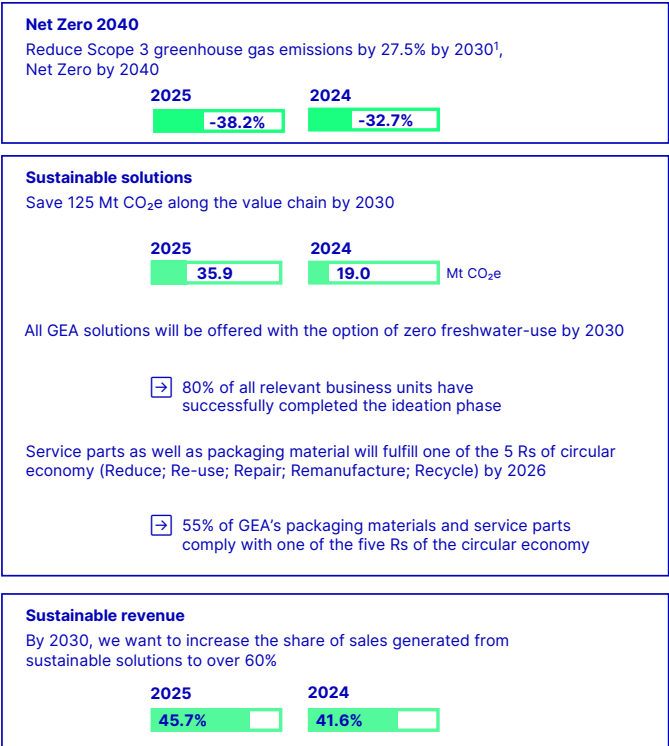
Positive/negative impacts, risks and opportunities	Description	Assignment to value chain	Time horizon
Community Engagement (entity-specific disclosure)			
   	GEA improves educational opportunities for children and young adults.	UA OO DA VC	Medium-term
   	GEA contributes to better access to clean water, renewable energy and medical care.	UA OO DA VC	Medium-term
   	GEA contributes to improving the living conditions of children and is committed to combating child poverty.	UA OO DA VC	Medium-term
G1 Business conduct			
   	GEA contributes to a stable economic system as well as fair and open markets by upholding the highest of standards for business conduct.	UA OO DA VC	Short-, medium- and long-term
   	Upholding the highest standards for business conduct fosters trusting business relationships and facilitates access to capital from financial institutions and investors.	UA OO DA VC	Medium-term
Data Protection and Information Security (entity-specific disclosure)			
   	GEA protects the information within its value chain, which contributes to a stable and secure business environment.	UA OO DA VC	Short-, medium- and long-term
   	Intentional or unintentional release of confidential information (such as GEA's intellectual property and trade secrets, data from customers and other stakeholders as well as personal or other data) caused in-house or externally (e.g. hacker attacks) and as a result of ineffective IT security controls.	UA OO DA VC	Short-, medium- and long-term
   	Improper or illegal handling of information (such as customer data or promotional materials) or illegal data processing jeopardizes a stable and secure business environment.	UA OO DA VC	Short-, medium- and long-term
   	Security and data protection breaches (including with regard to privacy rights) jeopardize a stable and secure business environment.	UA OO DA VC	Short-, medium- and long-term

UA = Upstream Activity | OO = Own Operations | DA = Downstream Activity | VC = Entire Value Chain |  = Positive Impact |  = Negative Impact |  = Risk |  = Opportunity

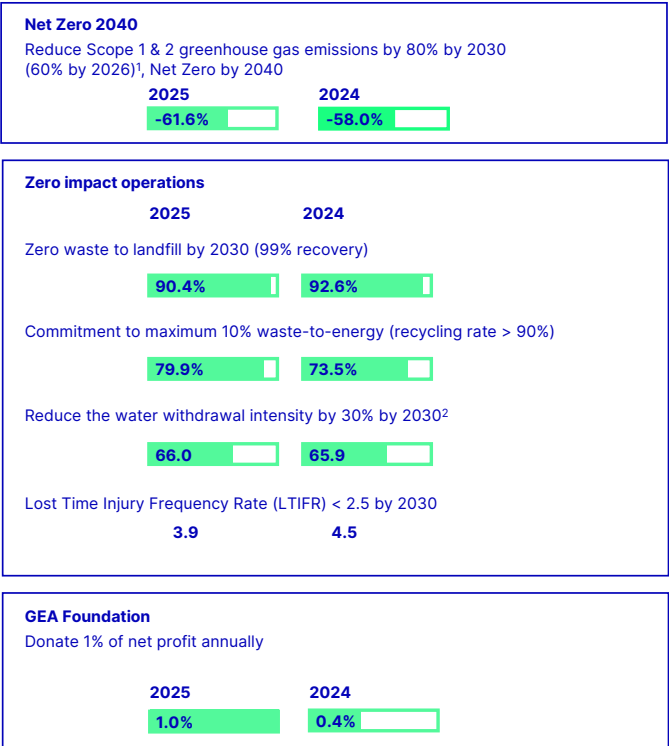
Sustainability at a glance

Selected KPIs at GEA in 2025

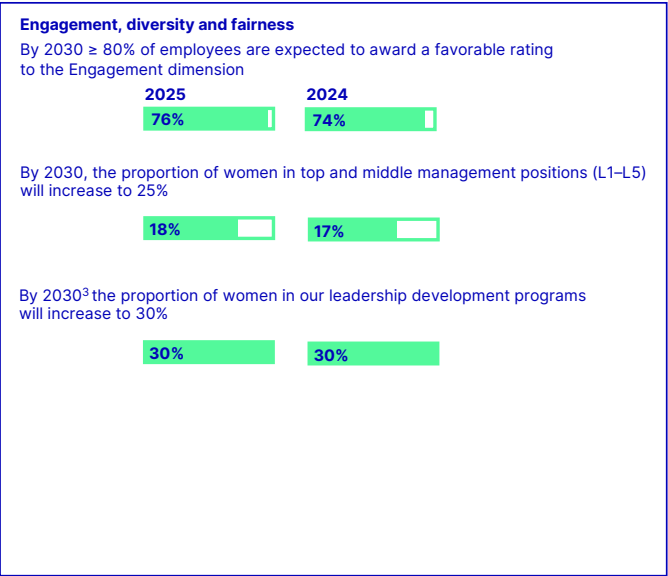
Responsible innovation



Resilient operations & communities



Thriving employees



1) Base year 2019. The information presented reflects the progress made toward achieving the Net Zero targets based on the cumulative annual values compared to the base year. | 2) Base year 2021 with a water withdrawal intensity of 84. | 3) Target first came into effect in 2025.

ENVIRONMENTAL INFORMATION

Climate Change	ESRS E1	91
Taxonomy Regulation*		114
Pollution	ESRS E2	131
Water and Marine Resources	ESRS E3	135
Resource Use and Circular Economy	ESRS E5	140

*) Disclosures pursuant to Article 8 of Regulation (EU) 2020/852

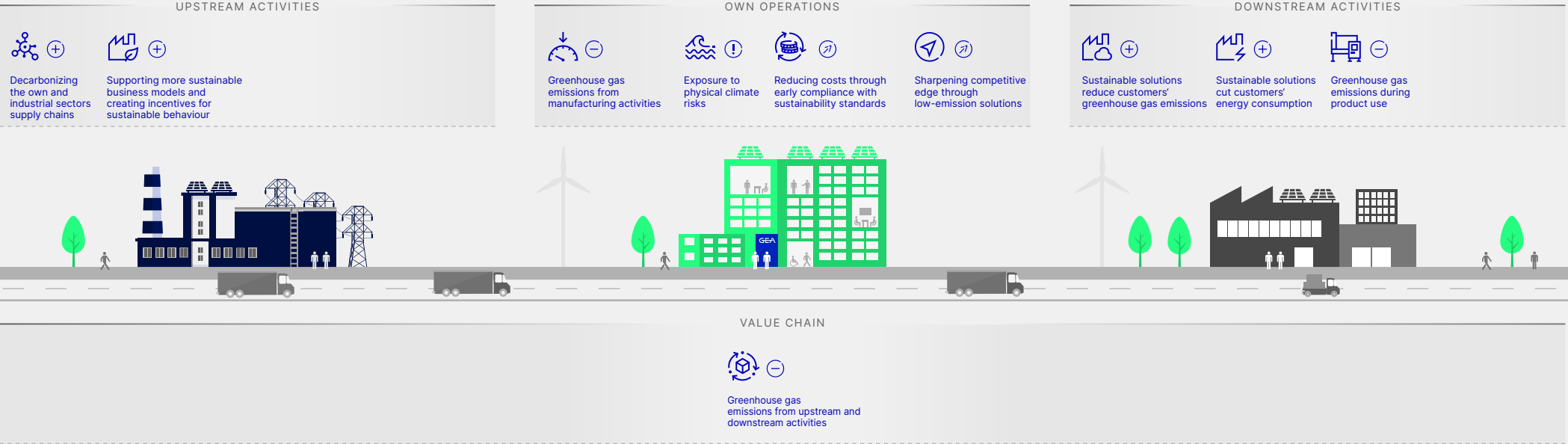


GEA uses centrifuge technology to convert wastewater and biosolids into reusable resources and improve water-use efficiency.

Explore further

ESRS E1 | Climate change

Climate change adaptation, Climate change mitigation, Energy



Positive Impact

- **Sustainable solutions** from GEA **reduce** and avoid **greenhouse gas emissions** in customers' production processes.
- **Sustainable solutions** from GEA **cut energy consumption and losses**, reduce the need for fossil fuels and lower operating costs for customer production processes.
- GEA accelerates **decarbonization in its own supply chain and in the supply chains of the corresponding industrial sectors** by requiring its suppliers to define science-based targets for reducing greenhouse gas emissions.¹
- GEA's Supplier Sustainability Engagement Program gives preference to sustainable suppliers, thereby **supporting more sustainable business models** among the undertakings supplying products and services to GEA.¹

Negative Impact

- GEA's customers operate in energy-intensive industries, in part because the use of GEA products at customer sites **generates greenhouse gas emissions**.
- GEA causes **greenhouse gas emissions through upstream activities** such as purchasing raw materials and components as well as through **downstream activities** such as logistics.
- GEA's **manufacturing activities cause greenhouse gas emissions**.

Risk

- **Physical climate risks** may lead to operational downtime, a loss of assets at GEA production sites and disrupted supply chains or supply shortages, resulting in production delays or contractual penalties.

Opportunity

- **Early compliance with sustainability standards** can **reduce** or avoid **costs** such as damage compensation costs or capital expenditure.¹
- Market changes are creating rising **demand for low-emission solutions**. GEA develops sustainable solutions and services and generates sustainable revenue, thereby sharpening the group's **competitive edge**.²

1) Further information on this can be found in chapter E1 & S2 "Sustainable Procurement".
 2) Further information can be found in chapter ESRS 2 "General disclosures".

(+) = Positive Impact | (-) = Negative Impact | (!) = Risk | (P) = Opportunity

ESRS E1

Climate change

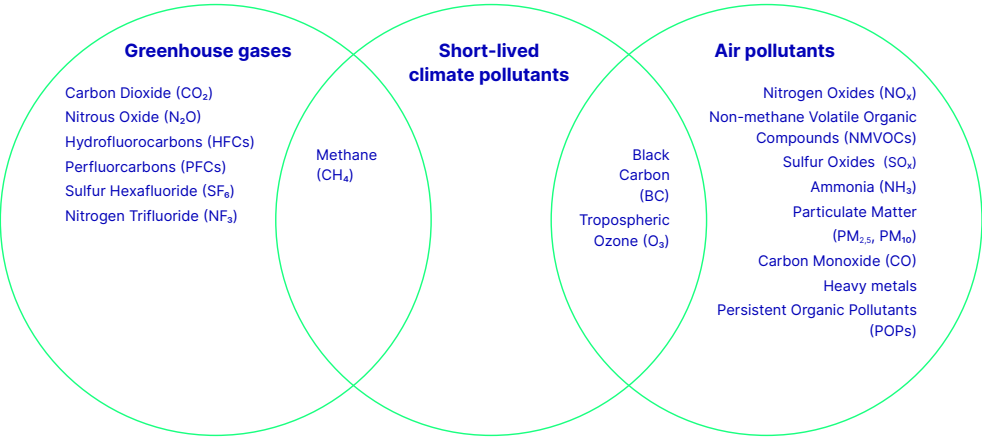
Ambitious climate strategy and climate targets

GEA is committed to upholding the 2015 Paris Climate Agreement. The Paris Climate Agreement limits the global temperature increase in the atmosphere to well below 2°C compared with pre-industrial levels and commits to making additional efforts to limit it to 1.5°C. This has resulted in stricter climate regulations, particularly with regard to greenhouse gas emissions.

Since 2021, GEA has pursued a climate strategy aimed at reaching net zero for the entire supply chain by 2040. At the start of 2024, GEA announced an ambitious climate transition plan based on its long-term climate strategy. The plan sets out short-, medium- and long-term targets for reducing greenhouse gas emissions at every link in the value chain. It also specifies timings, action areas and the investments required.

GEA's climate strategy is part of the group's Mission 30 strategy, which takes its cue from the guiding principle of "making an impact." By rigorously pursuing its climate change mitigation targets, GEA has positioned itself as a leading provider of solutions for a low-carbon food, beverage and pharmaceutical industry with the goal of making a key contribution to a sustainable world.

The Kyoto Protocol of 1997 mentions the following greenhouse gases (GHG): carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and fluorinated greenhouse gases (F-gases), which include hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆) and, since 2015, nitrogen trifluoride (NF₃).



Policies | ESRS, E1-2

GEA Climate Transition Plan 2040

The group's Climate Transition Plan 2040 provides GEA with a specific strategy for ensuring that its climate targets are adhered to throughout the value chain with the highest possible degree of transparency. Based on the group's climate strategy, the plan describes specific measures for reducing greenhouse gas emissions to net zero by 2040.

The Climate Transition Plan was adopted by the Executive Board with the approval of the Supervisory Board, and the Executive Board chair is responsible for its implementation. In 2024, GEA became the first company in the DAX family to invite its shareholders to vote on a pathway to reaching net zero. Progress reports are issued each year, and GEA also plans to invite shareholders to vote on the advances made under the Climate Transition Plan every three years at the Annual General Meeting. GEA's Climate Transition Plan 2040 is available at www.gea.com.

Environmental Responsibility Policy

This policy sets out the group's rationale for environmental protection and its key environmental targets as well as how the group identifies and manages the ongoing steps toward evaluating and improving processes and workflows. The policy covers aspects such as climate change mitigation, climate change adaptation, energy efficiency and the use of renewable energies. It also specifies the principles applicable to protecting the environment and restoring biodiversity at group sites.

The policy applies to all GEA Group companies as well as to suppliers and other GEA business and trading partners worldwide. Responsibility for implementation lies with the head of QHSEE and the QHSEE managers at divisional and country level, who co-developed the policy. In developing the policy, both the requirements of GEA's production sites and customer expectations were taken into account. The policy is reviewed annually and updated as needed. Information on the monitoring process can be found in ESRS G1 "Business conduct."

The policy is available at www.gea.com.

Task Force on Climate-related Financial Disclosures (TCFD)

GEA has been following the recommendations of the TCFD in reporting on its approach to climate change since 2022; opportunities and risks arising from climate change are assessed in accordance with the TCFD framework. Additional information on the TCFD can be found later in this section.

Targets | ESRS E1-4

Net Zero by 2040

Since 2021, GEA has pursued a climate strategy aimed at reaching net zero for the entire supply chain by 2040. In 2023, GEA raised its interim 2030 targets and announced an additional target for 2026.

GEA's climate targets*

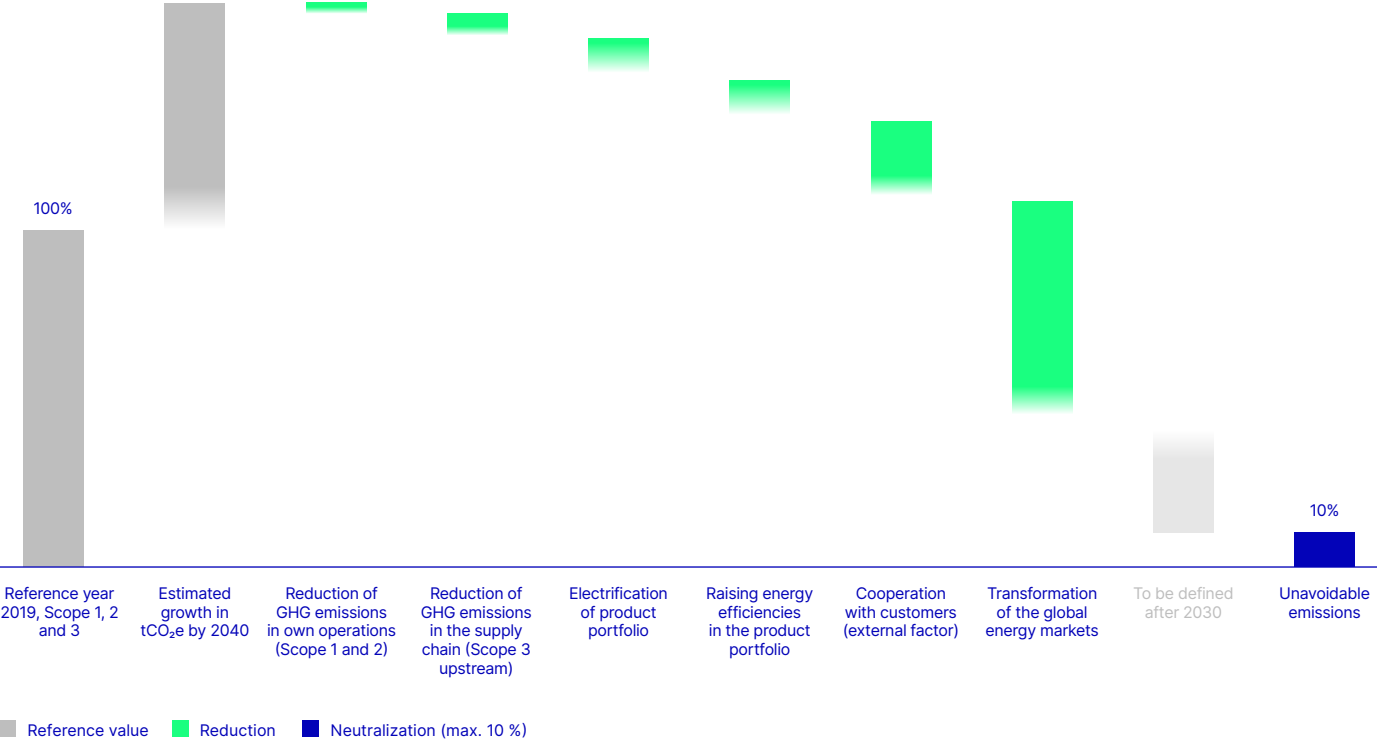
- GEA intends to reduce greenhouse gas (GHG) emissions from own activities (Scope 1 and 2) by 60 percent by 2026.
- Scope 1 and 2 GHG emissions are to be reduced by 80 percent by 2030, and Scope 3 GHG emissions are to be reduced by 27.5 percent.
- GEA aims to reach net zero greenhouse gas emissions for its entire value chain by 2040.

The 2030 targets and the net zero 2040 target have all been validated by the Science-Based Targets initiative (SBTi). The SBTi reviews whether GEA's targets are in line with the latest findings in climate science and will make an effective contribution to attaining the Paris Agreement's 1.5°C target.

The climate strategy is based on the assumption that the international community will meet its commitment to reach net zero pursuant to the International Energy Agency's Stated Policies Scenario (STEPS).

The relevant action areas and actions for reaching the climate targets are explained later in this section under “GEA Climate Transition Plan 2040.”

Climate change mitigation actions (in %)



*) All targets refer to the 2019 base year. Scope 2 targets are calculated using the market-based method. The targets apply to the entire group, including all subsidiaries.

Opportunities and risks arising from climate change

ESRS 2 SBM-3, ESRS 2 IRO-1

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board in 2015 to provide a uniform framework for reporting climate-related financial impacts on undertakings. The framework covers climate-related risks and opportunities for businesses arising from the physical impacts of climate change or the transition to a lower-carbon economy. GEA reports annually on climate-related data, the associated strategies and the corresponding transformation paths. The CSRD framework now unifies such voluntary reporting with the statutory requirements. Thus, the group has been reporting on its management of the impacts, risks and opportunities associated with climate change pursuant to the CSRD since 2024.

GEA will be impacted by climate change in the form of physical risks (e.g. weather events, rising sea levels, storm surges, heavy rainfall) as well as transitory risks (e.g. policy and legal risks). However, the group will also benefit from new market opportunities arising from decarbonization of the global economy. To deepen our understanding of the relevant climate-related opportunities and risks as well as to test the resilience of our strategy, the GEA Group has analyzed climate scenarios across different time horizons. A new scenario analysis based on current external sectoral scenarios and studies was conducted in 2024 with the help of a cross-functional team. The scenario analysis, which is based on 60 locations, covered 52.2 percent of GEA's revenue in the reporting year (2024: 51.3 percent).

The climate projections and impact assessments underpinning the scenario analysis were based on established methods as well as the available guidelines. To determine market potential, impacts were assessed along the entire value chain, from procurement (e.g. steel, but also other upstream activities such as logistics and the distribution of raw materials and services) to markets (e.g. downstream activities such as the use phase of GEA products, including the need for life cycle analyses and the introduction of circularity). The assessment was grounded in the best available scientific findings and methods for vulnerability analyses and risk analyses, drawing on the latest reports from the Intergovernmental Panel on Climate Change (IPCC), the energy scenarios derived from those reports by the IEA and peer-reviewed scientific publications as well as open-source or licensed models.



Scenario analysis

Timeframes

When analyzing climate-related opportunities and risks, GEA distinguishes between different time horizons: short-term (up to 2030), medium-term (up to 2035) and long-term (up to 2050). These time horizons are consistent with GEA's climate strategy as well as with the regulatory requirements on decarbonization that significantly impact transitory risks and generally cover the period up to 2050. The chosen time horizon also reflects the specific nature of physical climate change risks, which will increasingly materialize over medium- to long-term timeframes. Most established scenarios cover the period up to at least 2050.

Selection of scenarios and key messages

GEA has conducted an analysis using two temperature scenarios that depict two very different pathways in relation to climate change. One pathway focuses on successfully transforming the economy, thereby limiting global warming to a maximum of 1.5°C compared with the pre-industrial era while also curbing the increase in physical climate hazards. The second assumes a continuous rise in greenhouse gas emissions up to 2100, leading to a further increase in global temperatures of 4.3°C and hence to impacts of physical climate hazards in the extreme.

Table 1: Key features of the selected IEA transition scenarios

	IEA Net Zero Emissions by 2050 Scenario (NZE)	IEA Stated Policies Scenario
General scenario features	A normative scenario that sets out a tailored path for the global energy sector to achieve net zero CO₂ emissions by 2050. The NZE scenario only takes energy-related emission reductions into account when calculating the level of target achievement. The scenario corresponds to the highest level of ambition in the Paris Climate Agreement of limiting global warming to 1.5°C.	An exploratory scenario under current policy frameworks, based on a sectoral assessment of the specific policies already in place (e.g. nationally determined contributions), as well as policies announced by governments worldwide and reflected in official targets and forecasts. The Stated Policies scenario reflects global warming of 2.4°C by 2100 (50% probability).
Underlying reports	IEA (2024): World Energy Outlook 2024	IEA (2024): World Energy Outlook 2024
Core scenario narratives and impact drivers	Macroeconomic assumption: Economic growth (GDP of USD 358 trillion) and population growth to 9.7 billion people by 2050.	
Policy/regulatory	Sharp rise in carbon pricing for fossil fuels. (USD 55–250 per metric ton of CO ₂ by 2050). Industrialized countries are subject to higher price increases.	Moderate rise in the use of CO ₂ pricing for fossil fuels (USD 28–158 per metric ton of CO ₂ in 2050). Industrialized countries are subject to higher price increases.
Technologies and markets	Transition to low-carbon technologies and strong demand for low-carbon products. Lower demand for coal also affects the raw materials market (e.g. steel production). The proportion of renewable energy in electricity generation will reach a global average of 88% by 2050.	Delayed transition from fossil fuel-based technologies and products to renewable energy. The proportion of renewable energy in electricity generation will reach a global average of 73% by 2050.
System boundaries	Focus on energy-related sectors (very limited information relevant to the food sector), limitations apply in terms of data availability and granularity.	

Source: International Energy Agency (IEA)

The IEA's Net Zero Emissions by 2050 Scenario (NZE Scenario) was selected as the dominant scenario to examine potential transitory (e.g. policy and legal) risks of a 1.5°C increase in global temperatures. The NZE Scenario was supplemented by studies relevant in particular to the agricultural sector, which is not covered by the energy-focused IEA scenarios. In addition, the ICCP's RCP8.5 global warming scenario was used as the dominant scenario to examine the potential physical impacts of climate change in the event of global warming of 4.3°C.

Tables 1 and 2 summarize the most important messages of the IEA and IPCC scenarios for medium- to long-term time horizons.

System boundaries of the scenario analysis

In conducting the scenario analysis, GEA ensured comprehensive coverage of the most important business activities along the entire value chain, including the key supplier industries and sourcing countries, the relevant production locations and countries as well as the key customer markets per operating business. All of these activities were assessed for relevant climate-related impacts.

Table 2: Most important characteristics of the selected IPCC scenarios

	RCP 2.6/SSP1-2.6*	RCP 8.5/SSP5-8.5*
General scenario features	IPCC scenario, which corresponds to the level of ambition to limit the temperature increase to well below 2°C. This scenario describes a path in which there would already be significant reductions in emissions in the 2020s. In this scenario, the emissions balance would already be net negative before the end of the 21st century.	Business-as-usual scenario without significant climate change mitigation actions, which assumes a temperature rise of 4.3°C. The RCP 8.5 forecast describes a path that is associated with high GHG emissions. In this scenario, greenhouse gas emissions will continue to rise until 2100. It is assumed that net zero GHG emissions will not be achieved by the end of the century.
Underlying reports	Climate Change 2021: The Physical Science Basis. Working Group I Contribution to the IPCC Sixth Assessment Report.	
Central scenario narratives and impact drivers	Moderate changes in the frequency of climate-related physical hazards. Although this scenario involves strong decarbonization, the impacts of climate-related hazards such as floods or tropical cyclones would nonetheless intensify. Global mean sea level rise of 44 cm by 2100. Extreme heat events would increase by a factor of 4.8.	In this scenario, the impacts of physical climate-related hazards would be felt to the maximum. This is due to the forecast continuous increase in GHG emissions. The impact of acute physical climate-related hazards as well as chronic climate hazards is rated as very high. Global mean sea level rise of 84 cm by 2100.
System boundaries	Short- and medium-term physical climate hazards in particular are subject to a degree of uncertainty, meaning that they are of limited use for the purpose of financial quantification since climate science usually considers periods of 30 years.	

Source: Intergovernmental Panel on Climate Change (IPCC).

*) RCP: Representative Concentration Pathways; SSP: Shared socioeconomic pathways.

Climate-related risk and opportunity categories

In categorizing the risk and opportunities examined, GEA follows the TCFD classification system.

Transitory risks were divided into the categories of policy and legal, technology, market and reputation.

- In terms of physical risks, a distinction is made between acute and chronic risks. Acute risks arise from event-driven hazards, whereas chronic risks relate to long-term climate change. In making this distinction, GEA considered all types of climate-related hazards (a total of 28 hazard types; see Table 3). Chronic risks include rising sea levels and rising temperatures, the latter of which act to amplify all other hazard types. Acute risks include severe thunderstorms, storm surges, tropical cyclones, tornadoes, floods, droughts, heat waves and wildfires.
- Potential opportunities were classified into the dimensions of resource efficiency, energy sources, products and services, markets, and resilience.

Table 3: Physical climate-risk categories under the EU Taxonomy

	Temperature	Wind	Water	Solid mass-related
Chronic	• Changing temperature (air, freshwater, marine water) • Heat stress • Temperature variability • Permafrost thawing	• Changing wind patterns	• Water scarcity • Precipitation or hydrological variability • Ocean acidification • Saline intrusion • Sea level rise • Changing precipitation patterns and types (rain, hail, snow/ice)	• Coastal erosion • Soil degradation • Soil erosion • Solifluction
Acute	• Heat waves • Cold waves/frost • Wildfires	• Cyclones, hurricanes, typhoons • Storms (including blizzards, dust and sandstorms) • Tornadoes	• Drought • Heavy precipitation (rain, hail, snow/ice) • Flood (coastal, fluvial, pluvial, ground water) • Glacial lake outburst	• Avalanche • Landslide • Subsidence

Source: <https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=CELEX:32021R2139>

Approach for identifying and assessing opportunities and risks

Qualitative analyses of a 1.5°C and a 4.3°C scenario were used to examine which types of climate risks and opportunities could lead to material impacts throughout the value chain in the periods up to 2030, 2035 and 2050. For transitory impacts, we assessed the potential impact on the value chain of key scenario assumptions and influencing factors such as carbon and energy costs, technology roadmaps and market development. The assessment accounted for purchasing volumes, countries of origin and energy consumption profiles as well as for the cost structures of GEA production sites and key target markets.

The links in the value chain with potentially the highest physical risk were identified on the basis of the physical risk profiles of the countries that are relevant for the GEA Group's purchasing, production and sales activities. With respect to the group's production, physical risks were analyzed based on location. Germany, the Netherlands, New Zealand and the USA were identified as the relevant countries that could potentially be most affected by physical risks such as tropical cyclones and floods, heat or cold waves and wildfires. The qualitative assessment of climate-related impacts focused on those production locations because that is where potentially the greatest financial losses can be expected. Next, an in-depth analysis was made of the opportunities and risks identified in order to assess and quantify the potential financial impact. With respect to transitory risks, the first in-depth analysis focused on steel purchasing and the related changes in production costs associated with different steel production routes (primary and secondary) in a 1.5°C scenario.

The potential financial implications of this scenario were derived on the basis of GEA's cost and purchasing structures for steel. To examine GEA's potential market and product opportunities in the alternative proteins (New Food) market, we used a sensitivity analysis that considered various growth rates for the protein market based on studies and depending on the regulatory environment, consumer behavior and technological growth. The growth rates were combined with GEA's 2022 revenue from alternative food and protein applications. The third in-depth analysis of transitory impacts focused on demand changes in the heat pump market, with the 1.5°C scenario growth rates having been applied to calculate growth of GEA's market share in the industrial heat pump and district heating pump market. Subsequently, both risks and opportunities resulting from the in-depth analysis were discussed with and validated by GEA management.

With regard to physical risks and the selection of relevant locations, GEA considered several criteria. These included location-specific revenue and insurance volumes, adequate coverage of business activities and broad geographical coverage, taking into account various types of hazards such as floods, tropical cyclones, cold and heat waves or wildfires. Based on this approach and the preceding qualitative analysis, GEA reviewed and assessed a total of 60 locations for potential climate-related physical hazards in a 4.3°C scenario. A total of 13 locations with potential for high physical risks were identified. To derive the financial impacts for those locations, GEA first considered property damage, including losses with regard to buildings, inventory and equipment. Business interruptions arising from extreme weather events or damage to infrastructure that halt production were additionally considered.

The risks and opportunities identified and assessed in the respective dominant scenarios are presented below.

Table 4: The three most significant climate-related transitory risks and opportunities in a 1.5°C scenario

	Potential risks in a 1.5°C scenario	Potential opportunities in a 1.5°C scenario	
Potential risks and opportunities identified for GEA in a 1.5°C scenario	(1) Rising steel prices	(2) Growth market for alternative proteins	(3) Growth market for industrial cooling and heat generation
Risk or opportunity category according to TCFD	Policy and legal Technology Market	Market Products and services	Market Products and services
Description of relevant risk and opportunity drivers in a 1.5°C scenario	Steel procurement costs could increase due to alternative methods for producing “green” steel, e.g. using hydrogen-based furnaces or electric arc furnaces.	Global demand for protein products could more than double by 2035 as a result of socio-economic impacts such as population and economic growth as well as increased demand based on policy measures, changes in consumer behavior and product innovations. These factors could also lead to a market share of more than 20% for alternative protein products derived from plants (e.g. through separation, decantation, filtration) and microorganisms (e.g. through precision fermentation) or where the cell itself serves as a protein source (e.g. biomass fermentation or animal cell cultures). ¹	The general global increase in demand for heat, technological progress and a regulatory framework to promote heat pumps as a climate-friendly way of generating heat are leading to a significant increase in the share of heat pumps for providing heat in process and district heating.
Years considered	2030 and 2050	2025 and 2035 ^{1,2}	2030 and 2050
Methodology for deriving potential financial impacts in a 1.5°C scenario and underlying assumptions	Potential financial impacts were derived from GEA’s cost and purchasing structure for steel in combination with the climate scenario, which accounts for trends in CO ₂ pricing and changes in steel production routes with respect to the various regions and time horizons. The calculation was based on an assumption of constant demand for steel. Strategic actions on the part of GEA that would increase the proportion of carbon-neutral steel, for example, were not taken into account.	Recent studies were compared and an optimistic case was chosen (similar to the 1.5°C scenario), which forecasts a market value of USD 40.7 billion by 2030 with a CAGR of 13.0% in the period from 2023 to 2030. A CAGR of 13.0% was also assumed when extrapolating the global market value for the period up to 2035. The revenue estimate accounted for strategic decisions on the part of GEA management to expand further in this growth market.	GEA used the IEA’s Net Zero Emissions scenario to model the change in general demand for industrial heat in “non-heavy industry” as well as the additional electrification demand in a 1.5°C scenario in the context of industrial heat pump demand (<200°C), and combined this with a breakdown of GEA’s current heat pump sales. Strategic actions on the part of GEA that would, for example, increase its market share in the heat pump segment, were taken into account.

	Potential risks in a 1.5°C scenario	Potential opportunities in a 1.5°C scenario	
Potential financial impact in a 1.5°C scenario (the presentation factors in any management decisions by GEA)	Potential additional annual costs for the GEA Group (non-cumulative) compared with the 2022 base year: in 2030: EUR 5–10 million in 2050: EUR 1–5 million Despite declining costs for coal in conventional steelmaking, the overall cost of steel production is expected to keep rising due to the impact of CO₂ pricing and the introduction of new low-carbon technologies, such as carbon capture and storage (CCS), especially in the period up to 2030. For GEA, this could be reflected in temporarily higher procurement costs. This effect will have diminished by 2050 due to the fact that alternative steel production technologies will reach market maturity after 2030.	Potential annual revenue³: in 2030: EUR 300–350 million in 2035: > EUR 450 million	Potential annual revenue³: in 2030: > EUR 100 million in 2050: > EUR 175 million
Assessment of probability of occurrence ⁴	2050: Possible	2035: Likely	2050: Likely
Financial assessment of risks/opportunities ⁵	2050: Low	2035: Moderate to significant	2050: Low to moderate
Evaluation by GEA of outcomes under a 1.5°C scenario	GEA continuously monitors steel price levels, including factoring in climate change-related price drivers. The steel market is currently subject to significant volatility for geopolitical and competition-related reasons, against the backdrop of which scenario effects are not considered to be material. As part of its Net Zero 2040 strategy, GEA is working on procuring “green” steel in order to reduce supply chain emissions and avoid transitory risks.	GEA has been actively developing and scaling up its New Food business since 2021.	GEA has been actively developing and scaling up its Industrial Cooling and Heat Generation business since 2021.

1) Businesswire – a Berkshire Hathaway company, 2024, Source: \$40+ Billion Alternative Protein Market – Global Forecast to 2030: Increasing Venture Investments and Demand for Environmental Sustainable Protein Fueling Growth – ResearchAndMarkets.com | Business Wire.

2) Deviating scenario time horizon due to the underlying source: Businesswire – a Berkshire Hathaway company (2024).

3) Approximated based on market expectations (study-based) and strategic actions by GEA that would increase market share.

4) Assessment of probability of occurrence: Unlikely: ≥ 1% – 25% | Possible: ≥ 26% – 50% | Likely: ≥ 51% – 75% | Near certain: ≥ 76% – 100%.

5) Assessment of financial impact (EBIT): Low: < EUR 20 million | Moderate: EUR 20 – < EUR 70 million | Significant: EUR 70 – < EUR 120 million | Material: ≥ EUR 120 million.

Table 5: The three most significant climate-related physical hazards in a 4.3°C scenario (corresponding to RCP 8.5)

Potential risks for GEA identified in a 4.3°C scenario	(1) Tornados/tropical cyclones	(2) Storm surges/overflowing rivers	(3) Forest fires
TCFD risk category	Acute physical climate-related hazards	Acute physical climate-related hazards	Acute physical climate-related hazards
Description of relevant risk and opportunity drivers in a 4.3°C scenario	In a 4.3°C scenario, extreme weather events such as tornadoes increase in both frequency and intensity. This can cause physical damage to assets, leading to financial losses and business interruptions. Tornadoes usually occur between latitudes of 20° and 60°.	Storm surges occur along coastlines when sustained strong winds drive large volumes of water towards the shore, generating high waves. Rising sea levels also contribute to and intensify storm surges. Storm surges can cause asset losses (e.g. due to damage to buildings) as well as business interruptions. River flooding is caused by intense short-term rainfall and, like storm surges, can lead to significant asset damage.	Fires are capable not only of completely destroying properties; they also release pollutants (e.g. particulate matter and dioxins) that pose a risk to human health. Increasing periods of heat and drought due to climate change are contributing to the expansion of fire-prone areas and a longer wildfire season.
Year considered	2050	2050	2050
Methodology for deriving potential financial impacts in a 4.3°C scenario and underlying assumptions	Outcomes are based on meteorological data. A tornado map depicting the global situation was used to identify risk. Potential financial impacts refer to event-related losses.	Location-specific outcomes refer to once-in-a-century events, the data basis for which also accounts for wind speeds and seabed depth. Potential financial impacts refer to event-related losses. Topographical position and distance to the site were considered for all locations.	Outcomes are based on meteorological data. Wildfire scenario maps depicting the global situation were used to identify risk. Potential financial impacts refer to event-related losses.
Potential financial impacts in a 4.3°C scenario (presentation of scenario effects only, without considering any management decisions by GEA)	Assuming the event occurs in 2050, potential revenue losses could amount to EUR 50–150 million. The sites at greatest potential risk are Auckland and Hamilton (both in New Zealand).	Assuming the event occurs in 2050, potential revenue losses could amount to EUR 200–300 million. The sites at greatest potential risk are Buechen and Kitzingen (both in Germany).	Assuming the event occurs in 2050, potential revenue losses could amount to EUR 200–300 million. The locations potentially most affected include Buechen and Niederahr (both in Germany).
Assessment of probability of occurrence ¹	Unlikely	Unlikely	Unlikely
Financial assessment of risks/opportunities ²	Low	Moderate	Moderate
Evaluation by GEA of outcomes under a 4.3°C scenario	GEA assesses the existing mitigation actions at regular intervals and, if necessary, explores options for taking additional action, such as storm-proofing buildings in order to minimize impacts in such a scenario.	GEA assesses the existing mitigation actions at regular intervals and, if necessary, explores options for taking additional action, such as constructing flood walls and storm-proofing buildings in order to minimize impacts in such a scenario. Even if such flood events occur, it can be assumed that only a small proportion of buildings and operations will be affected, and possibly for a short time only, meaning that damage will be limited.	GEA assesses the existing mitigation actions and the proximity to flammable materials at regular intervals and, if necessary, explores options for taking additional action in cooperation with local public authorities in order to minimize impacts in such a scenario.

1) Assessment of probability of occurrence: Very unlikely: <2.5% | Unlikely: ≥ 2.5% – 25% | Possible: ≥ 26% – 50% | Likely: ≥ 51% – 75% | Near certain: ≥ 76% – 100%.
2) Assessment of financial impact (EBIT): Low: < EUR 20 million | Moderate: EUR 20 – < EUR 70 million | Significant: EUR 70 – < EUR 120 million | Material: ≥ EUR 120 million.



Details of the GEA Group's material opportunities and risks can be found under "Opportunity and risk management" in the combined group management report. The analysis of physical risks in relation to the production locations considered did not reveal any material risks requiring presentation in the "Opportunity and risk management" chapter of the combined group management report. The same applies to transitional risks.

The resilience of GEA's climate strategy

Maximizing opportunities through decarbonization while mitigating risks

With respect to the scenario analysis and the transformation associated with global warming of 1.5°C, no material financial risks could be derived for the years 2030 or 2050 for the sites surveyed that would have required presentation in the "Opportunity and risk management" chapter of the combined group management report. GEA's strategy of net zero emissions by 2040 is a driver for greater energy efficiency, a shift to renewable energy and low-carbon fuels as well as carbon-neutral purchasing and a "green" product portfolio. GEA sees this as a key contribution to minimizing the transition risks while positioning itself as a major provider of solutions for an economy with net zero greenhouse gas emissions. At the same time, the net zero strategy, including the Climate Transition Plan 2040, helps us counter potential reputational risks or increased financing costs associated with climate change. With its product portfolio – notably heat pumps and alternative proteins – GEA sees fresh market opportunities to generate sustainable, profitable growth in the coming decades.

Adaptation measures at location level

GEA has forwarded the results of the analysis to the representatives of the locations affected by physical risks in the 4.3°C scenario. The current risk minimization measures derived from the analysis findings were evaluated and steps were defined on how to minimize risks even more effectively. Examples include additional protective walls or a more detailed exchange of information with the competent authorities regarding existing protection and risk minimization plans.

Management of climate-related opportunities and risks

Analyzing current external requirements

Ever-increasing globalization and intense international competition mean that we need to adapt and innovate to ensure the success of our company. Additionally, GEA faces growing regulatory requirements at national and international level, particularly in relation to corporate governance and compliance with financial market regulations.

An interdisciplinary working group at GEA, coordinated by the Chief Sustainability Officer as well as Risk & Internal Control Management and the Legal department, optimizes the processes for identifying, assessing, defining and implementing actions to mitigate climate risks and leverage climate opportunities at GEA. Purchasing, Production and Sales from the operating and central business areas are also involved. For GEA's business, which is characterized by multi-year projects and systems solutions as well as the processes aligned with them, an integrated approach is used to identify, assess, manage, communicate and mitigate order risks as well as other operational and strategic opportunities and risks within the group. The aim of the group-wide opportunity and risk management system is to identify the key opportunities and risks in these operating business areas at an early stage, assess the financial impact, identify actions to leverage opportunities and minimize risks as well as inform the relevant decision makers accordingly.

The disclosures pursuant to ESRS 2 paragraphs 64 and 65 with reference to ESRS E1 have been included in the disclosures indicated as such in the "Opportunity and risk management system" chapter of the combined group management report. Those disclosures constitute an integral part of this Sustainability Report.

GEA Climate Transition Plan 2040

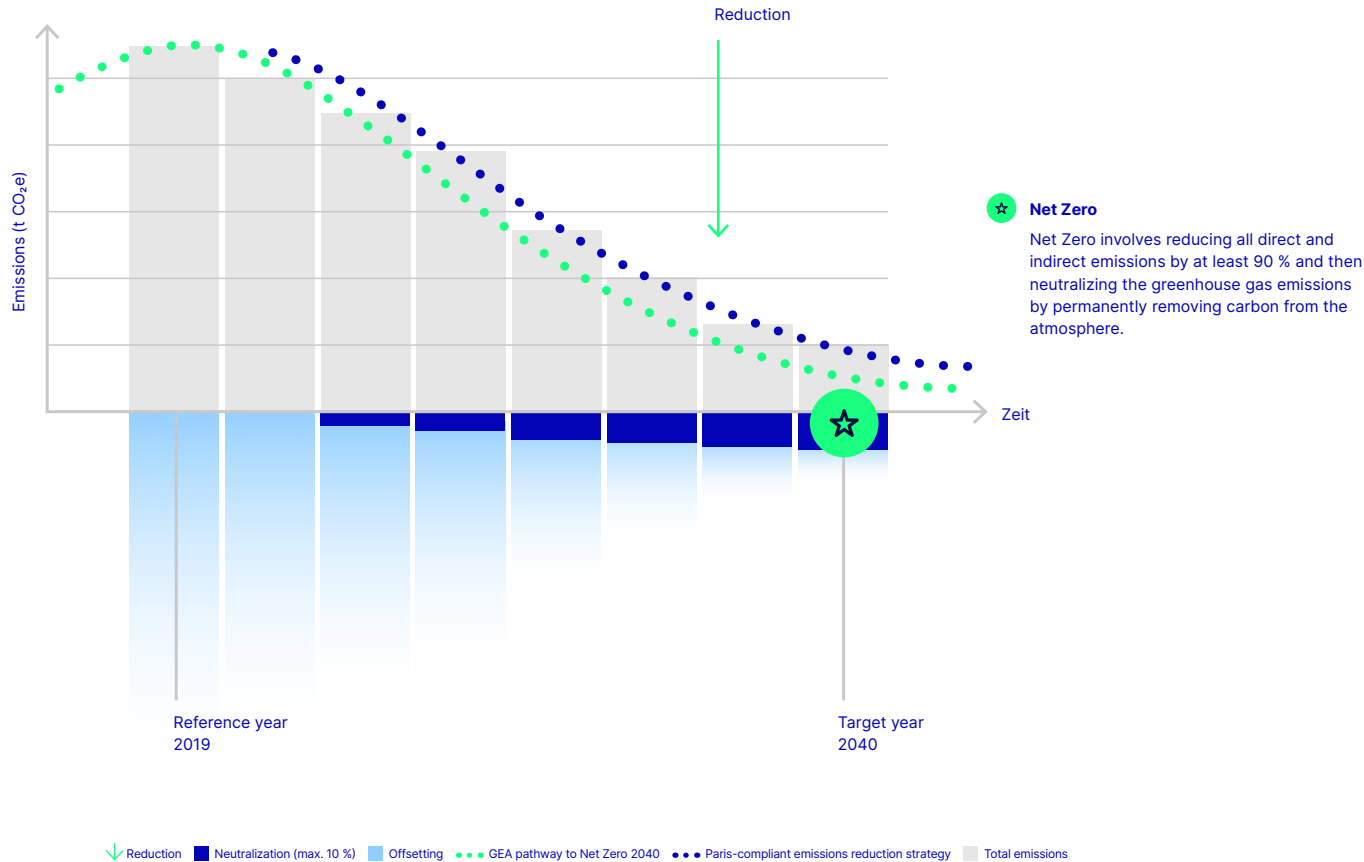
ESRS E1-1

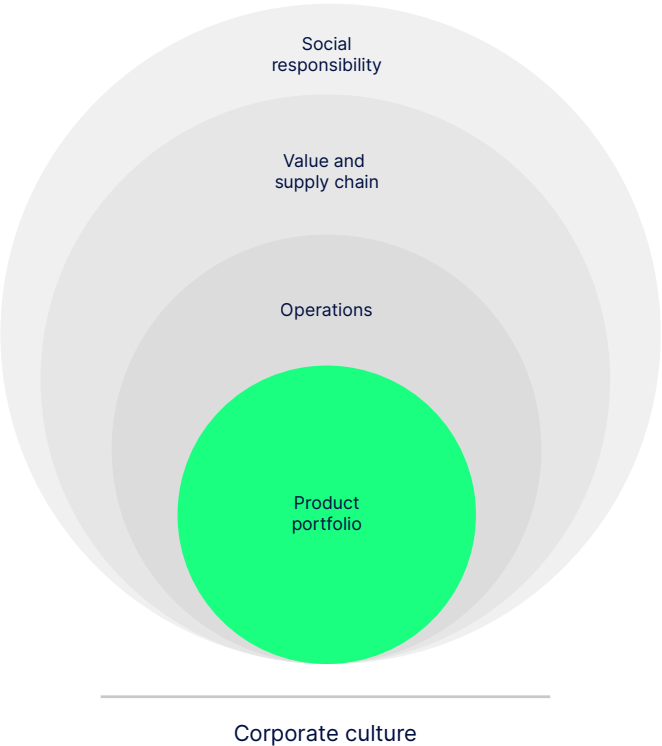
The Climate Transition Plan 2040 provides GEA with a specific strategy for ensuring that its climate targets can be met while at the same time providing the highest possible degree of transparency throughout the value chain.*

Based on the group's climate strategy, the plan describes specific levers and actions for reducing greenhouse gas emissions to net zero by 2040, as well as actions for neutralizing a maximum of 10 percent of its greenhouse gas emissions and offsetting.

It was adopted by the Executive Board with the approval of the Supervisory Board. The CEO is responsible for its implementation. Progress reports are issued each year; GEA also aims to invite shareholders to vote on the advances made under the Climate Transition Plan every three years at the Annual General Meeting.

*) GEA is not excluded from the EU Paris-aligned benchmarks in accordance with article 12(2) of Commission Delegated Regulation (EU) 2020/1818.





Reduction

The Climate Transition Plan 2040 defines five key levers for achieving the ambitious climate targets the group has set itself. These are:

Corporate culture as both a bedrock and a lever, which means enabling GEA's entire workforce to align their actions with the climate strategy at all times.

Product portfolio transformation, which means developing sustainable solutions to minimize the environmental footprint of GEA's customers.

Operations transformation, which means reducing the group's own greenhouse gas emissions through the further electrification of production sites, investment in climate-friendly buildings and self-generated renewable energy.

Commitment of the entire value and supply chain, which means requiring all partners to operate in a climate-friendly manner and to submit a declaration of intent to set an emissions target by 2030 in line with the Science Based Targets initiative (SBTi).

Taking a stand in society, which means playing a leading role in public discourse as well as sharing experience and knowledge.

The reduction measures are described in detail under "Implementation of the GEA Climate Transition Plan 2040."

Neutralization

Going forward, GEA plans to neutralize any greenhouse gas emissions that cannot be reduced or avoided by 2040 through technical carbon removals. This method permanently removes carbon from the atmosphere. GEA's primary focus in this area is scaling and enhancing its greenhouse gas emissions capture, storage and utilization solutions to neutralize the unavoidable greenhouse gas emissions that are likely to remain. In the reporting year, GEA centered its efforts on reducing and

avoiding greenhouse gas emissions; the group did not neutralize greenhouse gas emissions to achieve the climate target ahead of schedule. Under the SBTi requirements, at least 90 percent of greenhouse gas emissions must be reduced or avoided. The residual 10 percent may be neutralized.

ESRS E1-7

Offsetting

Since 2021, GEA has invested in Gold Standard climate change mitigation projects. According to the German Environment Agency, Gold Standard certification is only awarded to projects that demonstrably lead to a reduction in greenhouse gas emissions, are good for the local environment and cater to the population's social needs. They must satisfy the criteria and conditions of the 1997 Kyoto Protocol.

In 2025, GEA financially supported the production of renewable electricity by a Vietnamese offshore wind farm. To do so, it purchased carbon credits representing 30,546 metric tons of CO₂e (2024: 33,404 metric tons of CO₂e).^{*} This corresponds to GEA's Scope 1 and 2 greenhouse gas emissions for financial year 2025.

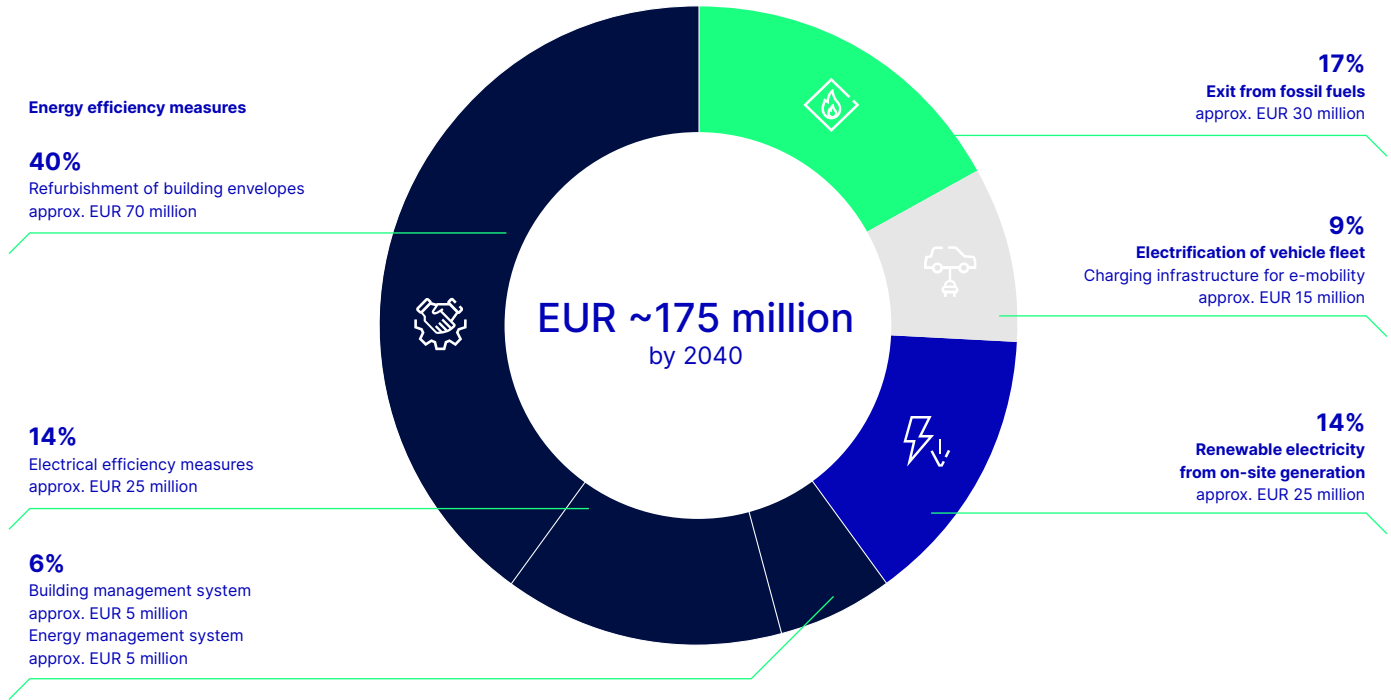
^{*)} Mandatory disclosure in accordance with ESRS E1-7 AR 62: This is a project to reduce greenhouse gas emissions that is located in Vietnam and hence 0 percent within the European Union. As the project promotes the transition of the energy grid mix to renewable energies through wind energy, it is 100 percent a reduction project. The project has received Gold Standard certification, which means that 100 percent of our projects are attributable to providers who meet recognized quality standards. Zero percent of the project qualifies under Article 6 of the Paris Climate Agreement.

This offsetting is not included in the greenhouse gas emissions reduction targets and will be gradually scaled back as part of the Climate Transition Plan 2040. GEA does not intend to account for the offsetting and this investment is not recognized by the SBTi. By investing in this type of climate change mitigation project, GEA aims to contribute to the global reduction of greenhouse gas emissions. The amount of the investments is symbolically linked to the group's annual Scope 1 and 2 emissions.

Investments*

The GEA Climate Transition Plan 2040 discloses how the group's investments and activities align with its climate strategy. Some EUR 175 million is to be invested by 2040. This will take the form of incremental investments in the decarbonization of GEA's sites over and above the normal run of building maintenance expenses. Based on site analyses, GEA has systematically evaluated energy sources, defined various actions and extrapolated the findings to all GEA locations.

*) GEA assumes that the investment projects under the GEA Climate Transition Plan 2040 also constitute EU Taxonomy-aligned investments.



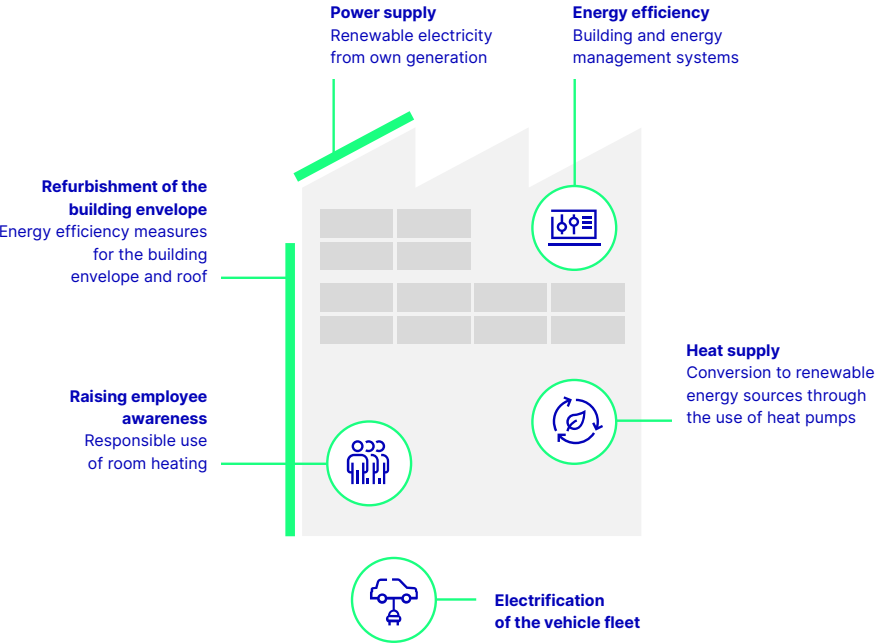
Exit from fossil fuels

Based on site analyses conducted in 2023, GEA identified the key areas for eliminating fossil fuels in our business processes:

Building refurbishment measures by 2040

-  **Substitution of gas:**
 - Electrification of heating supply
 - Use of district heating from renewable energy sources
 - Making efficient use of waste heat
 - Switching to hydrogen as an energy source for unavoidable process applications
-  **Energy-efficient refurbishment of the building envelope:**
 - Implementing refurbishment measures
-  **Increased energy efficiency:**
 - Implementing building and energy management systems

- 
-  **Electrification of the vehicle fleet by 2030:**
 - Implementing the roadmap for switching the entire global vehicle fleet* to fully electric vehicles by 2030
 - Creating the necessary charging infrastructure at sites



*) Remaining vehicle fleet (functional vehicles) by 2040, possibly earlier if taking into account technical developments in the automotive industry.



Actions | ESRS E1-3

Implementation of the Climate Transition Plan 2040

The actions in relation to various climate change policies are based on the five levers of the GEA Climate Transition Plan 2040.

Product portfolio transformation

Transformation of GEA's product portfolio plays a crucial role in achieving net zero greenhouse gas emissions throughout the value chain. The biggest challenge is posed by Scope 3 greenhouse gas emissions, meaning the sum of all greenhouse gas emissions generated during the entire life cycle of a product – from the production of raw materials, through transportation and distribution to GEA production facilities, down to the choice of transportation used by GEA employees at sites and in sales.

Downstream greenhouse gas emissions from the use of products by customers account for a major portion of GEA's Scope 3 emissions. Around 95 percent of the greenhouse gas emissions are generated during the use phase of a product. This high percentage applies not only to GEA but also to the entire mechanical engineering sector, since machinery usually has a long operational life. Additionally, GEA solutions are commonly used in highly energy-intensive production processes. In light of this, the group is focusing its Scope 3 emissions reduction efforts on achieving maximum energy efficiency as well as extensive electrification to replace fossil fuels. Moreover, digital services are designed to enable customers to better manage GEA solutions and, for example, reduce the need for service and sales employees to travel for work.

Additionally, consulting services such as Add Better Consulting support customers in assessing their emissions and choosing solutions to decarbonize their production facilities and processes.

By the end of the 2025 reporting year, 50 products bore the Add Better label (2024: 29 products). Other solutions from GEA's divisions are currently being tested by TÜV Rheinland. More information on how sustainable solutions from GEA cut energy consumption and losses, reduce the need for fossil fuels, lower operating costs and either reduce or avoid greenhouse gas emissions altogether in its customers' production processes can be found in the ESRS 2 section of this report under "Enhancing sustainability through innovation."

Transformation of own operations

Decarbonizing the group's own operations is just as important as reducing the greenhouse gas emissions generated by customers. GEA has identified five core areas to achieve the net zero target at the group's own sites. By 2040, GEA plans to invest some EUR 175 million over and above the expenses required to maintain the building stock, to achieve the target of carbon-neutral operation. Added to this is the electrification of the vehicle fleet for managers by 2030. Around 51 percent of the company cars used by managers worldwide were electrified by 2025 (2024: 34 percent), and this figure has already reached 85 percent in Germany (2024: 54 percent). GEA is likewise committed to increasing the proportion of self-generated electricity from renewable energies to 25 percent by 2030. Since 2022, all GEA locations worldwide have already been exclusively sourcing green electricity. Investments in energy and building management systems are anticipated to improve energy efficiency by 2 percent every year.

Commitment of the entire value and supply chain

GEA will increasingly source raw materials, commodities and services worldwide from qualified suppliers. The group already requires its most strategically important partners to demonstrate that they operate in a sustainable manner.

GEA has established the following significant binding requirements for its supply chain: A-suppliers and subcontractors must accept the GEA Code of Conduct for Suppliers and Subcontractors, which, for instance, includes minimum requirements for environmental protection. In addition, they must submit an annual sustainability assessment conducted by external rating agency EcoVadis and commit to the SBTi, expressing their intent to develop and validate a science-based emissions target by 2030. They are further required to disclose the GHG emissions balances for their products and services on request as well as to provide the relevant data for the performance of life cycle analyses.

Giving preference to sustainable suppliers, reducing transport operations, encouraging local delivery routes and establishing a global transportation management system – these are efforts that underscore the group's target of reducing emissions at every link in the supply chain. To implement the decarbonization strategy, a "Decarbonization Playbook" was produced for the procurement organization in the reporting year. This provides guidance on the implementation of additional actions.

Further information on these activities can be found under "Sustainable procurement."

Commitment to raising public awareness of climate change mitigation

GEA is committed to raising public awareness of climate change mitigation and playing an active role, sharing its experience and expertise and taking others along on the journey. To achieve this, the group participates in a number of important initiatives, including the World Economic Forum (WEF) Alliance of CEO Climate Leaders, the Business Ambition for 1.5°C campaign, the UN Global Compact, the Blue Competence initiative of the German Mechanical and Plant Engineering Association (VDMA), the WEF Alliance for Clean Air, the econsense sustainability network, as well as the Climate Group's EV100 and RE100 campaigns and SteelZero initiative.

Corporate culture

To firmly embed sustainability as part of the strategy pursued throughout all of GEA's business activities, the group raises the awareness of employees at all levels, providing extensive information and training. For example, it runs web events with the Chief Sustainability Officer and training on the proposed Green Claims Directive¹, as well as Sustainathons², and publishes articles on the intranet. This promotes a profound and lasting change in thinking with regard to sustainable corporate culture and business processes.

Embedding environmental awareness in everyday working life

All GEA employees are required to participate in HSE (health, safety, environment) training every two years on subjects such as the company's nine core environmental policies on, for instance, air quality, energy, water, waste or biodiversity. The aim is to embed environmental responsibility as a part of everyday working life and encourage active cooperation in upholding environmental standards. Topic-specific "focus months" in the reporting year addressed the topics of energy, water, air and waste in detail through e-learning courses, quizzes and information campaigns, with an emphasis on GEA's environmental targets and recommended courses of action.

Climate-related aspects in the area of finance

GEA considers environmental, social and governance aspects in its investment decisions. GEA was the first company in Germany³ to combine its share buybacks (starting from 2022) with a sustainability initiative. The share buyback program completed in 2025 made it possible to support an education project in India with a donation of EUR 250,000. To enable GEA's Finance department to make an even greater contribution to a more sustainable future, sustainability criteria – such as the reduction of operational greenhouse gas emissions (Scope 1 and 2) – have been included in the group's syndicated credit line since 2022. Meeting the sustainability criteria has a positive impact on the interest margin. The same criteria also underpin the guarantees issued by GEA in the course of its operating business, ensuring that sustainability standards are applied consistently across local projects.

GEA is committed to biodiversity

Climate change has severe negative impacts on biodiversity. At the same time, biodiversity loss⁴ is exacerbating the climate crisis. Functioning ecosystems on land and in the oceans absorb a large proportion of man-made greenhouse gas emissions.

GEA recognizes that its business activities can directly and indirectly affect biodiversity, through greenhouse gas emissions, the procurement of raw materials and the deployment of its products by customers – particularly those in energy-intensive industries.

To take this complex correlation into account, GEA has incorporated biodiversity into its climate strategy. GEA's impact on biodiversity was evaluated as part of the double materiality assessment but has so far not been classified as material. Nevertheless, GEA has begun to implement initial actions in this area, integrating a voluntary commitment to preserving biodiversity into its business activities.

The group follows the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) and the science-based targets (SBTs) for nature. An initial analysis of the impacts was carried out based on the WWF Biodiversity Risk Filter⁵ (BRF) and the ENCORE assessment tool. The BRF fosters an understanding of both the physical and reputational risks, while the SBTN's ENCORE tool delivers insights into different dependencies and the impacts on nature.

1) The European Commission adopted a proposal for a directive to regulate advertising that presents products, services or a company as "greener" than they actually are. The proposed directive – the Proposal for a Directive on substantiation and communication of explicit environmental claims – is known as the "Green Claims Directive."

2) Sustainathons are events based on the hackathon principle in which interdisciplinary GEA working groups have a short space of time to develop pioneering and disruptive innovations for sustainable solutions.

3) This statement corresponds to the research findings of GEA and BNP Paribas S.A., Germany Office, according to press releases published on January 3, 2023.

4) In accordance with the IPBES definition, GEA understands the terms "biodiversity" and "biological diversity" to mean the variability among living organisms from all sources including terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part. This includes variation in genetic, phenotypic, phylogenetic and functional attributes, as well as changes in abundance and distribution over time and space within and among species, biological communities and ecosystems.

5) The WWF (World Wide Fund For Nature) is an international nature conservation and environmental protection organization.

In line with the recommendations of the TNFD, GEA plans to establish clearly-defined nature-related metrics and targets¹ to reduce its impact on nature and biodiversity loss. Additionally, the group plans to expand its existing environmental targets to include further nature conservation targets on preserving biodiversity. Added to these is a series of parameters with 2025 as the base year for monitoring progress on nature conservation in the group's operations. As a specific target, GEA aims to achieve “no net loss”² of biodiversity by 2030.

In 2025, GEA implemented further measures to promote biodiversity and reduce negative impacts throughout the value chain, including:

- **Tree planting initiatives:** In cooperation with the “Treedom” online platform, GEA planted some 5,400 trees by the end of 2025.
- **Volunteering initiatives:** In 2025, GEA employees also participated in volunteering initiatives focusing on local biodiversity. For example, one GEA employee used his leave to once again make the most of his expertise as an agriculturalist, helping bring school students in Cologne closer to biodiversity and nature at the *Waldjugendspiele* (Forest Youth Games). The one-day event is free of charge for all participating schools.
- **Training and supplier audits:** Content on the topic of biodiversity has been included in our supplier audits as well as the mandatory HSE training for all employees since the fourth quarter of 2024.

- **Traceability in the value chain:** GEA has developed various policies on product, component and raw materials traceability, which take into account biodiversity in the areas of production, procurement and consumption of resources from ecosystems. The findings will make it possible to develop future actions to reduce negative impacts on biodiversity in the upstream value chain.
- **Integration of sustainability into development activities:** GEA focused on upgrading its own innovation activities in the reporting period. A crucial aspect of this is fully integrating sustainability as a core component of the group's development activities. This means that, looking ahead, reducing greenhouse gas emissions and resource consumption will be a key consideration in product development from the outset. Following the initial introduction and implementation of this new process in the Liquid & Powder Technologies and Food & Healthcare Technologies divisions in the reporting period, it will be rolled out to the other divisions.

Life cycle assessments (LCAs) measure the environmental impact of machinery

GEA uses LCAs to calculate its carbon footprint in accordance with ISO 14040 to demonstrate the environmental impact of its plant and machinery.

Life cycle assessments in the context of the EU Taxonomy Regulation: Under the requirements of the EU Taxonomy Regulation, LCAs are regularly performed in accordance with ISO standards. The calculation is based on the standard calculation methodology specified in the regulation. These calculations are audited by an external consulting firm as required by the regulation. Further information can be found in the “EU Taxonomy Regulation” section of this chapter.

Life cycle assessment for GEA customers: Product carbon footprint is an increasingly important factor in purchasing decisions. In light of this, GEA offers its customers LCAs to calculate the greenhouse gas emissions of certain products. Applying the cradle-to-gate method, GEA determines the products' carbon footprint up to the point of delivery. Based on standardized or customer-specific data, it is also possible to determine the use-phase impact using an internally developed program. The assessment scope is further widened by an additional tool, which determines the carbon footprint on the basis of processes, raw materials, transportation, manufacture and use.

1) TNFD has developed recommendations and guidance to enable companies and the financial sector to assess, report and act on their nature-related dependencies, impacts, risks and opportunities. The aim is to help organizations integrate nature into their decision-making processes. GEA uses the guidance to identify actions.
2) GEA bases its definition of “no net loss” on the mitigation hierarchy. GEA is aware that there is as yet no universally accepted, exact definition of the term and that it will only become more precise through its use in theory and practice. Under the mitigation hierarchy outlined in the CSRD, the avoidance, minimization and rehabilitation/restoration of adverse biodiversity impacts are followed by compensation or offsets for unavoidable biodiversity impacts to achieve the “no net loss” target.



Life cycle assessment for sustainable product development: GEA also uses LCAs to ensure sustainable product development. Even during early development stages, LCAs can support design decisions with regard to individual materials or assemblies to minimize the greenhouse gas emissions of future products. This means that LCAs play a central role in the adaptation of GEA's product development processes to align with a sustainability framework. Going forward, comprehensive calculations of greenhouse gas emissions in accordance with ISO standard 14067 are to ensure that a new machine leaves the smallest possible carbon footprint over its entire life cycle. To this end, the carbon footprint is to be taken into account as a decision-making criterion as early as in the product development phase – for instance, when selecting materials. Further information can be found in chapter ESRS E5 “Resource use and circular economy.”

In the context of the product portfolio analysis, an LCA can also be conducted for a technology if required. This involves determining the current life cycle phase of a technology with a view to initiating appropriate strategic technology development measures.

Cooperation with science and industry: GEA has been actively involved in a research initiative to develop specialized LCA software in order to better meet the diverse requirements of our customer-specific projects. The “Climate-neutral Business in OWL” initiative is part of the “it's OWL” (Intelligent Technical Systems OstWestfalenLippe) technology network, in which around 200 companies, research institutions and organizations are masterminding solutions for the digital and sustainable transformation of SMEs.

ESRS E1-8

Carbon pricing within the undertaking

GEA applies internal carbon pricing to each relevant investment measure to place a monetary value on the anticipated greenhouse gas emissions. This allows GEA to evaluate and conduct a cost-benefit analysis on its investment projects in advance based on the expected greenhouse gas emissions. Acting as an investment stress test, the internal carbon pricing will support further efficiency gains and propel the identification of low-carbon alternatives. This shadow pricing model takes future price risks into account by creating a notional metric and setting a price for greenhouse gas emissions.

The internal carbon price influences the group's investment KPIs, which pave the way for decision making at GEA. This model is a tool for achieving the climate targets set. Furthermore, this approach promotes notably investments in low-emission technologies. GEA considers high greenhouse gas emissions to be a risk factor likely to incur costs for the group in the future, either directly (e.g. through taxes) or indirectly (e.g. through consumer behavior or regulations). GEA applies the internal carbon price to ensure that this risk is factored into business processes. At EUR 130 per metric ton of CO₂e emitted (2024: EUR 126), the internal carbon price in the reporting year was higher than the average price known by GEA to be applied by other companies as well as that of the European Emissions Trading System.* The price is reviewed annually to ensure that it aligns with science-based carbon prices, among other factors. The internal carbon price is not used to measure assets presented in the financial statements.

In the reporting year, investments of EUR 9.9 million were made, taking the internal carbon price into account. The associated quantities of greenhouse gas equivalents totaled 766 metric tons for Scope 1 and 220 metric tons for Scope 2. This corresponds to a share of total gross greenhouse gas emissions of 2.6 percent for Scope 1 and 0.7 percent for Scope 2.

*) According to a benchmark analysis of other companies and compared with the price in European emissions trading.

Metrics | ESRs E1-5

Energy consumption and mix metrics

GEA's total energy consumption in the reporting period was 236,261 megawatt hours (MWh). Of this amount, 97,411 MWh was attributable to electrical energy, with 7.4 percent self-generated by the group's own photovoltaic systems (2024: 7.2 percent) and 92.7 percent coming from external renewable energy sources (2024: 92.8 percent). These include green power contracts with selected electricity suppliers as well as guarantees of origin (EACs). This means that all of the company's electricity needs worldwide were supplied from renewable sources in the reporting year.

Total energy consumption declined by 4.5 percent compared with 2024. This is also reflected in energy intensity, which decreased from 45.6 MWh per EUR 1 million revenue to 43.0.

Total energy consumption in 2025, broken down between consumption of fossil, nuclear and renewable energy		
	in MWh	in %
Total energy consumption	236,261	100.0
thereof fossil energy	138,169	58.5
thereof nuclear energy	0	0
thereof renewable energy	98,092	41.5

Energy consumption and mix (in MWh)	2025	2024	Change from previous year in % ¹
Total energy consumption	236,261	247,330	-4.5
Total consumption of renewable electricity	98,092	97,755	0.3
thereof fuel consumption from renewable sources, including biomass ²	681	896	-24.0
thereof electricity from renewable energy	90,251	89,799	0.5
thereof self-generated electricity (photovoltaics)	7,160	7,060	1.4
Share of renewable sources in total energy consumption (in %)	41.5	39.5	5.0
Share of renewable, self-generated electricity in total energy consumption (in %)	3.0	2.9	4.5
Total fossil energy consumption	138,169	149,575	-7.6
thereof coal and coal products	0	0	0
thereof crude oil and petroleum products	32,625	36,095	-9.6
thereof natural gas	96,557	103,742	-6.9
thereof district heating	6,334	6,264	1.1
thereof other fossil sources ³	2,653	3,474	-23.6
thereof purchased or received electricity from fossil sources	0	0	-100.0
Share of fossil sources in total energy consumption (in %)	58.5	60.5	-3.3
Consumption from nuclear sources	0	0	0
Share of consumption from nuclear sources in total energy consumption (in %)	0	0	0
Number of reporting sites ⁴	87	86	1.2
Energy emissions intensity (metric tons of CO ₂ e per MWh)	0.1	0.1	-4.3
Energy intensity ⁵	43.0	45.6	-5.7

1) The percentages presented correspond to the actual results; however, due to the presentation of rounded energy consumption figures in MWh, they cannot be fully reconstructed in all cases.
2) Includes industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.
3) Fossil fuels such as heating oil, fuel oil, diesel, LPG, LNG and kerosene.
4) 87 sites enter their energy KPIs directly into the system. The remaining entities from the list of properties subject to energy consumption reporting are included using estimates based on the CRREM methodology.
5) Energy intensity is calculated by dividing total energy consumption (in MWh) by revenue (mEUR) from climate-intensive sectors (in EUR); 100% of GEA's operations fall into the "energy-intensive" category pursuant to NACE. (cf. CSRD E1-5 AR 36 a, 37).

Metrics | ESRS E1-6

Greenhouse gas emissions metrics
 for Scope 1, 2 and 3

GEA's Scope 1 and 2 greenhouse gas emissions have been audited by the auditor of the Sustainability Report since 2017. Starting in 2021, Scope 3 emissions have been recorded group-wide and included in the auditor's audit since that date.

In the 2025 reporting year, greenhouse gas emissions (market-based) in Scope 1 and 2 amounted to 30,546 metric tons, down 8.6 percent from the previous year. The combined efforts to improve energy efficiency and increase the use of self-generated renewable energy sources have played a major role in significantly reducing Scope 1 and Scope 2 energy consumption. In the financial year, total Scope 3 emissions came to 23,297,433 metric tons. This represents a reduction of 8.1 percent compared with the previous year. Emissions in Scope 3 category 11 made by far the largest contribution, accounting for 94.3 percent (2024: 94.7 percent). Greenhouse gas intensity (market-based) declined by 9.3 percent compared with the previous year.

	2025	2024	Change from previous year in %
Greenhouse gas intensity*			
Greenhouse gas intensity (market-based)	4,245	4,682	-9.3
Greenhouse gas intensity (location-based)	4,250	4,688	-9.3

*) Ratio of t CO₂e per EUR 1 million revenue.

Greenhouse gas (GHG) emissions, broken down into Scope 1, Scope 2 and significant Scope 3 GHG emissions					Climate targets			
(in t CO ₂ e)	Base year 2019	2024	2025 ✓	Change from previous year in %	2026	2030	2040	Average annual emission reduction in %
Scope 1 and Scope 2 GHG emissions								
Gross Scope 1 GHG emissions	39,505	32,278	29,443 ✓	-8.8	N/A	N/A	N/A	N/A
Scope 1 GHG emissions from regulated emissions trading systems (in %)	0	0	0 ✓	0.0	N/A	N/A	N/A	N/A
Gross Scope 2 GHG emissions (location-based)	46,089	33,471	30,516 ✓	-8.8	N/A	N/A	N/A	N/A
Gross Scope 2 GHG emissions (market-based)	40,056	1,126	1,103 ✓	-2.1	N/A	N/A	N/A	N/A
Total Scope 1 and 2 GHG emissions	79,561	33,404	30,546 ✓	-8.6	< 31.824	< 15.912	< 7.956	7.3
Scope 3 GHG emissions								
Total gross Scope 3 GHG emissions	37,677,615	25,350,720	23,297,433 ✓	-8.1	N/A	N/A	N/A	N/A
Scope 3.1: Purchased goods and services	1,241,575	1,121,236	1,165,149	3.9	N/A	N/A	N/A	N/A
Scope 3.2: Capital goods	17,692	47,998	48,238	0.5	N/A	N/A	N/A	N/A
Scope 3.3: Fuel and energy-related emissions (not included in Scope 1 and Scope 2)	13,473	15,300	14,847	-3.0	N/A	N/A	N/A	N/A
Scope 3.4: Transportation and distribution (upstream)	116,884	140,876	87,312	-38.0	N/A	N/A	N/A	N/A
Scope 3.5: Waste	1,089	1,303	1,339	2.8	N/A	N/A	N/A	N/A
Scope 3.6: Business travel	18,412	14,382	12,339	-14.2	N/A	N/A	N/A	N/A
Scope 3.7: Employee commuting	10,034	6,185	6,156	-0.5	N/A	N/A	N/A	N/A
Scope 3.11: Use of sold products	36,258,456	24,003,441	21,962,053	-8.5	N/A	N/A	N/A	N/A
Scope 3: Total upstream GHG emissions	1,419,159	1,347,280	1,335,380	-0.9	N/A	N/A	N/A	N/A
Scope 3: Total downstream GHG emissions	36,258,456	24,003,441	21,962,053	-8.5	N/A	N/A	N/A	N/A
Scope 3: Total GHG emissions	37,677,615	25,350,720	23,297,433 ✓	-8.1	N/A	< 27.316.269	< 3.767.762	2.5
Total Scope 1–3 GHG emissions					N/A			
Total GHG emissions (location-based)	37,763,208	25,416,469	23,357,392 ✓	-8.1	N/A	N/A	N/A	N/A
Total GHG emissions (market-based)	37,757,176	25,384,124	23,327,979 ✓	-8.1	N/A	N/A	N/A	N/A

✓ Subjected to a reasonable assurance audit.

Methodology

The non-financial scope of consolidation of the reportable GEA companies corresponds to the financial scope of consolidation.

If no data is available for individual months or the most recent quarter, it is estimated on the basis of the prior-year figures. For smaller sites and administrative sites, the consumption values are calculated using the CRREM method (per square meter) on the basis of the property register. The calculated data accounts for 14.2 percent of total consumption (2024: 12.8 percent). Purchases or sales during the year are included pro rata.

Unless they are market-based, and hence calculated on a contract-specific basis, emission data is based on the conversion factors specified in „Location based - NEW (IEA production mixes) (ID #3)_2025 - Defra v14 (07_2025) IEA v8- IEA 2025).“ GEA uses the specific emission factors for the individual energy sources. Data on differing emission factors for Scope 2 biogenic emissions is not available. Market-based emissions are likewise calculated in accordance with the GHG Protocol Scope 2 Guidance. Where no contract-specific emission factors were available, the location-based emission factors „ Location based - NEW (IEA production mixes) (ID #3)_2025 - Defra v14 (07_2025) IEA v8- IEA 2025“ were used.

GEA sites report their energy consumption each month using a central performance reporting system, Sphera (SoFi). This centrally calculates and verifies Scope 1 and 2 greenhouse gas emissions, which are published annually in GEA's Annual Report.

The emissions intensity of energy use is calculated based on the Scope 1 and Scope 2 greenhouse gas emissions (market-based) and total energy consumption; it is expressed as metric tons of CO₂e per MWh.

GEA also collects the data relating to Scope 1 and 2 energy consumption using Sphera; Scope 3 emissions (upstream and downstream greenhouse gas emissions) are reported as follows:

Scope 1: Direct greenhouse gas emissions, calculated from the combustion of fuel oil, various gases, wood pellets, diesel, kerosene and gasoline

Scope 2: Indirect greenhouse gas emissions from the consumption of electricity, heat, steam and cooling

Scope 3: Upstream and downstream greenhouse gas emissions from:

- Scope 3.1: Purchased goods and services
- Scope 3.2: Capital goods
- Scope 3.3: Fuel- and energy-related activities
- Scope 3.4: Upstream transportation and distribution
- Scope 3.5: Waste generated in operations
- Scope 3.6: Business travel
- Scope 3.7: Employee commuting

- Scope 3.8–3.10: not material for GEA and therefore not reported
- Scope 3.11: Use of sold products
- Scope 3.12–3.15: not material for GEA and therefore not reported

As part of the preparation of the greenhouse gas emissions balance, a materiality assessment was carried out and subsequently validated by the Science Based Targets initiative. The categories Scope 3.8–3.10 and 3.12–3.15 were identified as not material for GEA. Consequently, the associated data is not systematically collected, meaning that Scope 3 categories identified as immaterial are not included in greenhouse gas emissions reporting. This is subject to regular review by GEA. The calculation of the material Scope 3 categories presented below is subject to estimation uncertainties.

Scope 3.1, 3.2 and 3.4 greenhouse gas emissions are calculated using a spend-based approach, taking into account various spending categories such as “mechanical products,” “electrical products” and “services” as well as the respective sourcing countries. To calculate the emissions associated with each spending category, emission factors from recognized databases such as ecoinvent and Exiobase are applied and allocated using artificial intelligence. Emissions attributable to the different procurement activities are computed by multiplying the expenditure per spending category and sourcing country by the relevant product- and country-specific emission factor, adjusted for inflation. The use and allocation of updated emission factors resulted in a significant decrease in Scope 3.4 greenhouse gas emissions in the reporting year.

Scope 3.3 greenhouse gas emissions capture upstream emissions associated with energy consumption and are divided into three areas: electricity, district heat, and other fuels. For electricity and district heating, three components are taken into account: well-to-tank (WTT) emissions, transmission and distribution (T&D) losses, and combined WTT-T&D emissions. The reported and approved consumption data in megawatt-hours are multiplied with the relevant DEFRA and GHG emission factors for the reporting year, along with applicable loss rates from international datasets such as the World Bank. For other fuels—including burning oil, fuel oil, gas oil, LNG, LPG, natural gas, diesel, and petrol—the calculation is likewise based on the actual consumption data, using the DEFRA well-to-tank emission factors for the corresponding year. All resulting values are aggregated to arrive at the total Scope 3.3 greenhouse gas emissions.

Scope 3.5 greenhouse gas emissions arise from the disposal of waste generated through operational activities. For each reported and approved waste type—such as mixed municipal waste, aqueous rinsing liquids, machining emulsions, paper and cardboard packaging, paper, wood, plastics, or metals—the corresponding waste quantity is combined with the appropriate DEFRA emission factor for the reporting year. Each waste stream produces an individual emissions value, and all results are summed to determine the total Scope 3.5 greenhouse gas emissions.

Scope 3.6 includes global air travel, rental cars for Europe and the USA and travel by German rail; the latter is estimated based on 2024, as the certificate for 2025 is not available. No radiative forcing index is used.

Greenhouse gas emissions from commuting by GEA employees under Scope 3.7 is calculated annually and globally by the Business Excellence and Performance Management department using the average number of FTEs provided by the Workday HR management system. The estimated shares of the respective types of commuting are: cars (66.7 percent), public transportation (15.9 percent), walking (7.1 percent), and cycling (10.3 percent). The calculation assumes an average commuting distance of 17.2 km and an office attendance rate of 70 percent. The emission factors for gasoline, diesel, local buses, light rail and trams (kg CO₂e/km) are taken from DEFRA.

Scope 3.11 greenhouse gas emissions are based on expected operational life, annual operating time, direct electricity and gas consumption, as well as refrigerant leakages and the respective products' emission factors (excluding electricity and gas consumed to generate the steam, vacuums and compressed air used by the products); these rely on assumptions and estimates made by the product engineers and are regularly reviewed by them in all divisions. For Scope 3.11 greenhouse gas emissions, an average service life of 20 years is generally assumed for GEA Group plant and machinery.

The coverage rate for emissions calculated through direct consumption data for 2025 was 100 percent. In financial year 2025, 0.1 percent of Scope 3 greenhouse gas emissions was based on primary data (2024: 0.1 percent).

The calculation of greenhouse gas emissions includes “embedded” greenhouse gas emissions.

Disclosures required by Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Disclosures under the Taxonomy Regulation of the European Union

Background and objectives of the EU Taxonomy Regulation

The European Union (EU) aims to be climate-neutral by 2050. In this context, it developed the Sustainable Finance Action Plan to promote investments in sustainable economic activities. Regulation (EU) 2020/852 (the EU Taxonomy Regulation, or the Regulation) is a core component of the action plan. It is a classification system defining economic activities that contribute to achieving the following six environmental objectives:

- (1) Climate change mitigation (CCM)
- (2) Climate change adaptation (CCA)
- (3) Sustainable use and protection of water and marine resources (WTR)
- (4) Transition to a circular economy (CE)
- (5) Pollution prevention and control (PPC)
- (6) Protection and restoration of biodiversity and ecosystems (BIO)

The EU Taxonomy Regulation further distinguishes between Taxonomy eligibility and Taxonomy alignment. Economic activities are considered Taxonomy-eligible if they are described in the Regulation. Economic activities are considered sustainable and hence Taxonomy-aligned if:

- they make a substantial contribution to at least one of the six environmental objectives listed above,
- they “do no significant harm” (DNSH) to any of the other EU environmental objectives, and
- minimum safeguards are demonstrably met in the performance of the economic activity.

Each economic activity is assessed on the basis of technical screening criteria published and implemented by the EU for the six environmental objectives.

Full reporting for financial year 2025

For financial year 2025, GEA fully reports on the turnover, capital expenditure (CapEx) and operating expenditure (OpEx) KPIs as required by the EU Taxonomy Regulation.

The assessment and reporting described below takes into account all EU delegated acts in effect as of December 31, 2025. Exercising the option provided for in Article 4 of Delegated Regulation (EU) 2026/73, GEA has elected not to apply that Regulation to the 2025 reporting year.

Screening methodology

GEA takes responsibility in the fight against climate change and the achievement of the EU's climate objectives. Building on the experience and expertise gained in recent years, GEA has established a working group made up of experts from the Sustainability and Controlling departments (the expert team), which is responsible for assessing Taxonomy eligibility and alignment. Following an established business process and internal control procedures at divisional and central level, the team leads the structured, group-wide organization and implementation of the EU Taxonomy Regulation requirements, including the necessary reporting structures. The expert team regularly reports to GEA's Chief Sustainability Officer who is part of the extended management board. The relevant procedure has been documented in a business process.

All of GEA's business activities are reviewed for consistency with the description of economic activities through a comprehensive top-down assessment carried out each year. New findings and changes to plant and machinery are taken into account regularly, and at least during the annual review process. Taxonomy-eligible activities were identified for two of the six environmental objectives (“climate change mitigation” and “transition to a circular economy”).

Each Taxonomy-eligible economic activity was individually screened at the product level to determine whether it makes a **substantial contribution**. In the screening process, GEA identified economic activities that make a substantial contribution to climate change mitigation and the transition to a circular economy. Further information on the economic activities can be found on the following pages.

The **DNSH criteria** primarily refer to legal requirements and regulations that are applicable in the EU and reviewed at local level. Environment-specific requirements were discussed and evaluated by the expert team, together with the local management or central functions such as QHSE, Compliance and Risk Management. Where the EU Taxonomy Regulation specifies individual criteria to screen for Taxonomy alignment, these were assessed and evaluated on a product- and location-specific basis. The DNSH criteria, as set out in the appendices, were satisfied in financial year 2025.

The Regulation requires a climate risk and vulnerability assessment to be performed for certain economic activities. In light of this, locations at which Taxonomy-relevant activities were identified were assessed with respect to the metrics and approach defined in the Regulation. Based on the climate risk assessment, it was possible to rule out any corresponding climate risks for all Taxonomy-relevant locations. The expert team ensures that the risk assessment required by the Regulation is extended to include any further Taxonomy-relevant locations that may be identified.

Potential risks of water scarcity and the degradation of water quality are identified and internally assessed using the “Aqueduct Water Risk Atlas” as part of the annual group-wide water stress assessment. Any measures determined based on this assessment were initiated.

The non-use of chemicals in the supply chain within the meaning of Appendix C (taking into account the amendments to Appendix C and the guidance provided in the relevant FAQs) of the EU Taxonomy Regulation is governed by GEA's General Terms and Conditions as well as the Code of Conduct for Suppliers and Subcontractors. Furthermore, adherence to the above requirements is explicitly examined when entering into new contracts with suppliers and during additional supplier audits. However, GEA cannot entirely rule out the potential use or presence of chemicals as defined by the Regulation, particularly in the case of purchased components. GEA considers the potential use of hazardous chemicals by upstream suppliers to be immaterial and not harmful to users in terms of both amount and concentration. Due to the technical properties of the chemicals used, GEA has determined that there are no suitable alternative substances or technologies available on the market that would contribute economically and technically to achieving the same quality, safety and use of the relevant products. Any use of the chemicals exclusively takes place under controlled conditions.

Taking into consideration the Natura 2000 network of protected sites and the UNESCO World Heritage Sites, it was determined that no Taxonomy-relevant locations are situated in or near biodiversity sensitive areas. GEA was also able to demonstrate certification in accordance with ISO 14001, the international standard for environmental management systems, for the majority of its Taxonomy-relevant locations. This standard is primarily aimed at environmental protection and management.

All Taxonomy-relevant products were screened with regard to the availability and adoption of techniques that support the transition to a circular economy, where the criteria specified in the Regulation were relevant. GEA has adopted techniques that contribute to a circular economy, including a design geared to high durability, recyclability, easy disassembly and adaptability of products manufactured. This encompasses products that bear the Add Better label validated by TÜV Rheinland.

The **minimum safeguards** relate in particular to compliance with the OECD Guidelines, the United Nations Guiding Principles, the core labor standards of the International Labour Organization (ILO) and the Universal Declaration of Human Rights. GEA is committed to sourcing components, materials and services exclusively from suppliers who fully share the company's values with regard to respect for human rights, integrity and environmental responsibility. This commitment is enshrined in the Code of Conduct for Suppliers and Subcontractors. With regard to compliance with human rights such as the prohibition of forced labor, human trafficking and child labor, the Code is based on the ILO conventions. It also indirectly takes the interests of supply chain workers into account in target setting. The primary focus is compliance with human and employee rights, combating bribery and corruption as well as enabling fair competition and appropriate taxation. GEA has guidelines, processes and systems in place that likewise make it possible to identify and tackle potential risks and violations in relation to the minimum safeguards.

In line with Germany's Act on Corporate Due Diligence in Supply Chains, GEA ensures that the implementation of the requirements of the minimum safeguards under the EU Taxonomy Regulation related to human rights is monitored. Further information can be found under ESRS S1 "Own workforce," ESRS S2 "Workers in the value chain" and ESRS G1 "Business conduct."

Data collection is decentralized and carried out by GEA's reporting entities. These entities gather relevant information on turnover, CapEx and OpEx for the Taxonomy-eligible activities, which they then report to Corporate Controlling in a specified format. The expert team consolidates the data and calculates the KPIs centrally.

Notes on underlying assumptions made by GEA

The EU Taxonomy Regulation is only applicable to the economic activities of GEA to a certain extent, since the production of technologies, plant and machinery for the manufacture of beverages, food and pharmaceutical products is not explicitly listed as a specific economic activity in the Taxonomy Regulation. As a plant and mechanical engineering company and supplier, GEA enables customers – especially in the food and pharmaceutical industries – to make a sustainable contribution to a carbon-neutral European economy through new technologies and machines.

As a result, the economic activity "3.6 Manufacture of other low-carbon technologies" in environmental objective (1) has high importance for GEA. This activity encompasses technologies – such as the Add Better products mentioned above – that achieve significant reductions in life cycle GHG emissions compared with the alternatives available on the market. Since there is still room for interpretation and discretion, GEA provides an explanation of the underlying assumptions and how it arrives at the estimated GHG reductions below.

The reductions are determined on the basis of life cycle assessments (LCAs) in accordance with the standards defined in the Regulation and audited by an independent third party. When performing LCAs, GEA is guided by the ISO standards specified in the Regulation. For certain plant and machinery LCAs, GEA solely focuses on the use phase, as this significantly influences the GHG emissions of GEA's business activities.

GEA requires customer-specific information and data to perform LCAs for cutting-edge technologies and systems, especially in the food industry. Official analyses by scientifically recognized organizations were therefore used in the calculation of the potential GHG savings. On this basis, GEA assumes that the savings were determined with sufficient reliability.

Although the Regulation states that the reduction in GHG emissions must be substantial, it does not specify a minimum threshold. GEA assumes that the reduction will be achieved through technological advances rather than efficiency improvements within existing systems. In GEA's view, a reduction of 10 percent is substantial and would thus make a substantial contribution to climate change mitigation. However, it is essential to consider each case on an individual basis.

The reference standard is also questionable, as this is based on prevailing market conditions. This means that the baseline technology is the most efficient alternative technology or solution established on the market and primarily not an individual product within a technology. The emissions reduction must be (directly) linked to the technology and demonstrated by means of the above LCAs. For example, GEA compares certain ovens and freezers against their predecessor models, as these have broad market coverage and will continue to be available on the market. This approach further ensures that the data used for the calculation is reliable and of consistently high quality.

In the reporting year, GEA remained of the opinion that it does not satisfy the criteria for original manufacturers of electrical and electronic equipment. As in the previous year, GEA reported on the economic activities 5.1 and 5.2 for environmental objective (4). There is no reporting obligation for economic activity 1.2 for environmental objective (4). GEA will regularly review the requirements and definitions.

Based on the assessment, the following economic activities defined by the EU Taxonomy Regulation were identified at GEA in the 2025 reporting year:

Code	Economic activity under the Taxonomy Regulation	Description of the economic activity under the Taxonomy Regulation	Application of the economic activity at GEA
CCM_3.1	Manufacture of renewable energy technologies	Manufacture of renewable energy technologies, where renewable energy is defined in Article 2(1) of Directive (EU) 2018/2001	• Manufacture of heat pumps • Manufacture of technologies for the production of biodiesel, bioethanol, biogas and hydrogenated vegetable oil (HVO) and biomass
CCM_3.3	Manufacture of low carbon technologies for transport	Manufacture, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles, rolling stock and vessels	• Leasing of sales and service vehicles and incentive cars • Leasing of (electric) bicycles
CCM_3.5	Manufacture of energy efficiency equipment for buildings	Manufacture of energy efficiency equipment for buildings	• Manufacture of refrigeration systems for buildings (such as shopping malls, airports, production plants)
CCM_3.6	Manufacture of other low carbon technologies	Manufacture of technologies aimed at substantial GHG emission reductions in other sectors of the economy, where those technologies are not covered in the economic activities 3.1 to 3.5	• Manufacture of technologies for the development and production of alternatives to milk and meat products e.g. plant-based products, insect-based proteins, fermented proteins and cultured (in-vitro) meat • Design and manufacture of customer-specific integrated solutions for production processes and utility systems to achieve energy savings and reductions in greenhouse gas emissions (so-called Nexus projects) • Manufacture of electric ovens using electric heating rods instead of industry-standard direct gas burners • Manufacture of freezing tunnels with highly energy-efficient pre-cooling sections • Technologies for the production of battery active materials, e.g. spray dryers for the production of cathode materials and crystallization of active materials • Manufacture of plants for CO₂ recovery in breweries • Sustainable, high-performance cooling systems for freeze-drying applications with Lyoair • Add Better - sustainable solutions that are significantly more efficient and environmentally friendly than their predecessors
CCM_4.25	Production of heat/cool using waste heat	Construction and operation of facilities that produce heat/cool using waste heat	• Manufacture of waste heat recovery systems (e.g. using mechanical or thermal compression)
CCM_5.1	Construction, extension and operation of water collection, treatment and supply systems	Construction, extension and operation of water collection, treatment and supply systems	• Manufacture of plants for the treatment and reuse of wastewater and industrial process wastewater, e.g. for use as drinking water or non-potable water
CCM_5.5	Collection and transport of non-hazardous waste in source segregated fractions	Separate collection and transport of non-hazardous waste in single or comingled fractions aimed at preparing for reuse or recycling	• Manufacture of technologies for the collection of manure, enabling the subsequent production of organic fertilizer and bedding material from cattle manure
CCM_5.9	Material recovery from non-hazardous waste	Construction and operation of facilities for the sorting and processing of separately collected non-hazardous waste streams into secondary raw materials involving mechanical reprocessing, except for backfilling purposes	• Manufacture of technologies for converting manure slurry into biofertilizer and bedding material from cattle manure
CCM_7.2	Renovation of existing buildings	Construction and civil engineering works or preparation thereof	• Individual renovation measures in owned and/or leased buildings
CCM_7.3	Installation, maintenance and repair of energy efficiency equipment	Individual renovation measures consisting in installation, maintenance or repair of energy efficiency equipment	• Installation, maintenance, and repair of energy-efficient equipment in owned and/or leased buildings
CCM_7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings	• Installation of charging stations for electric vehicles (incl. maintenance, servicing etc.)
CCM_7.5	Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	• Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of owned and/or leased buildings



Code	Economic activity under the Taxonomy Regulation	Description of the economic activity under the Taxonomy Regulation	Application of the economic activity at GEA
CCM_7.6	Installation, maintenance and repair of renewable energy technologies	Installation, maintenance and repair of renewable energy technologies, on-site	- Maintenance and repair of heat pumps as well as heat exchanger/heat recovery systems installed as building technical systems - Installation, maintenance and repair of solar systems and photovoltaic systems
CCM_7.7	Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate	- Construction of a new, carbon-neutral pharmaceutical and technology center in Elsdorf, Germany - Two new construction projects, including a pilot plant for New Food with production hall and office space in Janesville, Wisconsin, USA - Leasing of (existing) buildings at GEA locations
CCM_9.2	Research, development and innovation for direct air capture of CO ₂	Research, applied research and experimental development of solutions, processes, technologies, business models and other products dedicated to the direct air capture of CO ₂ in the atmosphere	Research on and development of carbon capture plants
CE_4.1	Provision of IT/OT data-driven solutions	Manufacture, development, installation, deployment, maintenance, repair or provision of professional services for design or monitoring of software and information technology or operational technology systems built for the purpose of remote monitoring and predictive maintenance, tracking and tracing software, lifecycle assessment software, design and engineering software, supplier management software and lifecycle performance management software	Condition monitoring devices to improve efficiency and reliability and to optimize the performance of equipment, with a focus on extending the service life of machinery and equipment
CE_5.1	Repair, refurbishment and remanufacturing	Repair, refurbishment and remanufacturing of goods that have been used for their intended purpose before by a customer (physical person or legal person)	Service technicians who provide preventive maintenance, troubleshooting, ad-hoc problem resolution or ongoing service assurance
CE_5.2	Sale of spare parts	Sale of spare parts	Spare parts that are either installed by a GEA service technician or by the customer after the initial part has worn out
CE_5.4	Sale of second-hand goods	Sale of second-hand goods that have been used for their intended purpose before by a customer (physical person or legal person), possibly after repair, refurbishment or remanufacturing	Remanufacturing department to refurbish used machinery to enable it to be resold to customers as used equipment



Sustainable initiatives

Vehicle fleet electrification

A sustainable mobility policy is a key driver for environmental and climate protection. As part of the electrification of the vehicle fleet, GEA has implemented a target of making the global vehicle fleet for managers fully electric by 2030. To help advance the transition to a sustainable vehicle fleet, the required charging infrastructure is being set up at GEA locations. Added to this, GEA subsidizes (electric) bicycles for GEA employees. Additional information can be found in ESRS E1 "Climate change."

Sustainable solutions

Transformation of GEA's product portfolio plays a crucial role in achieving net zero greenhouse gas emissions throughout the value chain. Product carbon footprint is an increasingly important factor in purchasing decisions. GEA helps its customers improve the efficiency and sustainability of their production processes by providing sustainable solutions for the food, beverage and pharmaceutical sectors. In addition to enabling a smaller environmental footprint, the machinery facilitates economical and resource-efficient production throughout its life cycle. Since 2023, the Add Better label has designated GEA solutions that are significantly more efficient and environmentally friendly than their predecessors – from industrial machines and processes to digital solutions and entire plants.

Additionally, GEA offers consulting services – Add Better Consulting – that support customers in assessing their emissions and choosing solutions to decarbonize their production facilities and processes.

Products or services bearing the Add Better label are assessed based on established criteria for environmental labels in accordance with ISO 14021, before being validated by TÜV Rheinland. This means that these solutions represent technologies aimed at substantial GHG emission reductions in other sectors of the economy, as defined by the EU Taxonomy Regulation. Additional information can be found in ESRS 2 "General disclosures".

Circular economy

GEA contributes to the transition to a circular economy through the provision of data-driven IT/OT solutions, repair, refurbishment and remanufacturing, the sale of spare parts and the sale of second-hand goods in accordance with the EU Taxonomy Regulation. These activities potentially increase the operational life and resource efficiency of GEA products. GEA's service activities cover the entire life cycle of GEA products and, alongside repairs, include adjustments, reconditioning and process optimization. Further information can be found in ESRS E5 "Resource use and circular economy."

New construction and refurbishment measures by 2040

Decarbonizing the group's own operations and facilities is just as important as reducing the emissions generated by customers. This means reducing the group's own greenhouse gas emissions through the further electrification of production sites, investment in climate-friendly buildings and self-generated renewable energy.

In 2025, major construction projects were carried out at the group's locations in Buechen and Oelde in Germany. The new location in Elsdorf, Germany, was completed in 2025. The New Food technology center built by GEA in Janesville, USA, opened its doors in July 2025.

By 2040, GEA will invest some EUR 175 million, over and above the spending required to maintain the building stock, to achieve the target of carbon-neutral operation. GEA assumes that the investment projects under the Climate Transition Plan 2040 also constitute Taxonomy-aligned investments. Additional information can be found in ESRS E1 "Climate change."

Key Performance Indicators pursuant to the EU Taxonomy Regulation

Based on the assessment of GEA's product portfolio and business activities, the following KPIs defined by the Regulation were calculated:

Key Performance Indicators pursuant to the Taxonomy Regulation (in %)	Dec. 31, 2025	Dec. 31, 2024	Dec. 31, 2023	Change from previous year in %
Turnover				
Taxonomy-eligible	43.7	41.3	41.1	5.8
Taxonomy-aligned*	42.3	39.5	12.0	7.1
Capital expenditure				
Taxonomy-eligible	60.4	53.3	58.1	13.3
Taxonomy-aligned*	46.9	44.2	23.1	6.1
Operating expense				
Taxonomy-eligible	41.3	42.6	43.1	-3.1
Taxonomy-aligned*	39.9	40.7	13.1	-2.0

*) Due to the inclusion of the other four environmental objectives (in addition to the two existing climate objectives) in the alignment KPIs, the alignment KPIs are only comparable with previous years to a limited extent.

The KPIs are presented in detail in the templates at the end of this chapter.

Definition of key performance indicators

The definitions of the turnover, CapEx and OpEx KPIs are taken from the EU Taxonomy Regulation.

GEA accounts for associates and joint ventures using the equity method. GEA's share of the profit or loss of equity-accounted investments is recognized in the income statement under other financial income and expenses.

GEA did not issue any environmentally sustainable bonds or debt instruments in the reporting year.

Turnover

Turnover, reported as "Revenue" in the income statement in the consolidated financial statements of GEA Group Aktiengesellschaft in this Annual Report, is the denominator for the KPI. The accounting and measurement policies apply as presented in the notes to the consolidated financial statements. The respective numerator is calculated from the proportion of turnover that the group companies have identified as Taxonomy-eligible or Taxonomy-aligned.

Capital expenditure (CapEx)

Additions in the financial year, as shown in the "Additions" line of the statement of changes in property, plant and equipment and intangible assets in this Annual Report, as well as additions to investment property in the financial year, represent the capital expenditures and hence the denominator for the KPI. The accounting and measurement policies apply as presented in the notes to the consolidated financial statements. The respective numerator corresponds to the part of the denominator that has been identified by the group companies as Taxonomy-eligible or Taxonomy-aligned and which meets one of the following criteria:

- It is related to assets or processes that are associated with Taxonomy-eligible or Taxonomy-aligned economic activities;
- The CapEx is part of a plan to expand Taxonomy-eligible or Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned (CapEx plan);
- It involves the purchase of output from Taxonomy-eligible or Taxonomy-aligned economic activities and individual measures enabling GEA to reduce greenhouse gases and carbon in the performance of the economic activities (especially investments in mobility), provided that such measures are implemented within 18 months of the reporting date.

Taxonomy-eligible or Taxonomy-aligned CapEx includes expenditure that is directly and exclusively attributable to Taxonomy-eligible or Taxonomy-aligned products, technologies and applications. Examples include machinery used exclusively to manufacture Taxonomy-eligible or Taxonomy-aligned products, service and sales vehicles as well as construction costs for new administrative buildings and production facilities.

CapEx that cannot be directly allocated to Taxonomy-eligible or Taxonomy-aligned activities is calculated indirectly in relation to the Taxonomy-eligible or Taxonomy-aligned turnover. This relates to general expenses required to generate the Taxonomy-eligible or Taxonomy-aligned turnover, such as for machinery, IT equipment or goods transport. For this, the factor of the Taxonomy-eligible or Taxonomy-aligned turnover KPI is applied to the total CapEx – reduced by the portion of directly allocated CapEx.

Operating expenditure (OpEx)

The denominator for the KPI consists of direct, non-capitalized costs related to research and development, building renovations, leases as well as maintenance and repair of plant and machinery. The respective numerator corresponds to the part of the denominator that has been identified by the group companies as Taxonomy-eligible or Taxonomy-aligned and which meets one of the following criteria:

- It is related to assets or processes that are associated with Taxonomy-eligible or Taxonomy-aligned economic activities;
- The OpEx is part of a plan to expand Taxonomy-eligible or Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned (OpEx plan);
- It involves the purchase of output from Taxonomy-eligible or Taxonomy-aligned economic activities and individual measures enabling GEA to reduce greenhouse gases and carbon in the performance of the economic activities (especially investments in mobility), provided that such measures are implemented within 18 months of the reporting date.

Taxonomy-eligible or Taxonomy-aligned OpEx includes expenditure that is directly and exclusively attributable to Taxonomy-eligible or Taxonomy-aligned products, technologies and applications. Examples include research and development expenses, renovation costs for owned buildings, and costs for the maintenance and repair of plant and machinery.

OpEx that is not directly allocated to Taxonomy-eligible or Taxonomy-aligned activities is calculated indirectly in relation to the Taxonomy-eligible or Taxonomy-aligned turnover. This relates to operating expenses required to keep the assets in functional condition at all times. For this, the factor of the Taxonomy-eligible or Taxonomy-aligned turnover KPI is applied to the total OpEx – reduced by the portion of directly allocated OpEx.

No operating expenses were incurred in connection with the CapEx plans to expand the Taxonomy-eligible economic activities under the EU Taxonomy Regulation. An outline of the CapEx plans can be found in the “Capital expenditure” section.

KPI performance and KPI disclosures

As in the previous year, the KPIs were calculated based on Taxonomy-eligible or Taxonomy-aligned data, some of which was retrieved from the accounting systems. Likewise unchanged from the previous year, manual disclosures were required from the divisions and business units. These disclosures are centrally retrieved by the Corporate Controlling department using a semi-automated SAP Analytics Cloud (SAC) tool and consolidated for the calculation of the KPIs. Since the previous year, the tool has been enhanced, for instance, to include the definition of responsibilities and internal control procedures in the reporting process. The aim is to ensure consistently high data quality and accuracy. The KPIs are calculated manually.

As in the previous year, training costs were not included in OpEx in the reporting period. Screening of training costs with a Taxonomy-eligible or Taxonomy-aligned background, which would require considerable administrative effort, is not carried out as the training costs are not material. This does not materially impact the OpEx KPI. GEA assumes that the KPIs were calculated with sufficient reliability.

The Taxonomy-eligible **Turnover KPI** remained at the previous year's level at 43.7 percent (2024: 41.3). GEA's strongest revenue categories continue to be heat pumps, Add Better solutions, and the spare parts and service business. Revenue growth from the design and implementation of customer-specific integrated solutions for production processes and utility systems aimed at reducing energy consumption and greenhouse gas emissions ("nexus" projects) additionally contributed to an increase in the Taxonomy-eligible turnover ratio.

The Taxonomy-aligned turnover KPI amounted to 42.3 percent (2024: 39.5 percent) and primarily comprises the revenue categories mentioned above. In 2025, the increase in the KPI was largely attributable to revenue from existing Add Better products as well as revenue from newly labeled Add Better products.

Compared with the previous year, the Taxonomy-eligible **CapEx KPI** increased from 53.3 percent to 60.4 percent. Alongside the ongoing investments in the sustainable vehicle fleet as well as investments in energy-efficient building facilities and equipment, machinery used in the manufacture of other low-carbon technologies – such as Add Better – ensured that the KPI remained high. Capital expenditure also includes development costs for the New Food test center in Janesville, USA, which opened in July 2025. The test center is based on a CapEx plan to expand Taxonomy-eligible economic activities. In addition, major renovation projects and the installation of energy-efficient building facilities were carried out at the Buechen and Oelde locations in Germany.

The increase in the Taxonomy-aligned CapEx KPI from 44.2 percent to 46.9 percent is mainly attributable to the ongoing electrification of the vehicle fleet and to larger construction and renovation projects. The difference between the Taxonomy-eligible CapEx KPI and the Taxonomy-aligned CapEx KPI is primarily due to rent for own buildings that do not yet meet energy efficiency requirements.

Generally, an increase in the CapEx KPIs is likewise attributable to the higher Taxonomy-relevant turnover KPI, since CapEx is calculated in proportion to that figure.

The Taxonomy-eligible **OpEx KPI** amounted to 41.3 percent, slightly down on the prior-year figure (42.6 percent). Taxonomy-eligible operating expenditure includes the installation, maintenance and repair of energy-efficient equipment in own buildings, as well as the maintenance and repair of the group's own solar energy and photovoltaic systems and Taxonomy-relevant plant and machinery. The Taxonomy-aligned OpEx KPI amounted to 39.9 percent (2024: 40.7 percent) and primarily comprises the above expenditure types.

Additional information

To prevent double counting when identifying Taxonomy-eligible and Taxonomy-aligned economic activities, GEA's product portfolio was consistently allocated to just one economic activity as defined in the Regulation. Double counting was further avoided by only taking into account external revenue in the numerator for the turnover KPI where multiple divisions were involved in a Taxonomy-relevant economic activity, and this resulted in intercompany revenue. The clear allocation of economic activities likewise prevented double counting of CapEx and OpEx.

Where it was not possible to fully allocate turnover, CapEx and OpEx to a Taxonomy-eligible or Taxonomy-aligned economic activity, these expenses were allocated using suitable metrics or reasonable and verifiable assumptions. Examples of suitable metrics for CapEx and OpEx include production output or machine hours. If such information is unavailable, an appropriate allocation is made based, for example, on future turnover.

Proportion of turnover from products or services associated with Taxonomy-aligned or Taxonomy-eligible economic activities – disclosure covering the 2025 reporting year¹

Financial year N		Year		Substantial contribution criteria						DNSH criteria („Do No Significant Harm“)									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of turnover, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco-systems (16)	Minimum safe-guards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of renewable energy technologies	CCM 3.1	104,660	1.9	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	2.0	E	
Manufacture of other low carbon technologies	CCM 3.6	425,383	7.7	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	7.2	E	
Production of heat/cool using waste heat	CCM 4.25	10,780	0.2	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.4		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	33,834	0.6	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.5		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5	54,285	1.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.3		
Material recovery from non-hazardous waste	CCM 5.9	308	0.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.8		
Research, development and innovation for direct air capture of CO ₂	CCM 9.2	–	–	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.0	E	
Provision of IT/OT data-driven solutions and software	CE 4.1	10,338	0.2	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	0.2	E	
Repair, refurbishment and remanufacturing	CE 5.1	560,728	10.2	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	7.9		
Sale of spare parts	CE 5.2	1,121,864	20.4	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	20.2		
Sale of second-hand goods	CE 5.4	768	0.0	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	0.0		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		2,322,948	42.3	11.5			30.8										39.5		
Of which enabling		540,381	9.8	9.6			0.2										9.4	E	
Of which transitional		–	0.0	0.0			0.0										–		T

[illegible]

2) The activity is Taxonomy-eligible in its entirety. However, only a proportion of the activity is Taxonomy-aligned. Therefore, the activity may be recorded under either A.1 or A.2. However, only the turnover proportion recorded under A.1 may be recognized as Taxonomy-aligned in the turnover KPI of the non-financial undertaking.

Proportion of CapEx from products or services associated with Taxonomy-aligned or Taxonomy-eligible economic activities – disclosure covering the 2025 reporting year¹

Financial year N		Year		Substantial contribution criteria						DNSH criteria („Do No Significant Harm”)									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco-systems (16)	Minimum safe-guards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) CapEx, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of renewable energy technologies	CCM 3.1	5,334	1.4	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	1.8	E	
Manufacture of low carbon technologies for transport ²	CCM 3.3	29,678	7.6	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.2	E	
Manufacture of energy efficiency equipment for buildings	CCM 3.5	235	0.1	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0	E	
Manufacture of other low carbon technologies	CCM 3.6	14,250	3.7	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	6.4	E	
Production of heat/cool using waste heat	CCM 4.25	507	0.1	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.3		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	1,864	0.5	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.5		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5	-	-	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.3		
Material recovery from non-hazardous waste	CCM 5.9	15	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.8		
Urban and suburban transport, road passenger transport	CCM 6.3	0	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Operation of personal mobility devices, cycle logistics	CCM 6.4	1	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Freight transport services by road	CCM 6.6	161	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Renovation of existing buildings	CCM 7.2	1,107	0.3	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	10,243	2.6	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	368	0.1	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.2	E	

Financial year N										DNSH criteria („Do No Significant Harm“)									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco- systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco- systems (16)	Minimum safe- guards (17)	Proportion of Taxono- my-aligned (A.1) or -eligible (A.2) CapEx, year N-1 (18)	Category (enabling activity) (19)	Category (transi- tional activity) (20)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	100	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0	E	
Acquisition and ownership of buildings	CCM 7.7	36,264	9.3	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	10.3		
Research, development and innovation for direct air capture of CO ₂	CCM 9.2	165	0.0	J	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	J	J	J	J	J	J	0.0	E	
Provision of IT/OT data-driven solutions and software	CE 4.1	3,009	0.8	N/EL	N/EL	N/EL	J	N/EL	N/EL	J	J	J	N/A	J	J	J	0.8	E	
Repair, refurbishment and remanufacturing	CE 5.1	26,391	6.8	N/EL	N/EL	N/EL	J	N/EL	N/EL	J	J	J	N/A	J	J	J	6.4		
Sale of spare parts	CE 5.2	52,925	13.6	N/EL	N/EL	N/EL	J	N/EL	N/EL	J	J	J	N/A	J	J	J	16.2		
Sale of second-hand goods	CE 5.4	88	0.0	N/EL	N/EL	N/EL	J	N/EL	N/EL	J	J	J	N/A	J	J	J	0.0		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		182,705	46.9	25.7			21.2										44.2		
Of which enabling		53,138	13.6	12.9			0.8										9.4	E	
Of which transitional		-	-	-			-										-		T

Financial year N	Year			Substantial contribution criteria					
Economic activities (1)	Code (2)	CapEx of CapEx, year N (3) (4)	Proportion of CapEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco- systems (10)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Manufacture of energy efficiency equipment for buildings	CCM 3.5	635	0.2	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Manufacture of other low carbon technologies ³	CCM 3.6	1,367	0.4	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Production of heat/cool using waste heat ³	CCM 4.25	46	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Renovation of existing buildings	CCM 7.2	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings ³	CCM 7.7	48,692	12.5	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Sale of spare parts ³	CE 5.2	1,633	0.4	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Sale of second-hand goods ³	CE 5.4	-	-	N/EL	N/EL	N/EL	EL	N/EL	N/EL
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		52,373	13.4	13.0			0.4		
CapEx of Taxonomy-eligible activities (A.1 + A.2)		235,078	60.4	38.8			21.6		
B TAXONOMY NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy non-eligible activities		154,426	39.6						
Total (A + B)		389,504	100						

DNSH criteria („Do No Significant Harm“)									
Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco-systems (16)	Minimum safe-guards (17)	Proportion of Taxono-my-aligned (A.1) or -eligible (A.2) CapEx, year N-1 (18)	Category (enabling activity) (19)	Category (translational activity) (20)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
							0.2		
							0.7		
							0.0		
							2.7		
							0.5		
							0.0		
							0.8		
							3.5		
							0.5		
							0.0		
							9.0		
							53.3		

1) When using rounded amounts and percentages, minor differences may arise due to standard rounding rules.
 2) CapEx from economic activity CCM 3.3 was reported under CCM 6.4 and CCM 6.5 in the previous year due to a change in accounting policies. More information can be found in the section entitled "KPI performance and KPI disclosures".
 3) The activity is Taxonomy-eligible in its entirety. However, only a proportion of the activity is Taxonomy-aligned. Therefore, the activity may be recorded under either A.1 or A.2. However, only the CapEx proportion recorded under A.1 may be recognized as Taxonomy-aligned in the CapEx KPI of the non-financial undertaking.

Proportion of OpEx from products or services associated with Taxonomy-aligned or Taxonomy-eligible economic activities – disclosure covering the 2025 reporting year¹

Financial year N		Year		Substantial contribution criteria						DNSH criteria („Do No Significant Harm“)									
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco-systems (16)	Minimum safe-guards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of renewable energy technologies	CCM 3.1	2,500	1.9	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	2.0	E	
Manufacture of low carbon technologies for transport ²	CCM 3.3	–	–	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	–	E	
Manufacture of other low carbon technologies	CCM 3.6	7,046	5.4	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	7.4	E	
Production of heat/cool using waste heat	CCM 4.25	258	0.2	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.5		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	808	0.6	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.7		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5	1,297	1.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.3		
Material recovery from non-hazardous waste	CCM 5.9	7	0.0	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.7		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	–	–	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	0.1	E	
Research, development and innovation for direct air capture of CO ₂	CCM 9.2	–	–	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N/A	Y	Y	Y	Y	Y	Y	–	E	
Provision of IT/OT data-driven solutions and software	CE 4.1	247	0.2	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	0.6	E	
Repair, refurbishment and remanufacturing	CE 5.1	13,396	10.2	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	8.5		
Sale of spare parts	CE 5.2	26,801	20.4	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	19.8		
Sale of second-hand goods	CE 5.4	18	0.0	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	N/A	Y	Y	Y	–		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		52,378	39.9	9.1			30.8										40.7		
Of which enabling		9,794	7.5	7.3			0.2										10.1	E	
Of which transitional		–	–	–			–										–		T

Financial year N		Year		Substantial contribution criteria							DNSH criteria („Do No Significant Harm“)									
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and eco-systems (10)		Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and eco-systems (16)	Minimum safe-guards (17)	Proportion of Taxono-my-aligned (A.1) or -eligible (A.2) OpEx, year N-1 (18)	Category (enabling activity) (19)	Category (transi-tional activity) (20)
		EUR thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL		Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									%		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	320	0.2	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.2		
Manufacture of other low carbon technologies ³	CCM 3.6	694	0.5	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.9		
Production of heat/cool using waste heat ³	CCM 4.25	23	0.0	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
Installation, maintenance and repair of energy efficiency equipment ³	CCM 7.3	–	–	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.2		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	–	–	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	–	–	EL	N/EL	N/EL	N/EL	N/EL	N/EL									0.0		
Sale of spare parts ³	CE 5.2	829	0.6	N/EL	N/EL	N/EL	EL	N/EL	N/EL									0.6		
Sale of second-hand goods ³	CE 5.4	–	–	N/EL	N/EL	N/EL	EL	N/EL	N/EL									0.0		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,866	1.4	0.8			0.6											1.9		
Total (A.1 + A.2)		54,245	41.3	9.9			31.5											42.6		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy non-eligible activities (B)		77,037	58.7																	
Total (A + B)		131,282	100																	

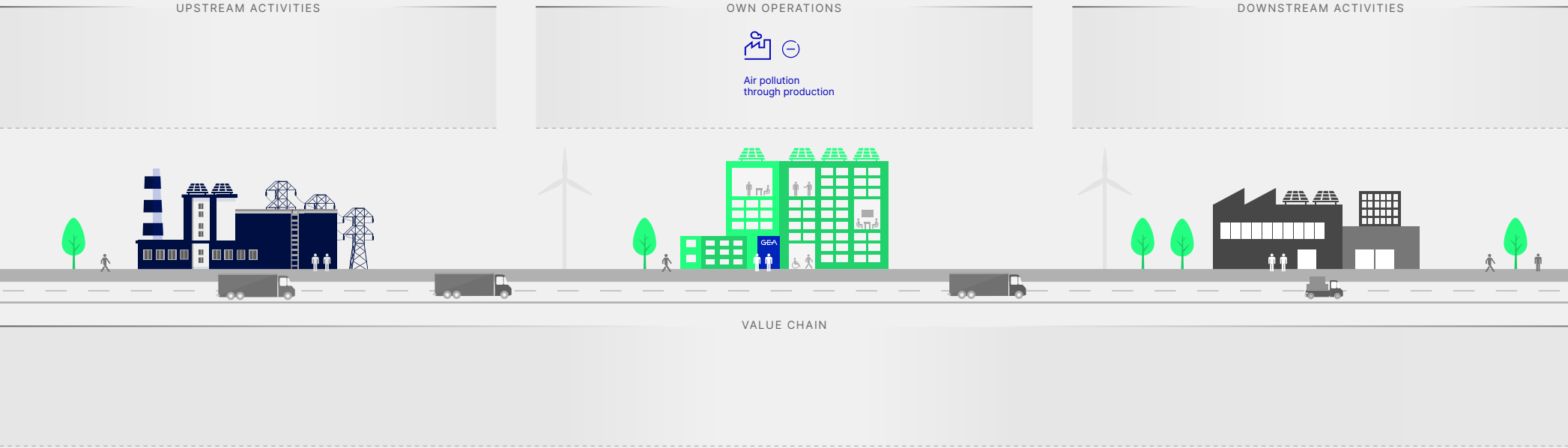
1) When using rounded amounts and percentages, minor differences may arise due to standard rounding rules.
2) OpEx from economic activity CCM 3.3 was reported under CCM 6.4 in the previous year due to a change in accounting policies. More information can be found in the section entitled “KPI performance and KPI disclosures”.
3) The activity is Taxonomy-eligible in its entirety. However, only a proportion of the activity is Taxonomy-aligned. Therefore, the activity may be recorded under either A.1 or A.2. However, only the OpEx proportion recorded under A.1 may be recognized as Taxonomy-aligned in the OpEx KPI of the non-financial undertaking.

Template 1 – Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades	No
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels	No

ESRS E2 | Pollution

Pollution of air



- Negative Impact**
- GEA employees and local communities may be exposed to health risks due to **air pollutants** in the vicinity of **GEA production sites**.

⊕ = Positive Impact | ⊖ = Negative Impact | ① = Risk | ② = Opportunity



ESRS E2

Air pollution

Clean air through emission control and reduction of air pollutants

According to the Climate and Clean Air Coalition (CCAC)¹, air pollution is a major environmental health risk worldwide – with significant consequences for people and the environment. This is due to a variety of gases as well as solid and liquid particles that are emitted into the atmosphere. GEA aims to continuously reduce air pollutant emissions from its own production and general business activities.

As greenhouse gases and air pollutants often originate from the same sources, it makes sense to take a coordinated approach. GEA adopted a climate strategy in 2021, which includes science-based targets that draw on the latest climate research findings. In line with this strategy, greenhouse gas emissions are to be reduced to net zero at every link in the value chain by 2040. To achieve this target, the group continuously implements actions to increase energy efficiency and the use of renewable energy sources, thereby also preventing air pollution. Finding a suitable methodology for measuring air pollutant emissions and setting the related targets represents a major challenge for companies. GEA established the framework for this methodology in 2023 by applying the “Practical Guide for Business: Air Pollutant Emission Assessment” published by the Climate and Clean Air Coalition and the Stockholm Environment Institute (SEI).

Since then, the group has reported on air pollutant emissions from its own business operations based on the consumption of fossil fuels.

Targets | ESRS E2-3

Lower air pollutant emissions per year

GEA has set itself the target of reducing air pollutant emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x), particulate matter (PM₁₀ and PM_{2.5}), carbon monoxide (CO), black carbon (BC) and volatile organic compounds (VOCs) from its own operations by 1.5 percent each year by 2030.

The above target is voluntary, based on standard market analyses and methods, and is not defined due to legal requirements. Performance against the target as well as the monitoring and methodology are presented later in this section.

Impacts, risks and opportunities in connection with environmental pollution

Since 2021, GEA has analyzed air pollutant emissions at all sites in order to better gauge the impact of air pollution. To this end, the group follows the guidance published by the Stockholm Environment Institute (SEI) and the Climate and Clean Air Coalition (CCAC).

The actual and potential impacts, risks and opportunities in connection with environmental pollution were identified and assessed using the LEAP approach². This approach enables relevant stakeholder groups along the entire value chain to be included and a variety of perspectives to be considered. The results of this analysis were subsequently reviewed in light of GEA's business model as part of the double materiality assessment. No external consultations such as discussions with affected communities were carried out.

¹ A voluntary partnership of more than 190 governments, intergovernmental organizations and non-governmental organizations that support measures to reduce short-lived climate pollutants in over 90 countries by financing projects and individual actions of the partners.

² Further information on the assessment of double materiality and the application of the LEAP approach can be found in chapter ESRS 2 “General disclosures,” “Double materiality assessment” section.

Actions | ESRS E2-2

Survey of Scope 1 air pollutant emissions

GEA has reported air pollutant emissions since 2023. The primary source is fuel consumption by the vehicle fleet, which is to be switched to a fully carbon-neutral fleet as part of the Climate Transition Plan 2040. Air pollutant emissions are further reduced by decreasing employee commuting by car. To this end, various measures such as the introduction of the “JobRad” bicycle leasing program and subsidizing the “Deutschlandticket” rail pass have been adopted, in addition to electrifying the company car fleet for managers.

The fight against air pollution is indirectly part of the Climate Transition Plan 2040 (see ESRS E1 “Climate change”), as greenhouse gases and air pollutants often originate from the same sources. For example, the target of completely phasing out the supply of energy from fossil fuels by 2040 will help reduce both GHG and air pollutant emissions, especially nitrogen oxides (NO_x). Hence, all actions that reduced Scope 1 GHG emissions in the reporting year simultaneously made a positive contribution to the reduction of air pollutant emissions.

Active involvement in the Alliance for Clean Air

GEA has been a member of the Alliance for Clean Air since 2022 and co-chair since 2024. Formed by the World Economic Forum and the Clean Air Fund, this partnership brings together leading companies committed to measuring and reducing value chain air pollutant emissions, investing in innovation and working with policymakers and experts to champion the social, economic and climate benefits of tackling air pollution. In the reporting year, GEA carried out various public activities with the Alliance for Clean Air, including a list of measures published during London Climate Action Week.

All GEA employees regularly take part in mandatory HSE training, which also covers the topic of air pollution. The topic was additionally part of a focus month on environmental protection aspects in the reporting year. Further information on the corresponding formats can be found under ESRS E1 “Climate change.”

Policies | ESRS E2-1

The approach to handling air pollutants is set forth in the “Environmental Responsibility Policy” and the “Procedural instructions for serious incidents.”

Environmental Responsibility Policy

This GEA policy includes a commitment to achieve net zero greenhouse gas emissions. The most relevant air pollutant emissions include: nitrogen oxides (NO_x), sulfur oxides (SO_x) and volatile organic compounds (VOCs). NO_x and SO_x, for example, are generated by burning fossil fuels; VOCs are released from the evaporation of solvents during the product coating process as well as from the combustion of fuels by GEA’s vehicle fleet. With the exception of NO_x, none of GEA’s air pollutant emissions are material, as they are below the capacity thresholds specified in the E-PRTR*.

Further information on the scope and responsibilities of the policy can be found in chapter ESRS E1 “Climate change” and chapter ESRS G1 “Business conduct” on the policy monitoring process.

The policy is available at www.gea.com.

Procedural instructions for serious incidents

The procedural instructions for serious incidents set out the procedures to be followed in the event that pollutants or hazardous substances posing a high risk to human health or the environment are released. Potential serious incidents involving air pollutants caused by the group’s own operations must be recorded in the reporting system within 12 hours of their occurrence. This applies in particular to leaks of more than 1,000 liters, which could impact air pollutant emissions. These instructions are part of the overarching HSE (health, safety and environment) policy “Reporting and Management of Accidents and Incidents.” This is applicable to all GEA production, sales and administrative sites as well as customer sites or construction sites, where the incident was caused by GEA activities.

The COO is responsible for the policy, while the Health, Safety, Environment and Energy (HSEE) department monitors compliance. The procedural instructions are an internal document available to all employees on the GEA intranet.

*) The abbreviation “E-PRTR” stands for “European Pollutant Release and Transfer Register.”

Metrics | ESRS E2-4

Air pollutant emissions

In the reporting year, NO_x emissions were reduced by 9.9 percent or 14 metric tons, and all other reported air pollutant emissions (SO_x, PM₁₀, PM_{2.5}, CO, BC and VOC) were reduced to such an extent that the reduction target of 1.5 percent was consistently exceeded.

No serious incidents were recorded in connection with air pollutant emissions (2024: none).

Air pollutant emissions (in t)	2025	2024	Change from previous year in %*
NO _x (nitrogen oxides)	127	141	-9.9
SO _x (sulfur oxides)	0.6	0.7	-25.7
PM ₁₀ (particulate matter)	0.7	0.9	-20.7
PM _{2.5} (particulate matter)	6.7	7.6	-11.6
CO (carbon monoxide)	266	307	-13.3
BC (black carbon)	3.6	4.0	-11.7
VOC (volatile organic compounds)	42	46	-8.7
Total air pollutant emissions	446.6	507.2	-11.9

*) The percentages presented correspond to the actual results; however, due to the presentation of rounded air pollutant emissions in tonnes, they cannot be fully reconstructed in all cases.

GEA's diversified business activities result in a variety of air pollutant emissions, which are documented and calculated using SEI and EEA guidelines, with fossil fuel consumption being the primary source of data in relation to Scope 1 greenhouse gas emissions.

Methodology

Air pollutant emissions were calculated in accordance with the guide "A Practical Guide for Business: Air Pollutant Emission Assessment." It was published in 2022 by the Climate and Clean Air Coalition (CCAC) and the Stockholm Environment Institute (SEI).

The factors for stationary emissions are shown in the CCAC and SEI guidelines (Table 4.6), from which the emission factors for the appropriate category of fuel consumed can be taken. The emission factors for the emissions caused by GEA are taken from the guidelines prepared by the European Environment Agency (EEA) in accordance with the Tier 1 factors.

The air pollutant emissions are based on the consumption of fossil fuels in connection with the Scope 1 greenhouse gas emissions; however, as estimates are made here, this means that the air pollutant emissions are also determined indirectly by way of estimates (see chapter ESRS E1 "Climate change"). For the reporting period, the estimated values are determined on the basis of the total values for Scope 1. The same total value is used for calculating air pollutant emissions, so that estimates are also included in the calculations here.

ESRS E3 | Water and marine resources

Water



Positive Impact

- Sustainable solutions from GEA reduce water consumption, thereby reducing operating costs in its customers' production processes.

Negative Impact

- GEA's customers operate in water-intensive industries, in part because the use of GEA products at customer sites involves water consumption.
- GEA's production sites consume freshwater resources, including in water-stressed areas.

Opportunity

- Market changes are creating rising demand for water-saving solutions. GEA develops sustainable solutions and services and generates sustainable revenue, thereby sharpening the group's competitive edge.*

*) Further information can be found in chapter ESRS 2 "General Disclosures".

⊕ = Positive Impact | ⊖ = Negative Impact | ! = Risk | ⊗ = Opportunity



ESRS E3

Water

Responsible use of water

GEA has been using water responsibly for many years. As part of Mission 30 and its sustainability strategy, the group has made a commitment to its customers and the communities affected by GEA's activities to use natural resources responsibly.

Water consumption certainly plays a relevant role in the group's business activities, even if it is relatively low compared with other sectors. Nevertheless, GEA works continuously to improve the water efficiency of its own operations and further reduce negative local impacts associated with water consumption. GEA is aware that the protection and sustainable use of water as a limited resource is of crucial importance in the regions in which it operates and is committed to contributing to high water quality and sustainable water quantity. In addition, access to water, sanitation and hygiene (WASH) is to be ensured at the GEA sites.

The use of GEA products by customers is even more relevant for the group's own water balance than water consumption in its production processes. As many machines and systems are used in industries that are, in part, water-intensive, the GEA Group supports its customers with resource-conserving solutions and technologies for wastewater treatment and freshwater extraction. This not only benefits the environment but also opens up new business opportunities.

Targets | ESRS E3-3

Specific water conservation targets

So that customers can continue to use less water thanks to GEA products and solutions, the plan is for all products to be offered by 2030 with a "zero freshwater-use" option when plant and machinery are operated.

In addition, the long-term "Zero Impact Operations" strategy, which has applied group-wide since 2025, aims to reduce to almost zero any negative impacts on the local environment and natural resources caused by our own production processes. This is supported by the following medium-term targets in the area of water: By 2030, the water withdrawal intensity (per EUR million in revenue) is reduced by 30 percent compared with the base year 2021. Moreover, directly reporting sites in regions with water scarcity are required to develop a water strategy with a continuous reduction target for water consumption by 2026 and to continuously reduce the water consumption ratio by 2.5 percent annually by 2030.

All of the targets mentioned are voluntary, based on standard market analyses and methods, and were not defined because of legal requirements. Performance development compared with the specified targets, monitoring and methodology are presented later in the chapter.

Impacts, risks and opportunities in connection with water

GEA follows a structured approach to comprehensively assess the impact of activities on water availability. Using the Aqueduct tool from the World Resources Institute, GEA analyzes water withdrawal based on the geographical location of the production sites and the specific local water resources (see further information under Actions). Actual and potential impacts, risks and opportunities related to water resources were also identified and assessed using the LEAP approach.* Combining the two methods allows the relevant stakeholder groups to be involved in the process and different perspectives along the entire value chain to be considered.

Additionally, customers are regularly surveyed to assess how product requirements need to change with regard to resources such as water.

The results of the analysis were likewise reviewed in light of GEA's business model as part of the double materiality assessment. However, no external consultations such as discussions with affected communities were carried out.

*) Further information on the assessment of dual materiality and the application of the LEAP approach can be found in chapter ESRS 2 "General disclosures", "Dual materiality assessment" section.

Actions | ESRS E3-2

Efficient water management

GEA has taken a number of measures to ensure that the defined targets can be achieved and will continue to do so in the coming years. All data that can be directly influenced by GEA, such as freshwater consumption or wastewater generation, is determined centrally for all sites by the Business Excellence and Performance Management department.

The data on municipal and well water withdrawal as well as on the volume of wastewater was directly collected at 84 locations in 2025 (2024: 85 locations). This corresponds to full coverage of the production sites as well as large repair workshops, test centers, administrative sites and all ISO 14001-certified sites (see “Water” table).

To avoid negative impacts from its own water consumption, GEA identifies the regions where there is a risk of water scarcity, including the potential impact on its own sites. Each year, sites in the corresponding regions are mapped in line with the classification used by the World Resources Institute (WRI) to produce the Aqueduct Water Risk Atlas. Since 2023, GEA has focused on sites in regions with a high or extremely high water risk. In 2025, GEA developed new water strategies or updated existing water strategies at three other sites with a high or extremely high water risk, which will form the basis for actions in 2026.

To achieve the group-wide reduction targets, GEA sites treated 31,247 cubic meters (m³) of wastewater in the reporting year (2024: 30,339 m³)^{1, 2} for reuse in cleaning processes or for irrigating green spaces. The resulting water recycling rate was 10.1 percent (2024: 9.9 percent).^{1, 3} Looking ahead, other sites will treat their own wastewater in a similar way, although there is no defined time horizon for this. For many years, individual sites have also been collecting rainwater to irrigate their green spaces.

At all sites, wastewater is generally discharged into municipal sewage systems. Wastewater that cannot be discharged is collected and treated by external disposal companies contracted by GEA.

One of the most important group-wide measures in the reporting year was raising awareness of water efficiency throughout the entire GEA workforce as part of mandatory HSE training. All GEA employees regularly take part in mandatory HSE training, which also covers the topic of water. The topic was additionally part of a focus month on environmental protection aspects in the reporting year. Further information on training can be found under ESRS E1 “Climate change.”

1) In 2025, the methodology used to calculate water consumption at chemical sites was adjusted to improve the accuracy of the data. In addition, another chemical site was added to direct data collection; its water consumption in the previous year was estimated. The methodology was applied retrospectively to the previous year and accordingly adjusted.
2) The difference between the amount of 25,973 m³ reported in the previous year and the adjusted comparative amount comes to 4,366 m³.
3) The difference between the amount of 8.1 percent reported in the previous year and the adjusted comparative amount comes to 1.8 percent.

Policies | ESRS E3-1

GEA has documented its commitment to a resource-conserving use of water in the Environmental Responsibility Policy.

Environmental Responsibility Policy

The critical importance of available clean water as a fundamental right is emphasized in the “Water management” section. GEA is committed to using water sparingly, complying with, at minimum, all legal standards and encouraging the sustainable use of water at every link in the value chain. This policy applies primarily to internal actions. For example, sites in regions where water is scarce are assessed so as to identify the effects of water scarcity.

The continuous development of sustainable solutions is emphasized in the “Environmental product responsibility” section. This is accompanied by the introduction of structured processes to guarantee environmental sustainability and efficiency for customers and enable optimal use of resources.

Further information on the scope and responsibilities of the policy can be found in chapter ESRS E1 “Climate change” and chapter ESRS G1 “Business conduct” on the policy monitoring process.

The policy is available at www.gea.com.

Technological innovations with a “zero freshwater-use” option

GEA's influence on water consumption through its own products is far greater. The plan is for all products to be offered by 2030 with a “zero freshwater-use” option when plant and machinery are operated. This is one of the ways in which GEA is supporting its own customers in reducing their water consumption. It has positive impacts on the environment along the entire value chain, especially during customers' use phase.

GEA is working on a two-phase process so that by 2030 it can offer all products with a “zero freshwater consumption” option when plant and machinery are operated. In phase 1 (ideation), ideas are generated that are then implemented in phase 2 (development).

GEA already has solutions that reduce customers' water consumption. In the reporting year, the GEA Add Better portfolio comprised ten solutions (2024: eight) that offer significant water savings compared with their predecessors. Thanks to an improved jet design for EcoSpin technology, for instance, the Liquid & Powder Technologies division is reducing water consumption due to shorter rinsing times while maintaining the same disinfection performance. The Separation & Flow Technologies division saves up to 92 percent water for valve seat cleaning with the electronic LEFF function in valve control heads.

Sustainable solutions from GEA also help to clean natural waters and restore habitats. For example, GEA decanters are used in Indonesia to desilt the Cisadane River and treat the river water for drinking.

Metrics | ESRS E3-4

Water management metrics

Group-wide water consumption remained close to the previous year's level (increase of 0.5 percent) due to significantly higher utilization of production capacities at the chemical sites. Water consumption at Group sites located in areas with extremely high or high water stress increased by 10 percent.

Of the 84 sites surveyed, eight sites reported extremely high water stress and seven high water stress in the reporting year (2024: six sites with extremely high water stress and eight sites with high water stress). These 15 sites together accounted for 31 percent of GEA's total water consumption (2024: 28.3 percent).^{1,2} Eleven of them had already drawn up a water strategy by the end of the reporting year and also inform the HSEE department each year about the current status and actions taken as part of the water risk assessment (2024: eight).

Metrics for technologies with the “zero freshwater-use” option

GEA measures target achievement in a two-phase process comprising an ideation and a development phase. Eighty percent of all relevant business units have now successfully completed the ideation phase (2024: 70 percent). In the reporting year, work continued on innovations and solutions for the “zero freshwater-use” option, and additional ideas were turned into concrete development projects.

1) In 2025, the methodology used to calculate water consumption at chemical sites was adjusted to improve the accuracy of the data. In addition, another chemical site was added to direct data collection; its water consumption in the previous year was estimated. The methodology was applied retrospectively to the previous year and accordingly adjusted.
2) The difference between the amount of 6.6 percent reported in the previous year and the adjusted comparative amount comes to 21.7 percent.
3) The difference between the amount of 12.9 percent reported in the previous year and the adjusted comparative amount comes to -0.1 percent.

Methodology

Water management methodology

GEA calculates actual water consumption at all production sites as well as at larger service and administrative sites on the basis of the values entered into the reporting system by the sites each month. If no data is available for individual months or the most recent quarter, it is estimated on the basis of the prior-year figures. For smaller sites and administrative sites, the consumption values are extrapolated on the basis of regional averages. 84 sites enter water metrics directly in the global reporting system. The share of calculated data accounted for 12.9 percent of total water withdrawal (2024: 12.8 percent).^{1,3} Purchases or sales during the year are included pro rata.

Methodology used to calculate total water consumption

Total water consumption (net freshwater consumption) is calculated as: municipal water + fresh groundwater – water returned to the source of extraction.

Methodology used to calculate water intensity

Water intensity is calculated as the ratio of total water consumption in m³ to EUR 1 million revenue.

Methodology used to calculate water withdrawal intensity

Water withdrawal intensity is calculated as the ratio of total water withdrawal in m³ to EUR 1 million revenue. Water withdrawal means freshwater from municipal supply water and well water.

Methodology used to calculate the water recycling rate

The water recycling rate is calculated as the ratio of wastewater treated at GEA sites to total wastewater in m³.

Methodology for technologies with the “zero freshwater-use” option

Achievement of the “zero freshwater-use” target is continuously monitored by project management. For each business unit whose products actively consume fresh water during their use, project progress is reviewed across two phases: ideation and development.

Methodology used to calculate water consumption at all chemical sites

In the reporting year, GEA operated 12 production sites whose products consist to a significant extent of water that is neither returned to the sites nor discharged to the public water system after use.

The calculation of product-related water consumption is based on the respective product formulations. Using SAP data, the monthly volumes withdrawn for production are multiplied by the amount of water required for each product. The results are then aggregated.

The water volume is recorded monthly in the reporting system as industrial or process water.

Water consumption, withdrawal and treatment (in m³)	2025	2024	Change from previous year in %
Water consumption and treatment			
Total water consumption	52,703	52,444^{1, 2}	0.5
thereof total water consumption in areas affected by water risks, including areas of high water stress	16,347	14,863 ^{1, 3}	10.0
thereof total water consumption associated with the chemical sites	40,649	38,669	5.1
Water withdrawal and discharge			
Total water withdrawal	362,965	357,363^{1, 4}	1.6
thereof municipal water ⁵	310,390	296,613 ^{1, 6}	4.6
thereof well water	52,576	60,750 ^{1, 7}	-13.5
Total wastewater	310,263	304,919^{1, 8}	1.8
thereof municipal wastewater	279,015	274,580 ^{1, 9}	1.6
thereof on-site wastewater treatment	31,247	30,339 ^{1, 10}	3.0
Ratio of water consumption to water withdrawal (in %)	14.5	14.7 ^{1, 11}	-1.1
Number of reporting sites	84	85	-1.2
Water intensity ¹²	9.6	9.7 ^{1, 13}	-1.0
Water withdrawal intensity ¹⁴	66.0	65.9	0.2

1) In 2025, the methodology used to calculate water consumption at chemical sites was adjusted to improve the accuracy of the data. In addition, another chemical site was added to direct data collection; its water consumption in the previous year was estimated. The methodology was applied retrospectively to the previous year and accordingly adjusted.

2) The difference between the value of 46,527 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 5,917 m³.

3) The difference between the amount of 3,076 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 11,787 m³.

4) The difference between the amount of 355,514 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 1,849 m³.

5) All water withdrawn by non-reporting sites is accounted for as water supplied from the municipal network.

6) The difference between the amount of 294,765 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 1,848 m³.

7) The difference between the amount of 60,749 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 1 m³.

8) The difference between the amount of 308,987 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to -4,068 m³.

9) The difference between the amount of 283,014 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to -8,434 m³.

10) The difference between the amount of 25,973 m³ reported in the previous year and the adjusted comparative amount presented in the table comes to 4,366 m³.

11) The difference between the amount of 13.10 percent reported in the previous year and the adjusted comparative amount presented in the table comes to 1.6 percent.

12) Metric as per ESRS E3.

13) The difference between the amount of 8.6 percent reported in the previous year and the adjusted comparative amount presented in the table comes to 1.1.

14) "Water withdrawal intensity" refers to withdrawals of freshwater and is an entity-specific metric.

ESRS E5

Resource outflows related to products and services, waste

Greater commitment to the circular economy

In line with the Mission 30 sustainability strategy, there is a particular focus on the circular economy within the “Responsible innovation” and “Resilient operations & communities” pillars.

Since 2021, GEA has been working to ensure that packaging materials for GEA products and GEA service parts meet one of the five Rs (Reduce, Re-use, Repair, Remanufacture, Recycle) of the circular economy.

GEA's circular economy aspiration has been extended to the entire new machinery business since 2025. The savings start as early as in the product development phase and involve paying greater attention to reducing the use of resources along the entire value chain – ranging from materials sourcing and production, transportation and use by the customer, all the way to recycling, reuse or disposal. In addition, circular economy principles for conserving resources are applied in our own operations. Comprehensive information and the complete overview of targets in GEA's circular economy strategy can be found in chapter ESRS 2 “General disclosures”, section “Mission 30”.

Targets | ESRS E5-3

Targets for sustainable solutions and own operations

In the area of “Responsible innovation,” GEA products are analyzed and the circular economy characteristics of durability, reparability and recyclability are addressed through specific targets:

- All new GEA solutions will be circular-ready as of 2030.
- Circular design principles have been established and implemented as of 2025.
- Service parts as well as packaging material will fulfill one of the five Rs of circular economy (Reduce, Re-use, Repair, Remanufacture, Recycle) by 2026.
- Aiming for service sales growth of more than six percent CAGR¹ and 40 percent service sales share by 2030.
- Revenue from refurbishment or second-life initiatives to be increased by 2030.
- All new GEA solutions will be provided with end-of-life (EOL) instructions and offerings as of 2030.
- Eighty percent of the GEA serviceable iBase² will be connected by 2030 to increase availability and productivity through digital solutions.

1) Compound Annual Growth Rate.
2) GEA products, equipment or machinery that are installed at customers' sites.

Impacts, risks and opportunities in connection with circular economy

In order to conserve natural resources, GEA has been gradually converting its linear production model to a circular model since 2021. The targets were expanded in 2024: The circular economy approach now extends across the entire value chain, from material procurement and product development for a resource-efficient product portfolio all the way to avoiding resource consumption in GEA's own operations.

Material impacts, risks and opportunities in connection with the use of resources in the circular economy were systematically identified and assessed. This enables GEA to develop proactive actions that encourage the circular use of resources, avoid waste and make the entire value chain more efficient.

GEA applies the LEAP approach³ to identify and assess the actual and potential impacts, risks and opportunities that arise in connection with the circular economy. This approach enables all relevant stakeholder groups along the entire value chain to be included and a variety of perspectives to be considered. The results of this analysis were also reviewed in light of GEA's business model as part of the double materiality assessment. No external consultations such as discussions with affected communities were carried out.

3) Further information on the assessment of double materiality and the application of the LEAP approach can be found in chapter ESRS 2 “General disclosures”, “Double materiality assessment” section.



Actions | ESRS E5-2

Circular economy approach

GEA is broadening its own perspective on the circular economy with the targets introduced in 2024. To this end, GEA has taken several actions that apply throughout the group.

Based on the existing approaches to implementing the circular economy in service parts and packaging materials, the circular economy has been holistically integrated into GEA's business activities since 2025. This ensures that circularity extends both to GEA's own operations and throughout the entire product life cycle – from product functionality and customer service through to reprocessing and, where applicable, reuse.

The focus on the circular economy for products encompasses the entire new machinery business. This includes a review of the current 5R approach with a view to using further R strategies. The R strategies accompanying development can be applied to the entire value chain and thereby form a control system for implementing an end-to-end circular economy that also meets the requirements of ISO standard 59004. This approach applies to both production and resource consumption. Existing materials and products are reduced, reused, repaired, remanufactured or recycled for as long as possible. This extends product life cycles and conserves resources.

The “Resilient operations and communities” pillar relates to GEA's own operations. GEA has defined the following targets for the recycling, recovery or landfill of waste generated in its own operations:¹

- The waste recycling rate is to be more than 98 percent by 2026; and there is to be zero waste to landfill² by 2030 and a commitment to maximum 10 percent waste-to-energy.
- The waste volume per employee is to be reduced by 2.1 percent per year by 2026.
- Hazardous waste is to be reduced by 1.5 percent each year by 2026.

Both targets relating to packaging materials for GEA products and GEA service parts, as well as the waste recycling rate, have applied since the 2021 sustainability strategy; other targets have been systematically integrated into the group's business activities since 2025.

All of the targets mentioned are voluntary for GEA, based on standard market analyses and methods, and were not defined in response to legal requirements. The results compared with the specified targets as well as monitoring processes and methodology are presented later in the chapter. The formulated targets apply throughout the group.

1) Exceptional waste from the construction/demolition of buildings, energy refurbishments, dismantling of facilities and incidents caused by external factors beyond the company's control (e.g. fire, weather events) are not included in the defined targets.
2) 99 percent recovery.

Policies | ESRS E5-1

The fundamental principles governing resource utilization, circular economy and waste management and associated targets are defined in the “Environmental Responsibility Policy.”

Environmental Responsibility Policy

Focus on resource outflows

The “Environmental Responsibility Policy” also contains requirements and targets relating to the circular economy in the “Environmental product responsibility” section. The policy was updated to reflect the 2025 targets and covers the three core circular economy areas at GEA – sustainable solutions and materials, service offerings and activities, and own operations.

Focus on waste

The “Environmental Responsibility Policy” likewise contains requirements and targets relating to waste in the “Waste management” section. It describes the requirement to continuously improve production processes with the aim of significantly reducing the amount of waste from GEA's own business operations and the consumption of resources. GEA strives to avoid and minimize the volume of waste.

Further information on the scope and responsibilities of the policy can be found in chapter ESRS E1 “Climate change” and chapter ESRS G1 “Business conduct” on the policy monitoring process.

Encouraging the circular economy in GEA products

Integrating circular economy into product development

For GEA, product responsibility is a core issue in the development process. Sustainability aspects, alongside product functionality and cost-effectiveness, are key considerations in product and process development. That is because decisions taken during the development phase have a long-term impact outside the company and must hence be scrutinized critically to ensure that sustainability criteria are met.

The GEA product development process has been continuously revised with a sustainability framework since 2023. It imposes uniform standards for calculating the sustainability and circular economy performance of machines and systems. GEA's goal is to subject the entire product development process to the "Design to Sustainability" requirements, many of which relate to circular economy. To methodically integrate the concept of circular economy into product development, GEA intends to incorporate the DIN EN 45560 and ISO 59000 standards into the product development process.

GEA has been integrating circular design principles into the design and development process since 2025. The machines are designed to be more modular for better serviceability, better repairability, simple upgrade options and efficient recyclability. Additionally, sustainability criteria must be considered as early as during the requirements and design phase of the development process. The focus here is on improving resource efficiency for energy, water, greenhouse gas emissions and material consumption. This minimizes process losses, environmental pollution and waste. The first two divisions began introducing the new design guidelines into the GEA product development process in the reporting period. Going forward, these will also be introduced as a mandatory element in the other divisions.

When designing new components and assemblies, preference will be given to mono-materials. The advantages are evident in recycling processes, as the purity of the material eliminates the need for complex separation steps. This practice has long been established. Various approaches are also being followed in current development projects to replace critical processes such as hard chrome plating with sustainable alternatives and hence improve recyclability.

For a strategic review of the product development processes, the projects are assigned to predefined sustainability categories. Considering sustainability criteria (e.g. energy, water or material savings) and project-specific metrics for product development (e.g. revenue, budget or personnel expenses) during development enables strategic monitoring of development projects and demonstrating their market success.

Based on the activities described above, the following definition of what "circular-ready" means for GEA solutions was developed in the reporting year with the aim of establishing a uniform assessment standard across the group: "Circular-ready products" launched on the market as of 2030 will be developed and assessed according to circular design principles. To fully optimize resource utilization throughout their entire service life, the products will be connectable and feature a service concept as well as end-of-life instructions and offerings. In terms of resource consumption, GEA products will in the future include options for minimizing both water consumption ("zero freshwater-use") and energy consumption (operation with renewable energies). GEA additionally considers circular aspects for packaging and service parts.

The actions described above support these targets: "All new GEA solutions will be circular-ready as of 2030." and "Circular design principles have been established and implemented as of 2025."

Integrating circular economy into the entire product life cycle

Circular economy activities are designed to extend the operational life of products and components. The modified development process supports this intention so that the design of machines can be more modular going forward, making them easier to dismantle, repair and recycle. Service activities are a core component of the circular economy strategy and will be continuously expanded until 2030. With comprehensive service and consulting offerings, GEA provides customers with measures that extend operational life and increase productivity throughout the entire life cycle. Service level agreements enable unplanned machine downtime and repairs at the customer to be avoided – for example, through preventive or predictive maintenance. Regular product upgrades or updates also give customers the opportunity to ensure that their production processes remain state-of-the-art, thereby optimizing resource utilization throughout the entire life cycle.

How end-of-life products should be handled will be described in an internally developed EOL guide in the future. This guide is currently being introduced together with the circular design principles. Additionally, GEA provides information in the operating manuals on how to dispose of critical components at the end of the product's life cycle. In specific cases, further information is provided via GEA's websites and social media. In-house, such information is shared via the intranet and the Viva Engage social media service.

GEA also uses structured EOL management to encourage activities such as refurbishing, reusing or recycling machines. The EOL approach starts with a comprehensive inventory and assessment of the machines by type, value, weight and performance. The first EOL management projects and initiatives included the Farm Technologies division's "Dairy Service 2nd Life" initiative and the Separation & Flow Technologies division's "Hero for Hero" initiative.

Initial measures were taken in 2025 to meet the target of increasing revenue from refurbishment or second-life initiatives: These include defining what refurbishment and second-life means at GEA in consultation with all divisions. Work was also carried out on a reporting structure to be able to report on the sales generated, starting in 2026.

- The "Dairy Service 2nd Life" initiative aims to reuse systems such as milking robots or individual components such as the TOF camera for teat detection. For example, a refurbishment program was developed for the milking robot's camera system in cooperation with two repair workshops. GEA takes the cameras back and has them overhauled by qualified workshops in Germany and the USA. The camera systems are then sold again via the GEA dealer network.
- Under the "Hero for Hero" initiative, GEA offers its customers an opportunity to sell back separators and decanters that are more than 20 years old and replace them with more efficient models. The machines returned are examined to see if they can be fed back into the market as refurbished replacement or used machines, whether they should be dismantled and used as replacement parts, or scrapped and the materials used for fresh production. Whichever route the old machine takes, there is always resource-friendly reuse. Even third-party products may also be taken back in certain cases.

Initiatives to roll out the circular economy in service parts and packaging materials for GEA products were continued and expanded in the divisions during the reporting year:

- In the Farm Technologies division, the "Reduce" approach was chosen for teat silicones (replacement part). The heat treatment process was switched from gas to electricity from renewable energy sources, saving an average of 77 metric tons of CO₂e per year.
- At the Drummondville site in Canada, the Farm Technologies division was also successful with "Reduce" for packaging materials. Plastic film shrink-wrap for pumps and agitators was replaced by simply attaching the components to reusable pallets.
- The Separation & Flow Technologies division, for instance, recycles spare parts from centrifuges that are replaced during maintenance work and then resells them (reuse).

The measures described support the following targets: "All new GEA solutions will be circular-ready as of 2030," "Service parts as well as packaging material will fulfill one of the five Rs by 2026," "Aiming for service sales growth of more than six percent CAGR and 40 percent service sales share by 2030," "All new GEA solutions will be provided with end-of-life instructions and offerings as of 2030," and "Revenue from refurbishment or second-life initiatives to be increased by 2030."

Circular economy through digitalization

GEA deploys digital solutions using artificial intelligence to promote the circular economy and improve resource efficiency in industrial processes. Digital solutions enhance the availability, productivity and sustainability of customer production processes. Digitalization is a key lever for achieving the goals of the circular economy at GEA.

Engineers and digital experts work together closely in the GEA Digital matrix organization to develop technologies that support customers in establishing circular material flows and driving forward sustainable production methods. A pivotal approach here is to use energy in particular more efficiently, optimize the use of raw materials and minimize waste through intelligent data assessment and automated control systems. Machine learning can be used to analyze data patterns in production processes to react to inefficiencies or anomalies at an early stage. This allows raw material losses to be reduced and production steps to be better coordinated. Autonomous, AI-driven processes go one step further: They can accurately control GEA systems and ensure that resources are used as completely as possible and remain in circulation.

The GEA InsightPartner digital product family uses AI as assistance systems to support the machine operators. One example is the InsightPartner Brewery service, which supports breweries in monitoring their production in real time and optimizing it to conserve resources. Adjustments can be made during the brewing process to use energy and raw materials efficiently without compromising quality. This not only avoids waste but also reduces the environmental footprint.

By contrast, digital solutions from the GEA OptiPartner product family act as autonomous agents that take complete charge of process control. Optimizing thermal and mechanical processes – for example, in milk evaporation or spray drying – improves the use of resources and reduces energy consumption. Technologies such as smart filtration ensure that raw materials can be recycled as fully as possible and waste streams are reduced. Most OptiPartner products meet the strict criteria of the Add Better label and contribute significantly to lower resource consumption. More information on Add Better is provided in the “Mission 30” section of ESRS 2 “General disclosures.”

Resource consumption is reduced many times over, even for energy-intensive processes, thanks to the scalability of the AI solutions used. The integration of such technologies into industrial applications helps close cycles and use raw materials more efficiently.

In the reporting period, GEA Digital comprised 25 digital products used in more than 50 countries (2024: 26 digital products in more than 50 countries). A secure, scalable, cloud-based infrastructure (GEA Cloud) paves the way for the industrial networking of more than 11,000 smart machines and systems from GEA (2024: more than 8,000). The digital product portfolio will be continuously expanded going forward and, in the process, networking of the serviceable installed base of the products will be further extended. This is because only networked machines can proactively offer comprehensive services and resource improvements in line with the circular economy throughout their entire life cycle.

The actions described support the following targets: “All new GEA solutions will be circular-ready as of 2030,” “Aiming for service sales growth of more than six percent CAGR and 40 percent service sales share by 2030,” and “Eighty percent of the GEA serviceable iBase will be connected by 2030 to increase availability and productivity through digital solutions.”

Cooperation with science and industry

Through cooperation with universities and involvement in consortium projects, GEA works closely with research institutions and industry to develop and test circular economy methodologies. Strategies, principles and new methodologies are developed, discussed and assessed in case studies of the participating companies. In the reporting year, GEA worked together with the Center for Systems Engineering at RWTH Aachen on the CIRCLE project to develop strategies for the circular economy with a special focus on engineering in selected case studies.

Encouraging circular economy in GEA operations

Optimized waste management

GEA operates systematic waste management to achieve its waste reduction targets and keep material consumption and disposal volumes as low as possible. Among other aspects, this includes waste separation, economical recycling processes and the growing use of secondary raw materials. GEA introduced new Environmental Core Rules in 2024 to ensure sustainable, proper waste separation, waste reduction and mindful use of resources. They are part of a global training program mandatory for all employees. In addition, the environmental management systems regularly define targets for reducing or avoiding production waste at the GEA sites, and working groups develop initiatives and measures to achieve these targets. Cardboard shredders are being progressively installed at GEA sites to further reduce packaging waste. They are used to convert old cardboard packaging into fill material. Moreover, a metal recycling plant was installed at one GEA site that presses metal shavings into briquettes, thus reducing the amount of waste. At the same time, an automatic cooling lubricant treatment system was installed to reuse and recycle the machine's coolant and lubricants.

The success of these measures also depends on the partners in the supply chain. That is why the GEA Group factors the issue of waste management into the regular sustainability assessment of its suppliers via EcoVadis and calls for improvements where necessary (further information can be found in "Sustainable procurement").

Hazardous waste such as halogen-free machining emulsions and solutions as well as aqueous cleaning liquids cannot currently be completely avoided, as they are generated during certain production processes. However, in line with the statutory requirements, substitution tests are performed to analyze whether the relevant substances can be replaced by safer alternatives or completely or partially eliminated by changing production processes. GEA has hazardous waste collected and processed by authorized specialist companies. Within the European Union, these companies must comply with strict legal requirements. In Germany, regulations are based on the Circular Economy Act and are intended to ensure compliance with environmental protection and occupational health requirements.

GEA regularly trains all employees on the subject of waste as part of mandatory HSE training. The topic was additionally part of a focus month on environmental protection aspects in the reporting year. Further information on training on environmental topics at GEA can be found under ESRS E1 "Climate change."

The actions described above support the following targets: "The waste recycling rate is to be more than 98 percent by 2026," "Zero waste to landfill by 2030 and commitment to maximum 10 percent waste-to-energy," "The waste volume per employee is to be reduced by 2.1 percent per year by 2026" and "Hazardous waste is to be reduced by 1.5 percent each year by 2026."

Encouraging circular economy at customers

Circular economy through the use of GEA products

In its current product portfolio, GEA offers a range of solutions to support customers in their implementation of the circular economy and to continuously optimize their resource consumption in production processes. The strategic focus on circular-ready products means that this range is being continuously expanded.

GEA solutions not only save resources but also offer further benefits for customers, as the following examples show:

- GEA separators enable byproducts or waste to be upcycled. This usually involves treating worthless byproducts or waste, which generates additional value. For example, separators can be used to extract valuable citrus oils from a waste product such as citrus peel as a raw material for the flavor and fragrance industry. Pectin, a natural thickening agent for the food industry, can be produced from de-oiled peel.
- Energy recovery systems and heat pumps can minimize process losses and save energy.
- GEA water treatment systems help to reduce freshwater-use and reuse water in production processes via circular cycles.

[Providing strategic advice to customers on circular economy processes](#)

GEA offers tailored consulting services to help customers roll out circular processes and further leverage the potential of sustainable products. Since 2024, these services have been offered under the name Add Better Consulting. Add Better Consulting complements a traditional energy audit with GEA's expertise in heating and cooling technologies and process expertise. The TÜV-validated consulting process applies recognized international standards and provides energy and process data analyses. It also includes a conceptual design for a technical decarbonization solution, encompassing reliable price information.

The actions described above support these targets: "All new GEA solutions will be circular-ready as of 2030," and "Circular design principles have been established and implemented as of 2025."

Metrics | ESRS E5-5

Durability of GEA products

Division	Product category	Average durability
Separation & Flow Technologies	Separators and decanters	15–30 years
	Valves and pumps	15–20 years
	Homogenizers	15–30 years
Liquid & Powder Technologies	Process solutions for dairy, food, beverage and chemical industries	15–40 years
Farm Technologies	Milking parlors	20–25 years
	Milking rotaries	15–25 years
	Robotic milking	10–15 years
Food & Healthcare Technologies	Food processing equipment	15–40 years
	Pharmaceutical equipment	15–25 years
Heating & Refrigeration Technologies	Compressors, chillers and heat pumps	15–30 years

Repairability and circular-ready content of GEA products

GEA products demonstrate good to highest repairability (2025: more than 60 percent; 2024: more than 50 percent).

The recyclable content in GEA products is more than 95 percent (2024: more than 85 percent).

The recyclable content in GEA packaging is more than 95 percent (2024: more than 95 percent).

5R compliance of GEA's packaging and service parts

55 percent of GEA's packaging materials and service parts comply with one of the five Rs of the circular economy. The fulfillment rate has been presented since financial year 2025.

Methodology

Methodology for assessing the durability of GEA products

The GEA product portfolio is presented with examples of its durability and broken down into product categories. Durability is defined as the average product service life achieved through regular service and maintenance of the products. The average service life of a product category varies depending on the relevant area of application. This is why GEA reports a range as the average service life.

GEA does not systematically collect and store real data on durability. However, GEA has access to reliable information on the service life of products, machines and systems installed at customer sites as a result of its service offerings and activities. This information is used to define the average durability of a product category (minimum to maximum) and is based on assumptions made by product management, incorporating specific market and customer knowledge. The results have been validated with the relevant stakeholder groups within GEA. GEA solutions are largely customer-specific solutions that are supplied to a range of different industries, which means that any comparison of durability with a specific industry average is not meaningful.

Methodology for assessing the reparability of GEA products

During the reporting year, GEA refined its methodology for assessing the reparability of its products and developed an end-to-end assessment model that comprehensively assesses product reparability based on DIN standard EN 45554. The steps in the assessment model to be applied relate to the comprehensive assessment of the product and to selected parts that are important for reuse and upgrading. In addition, the assessment process ensures that it is verifiable by documenting the data and materials used. The assessment model can be used to reliably and transparently evaluate product-related criteria such as online diagnostic capability, ease of disassembly, quality of fastening methods, necessary tools and personnel qualifications. The assessment model ultimately produces a percentage score that also indicates five qualitative classification levels, ranging from insufficient to highest reparability.

To determine the reparability of GEA products, the assessment model was applied to specific sales-relevant, representative product examples from all divisions. The assessment reveals that the selected GEA products are classified as "highest reparability" (≥ 80 percent) or "good reparability" (> 60 percent). For a conservative estimate, GEA states the reparability of its entire product portfolio as being greater than 60 percent.

Methodology for determining the recyclable content in products

GEA identified the raw materials used in its products during the reporting year. The spend-based approach chosen for this includes all materials that GEA purchases worldwide and is hence considered representative. For the analysis, the spend per product group was identified and divided into material and other cost types, such as personnel expenses and margin, based on their cost structure. The quantity of raw materials purchased by the GEA Group in 2025 was determined on the basis of known material prices per metric ton. The result shows that around 85 percent of GEA products are made of steel (crude and stainless steel), followed by plastics or rubber (9 percent) and metals such as titanium, aluminum or copper (5 percent). These materials are considered to be readily recyclable. Based on this assumption, a recycling rate of at least 95 percent was calculated for GEA products.

To validate these assumptions, recyclability was derived using specific sales-relevant, representative product examples, based on parts lists. In this case, too, a recyclability rate of approximately 95 percent was determined on the basis of parts lists.

Methodology for estimating the recyclable content of packaging materials

GEA surveyed packaging material usage at all manufacturing sites during the reporting year. The survey can be considered representative of the entire GEA Group, as it covers all divisions and regions worldwide.

GEA packaging solutions are segmented and assessed by recyclability, based on this survey. GEA's packaging material consists mainly of cardboard, wood and plastic film, all of which are recyclable. A recyclable content of more than 97 percent was calculated across all locations. For a conservative indication, the proportion of total packaging material is given by GEA with a small allowance.

Methodology for determining the degree to which packaging materials and service parts meet the five Rs

The 5R strategy rolled out by GEA in 2022 to introduce circular economy is measured continually in terms of its scope and the degree to which it is being met.

For this purpose, the GEA service parts and packaging materials for each business unit were surveyed and divided into material or functional groups. A population of objects or materials to be examined was defined.

5R initiatives were developed for all defined materials. These are described in terms of content in a database, and the degree to which the 5Rs are met is maintained by a project management team. In addition, each initiative is given its own identification number that can be used to clearly assign the initiatives being reviewed to the defined materials.

An automatic comparison of the population with the stored initiatives allows both a business unit-specific and an overarching aggregation of all stored initiatives, including the degree to which the 5Rs are met. This ensures that all 5R-relevant initiatives are continuously tracked and measured at all times.

Waste volume and composition

In 2025, the amount of waste was recorded directly at 73* sites (2024: 75 sites), which include production facilities, service organizations and administrative offices (see table “Waste volume (in t)”). The waste volumes determined include municipal waste, hazardous waste and circular-ready residual materials.

The total volume of waste generated in the reporting period was 16,921 metric tons, representing an absolute increase of 12.4 percent compared with the previous year. The increase is attributable to greater granularity in the reporting of individual waste categories, which enables waste data to be captured more precisely. A total of 1,707 metric tons consisted of hazardous waste. The volume increased by 3.9 percent compared with the previous year due to improvements in the accuracy and granularity of data reporting and the resulting increase in both data quality and production capacity utilization. No radioactive waste is generated at GEA.

Composition of waste (in t)	2025			2024		
	Total waste generated	Waste diverted from disposal	Waste directed to disposal	Total waste generation ¹	Waste diverted from disposal	Waste directed to disposal
Non-hazardous waste	15,214	12,488	2,725	13,416	11,071	2,345
thereof household waste	2,502	519	1,982	2,345	0	2,345
thereof paper, cardboard	814	800	14	792	792	0
thereof packaging material: plastics	270	210	60	295	295	0
thereof packaging material: wood	2,066	1,773	293	1,783	1,783	0
thereof metal	8,135	8,091	44	8,201	8,201	0
thereof other non-hazardous waste ²	1,427	1,095	332	0	0	0
Hazardous waste	1,707	1,024	684	1,643	0	1,643
thereof aqueous rinsing liquids containing hazardous substances	398	302	97	506	0	506
thereof halogen-free processing emulsions and solutions	538	485	53	534	0	534
thereof other hazardous waste ³	771	237	534	603	0	603
Total	16,921	13,512	3,409	15,059	11,071	3,988

- 1) In 2025, the metric “Waste diverted from disposal” was revised to include only waste quantities that are recycled. Accordingly, all other disposal methods (non-recycled waste, landfill, incineration with and without energy recovery) are assigned to the metric “Waste directed to disposal.” This adjustment corresponds to –2,880 t under “Waste diverted from disposal” and +2,880 t under “Waste directed to disposal.” The largest shifts in absolute terms therefore occurred in the waste categories “household waste” and “other hazardous waste.”
- 2) In the 2025 reporting year, the level of granularity in reporting the individual waste categories was increased within the reporting system, enabling a more accurate collection of waste data. In 2024, these waste types were either not yet recorded or were captured under different categories. Each of the newly collected waste categories is individually immaterial. The share of the total of all categories in overall waste amounts to 8.4 percent; therefore, they are presented in 2025 in aggregate under the new category “Other non-hazardous waste.”
- 3) The 2024 calculation of “other hazardous waste” was based on a one-time questionnaire. Other hazardous waste mainly comprises used or disposed of materials contaminated with hazardous chemicals, battery waste or electronic waste. Since 2025, the data has been recorded each month via the reporting platform.

Key indicators for waste	2025	2024
Ratio of hazardous waste directed to disposal to total waste generation (in %)	4.0	10.9
Ratio of waste recovery rate to total waste generation (in %)	90.4	92.6
Total waste generation in metric tons per EUR 1 million revenue	3.1	2.9
Total waste generation in metric tons per employee* (full-time)	0.8	0.8

*) GEA employees and temporary workers.

*) All sites with specific waste disposal agreements (private waste collection).

Waste generation (in t)	2025	2024	Change compared to previous year in %
Waste generation total¹	16,921	15,059	12.4
thereof hazardous waste	1,707	1,643	3.9
thereof hazardous construction and demolition waste ²	241	–	–
thereof non-hazardous waste	15,214	13,416	13.4
thereof non-hazardous construction and demolition waste ²	294	–	–
Non-hazardous waste directed to disposal¹	2,725	2,345	16.2
thereof landfill	1,120	1,060	5.7
thereof incineration with energy recovery	1,523	1,237	23.1
thereof incineration without energy recovery	38	48	-20.8
thereof other disposal operations	45	–	–
Hazardous waste directed to disposal¹	684	1,643	-58.4
thereof landfill	287	–	–
thereof incineration with energy recovery	259	–	–
thereof incineration without energy recovery	132	–	–
thereof other disposal operations	6	1,643	-99.6
Total non-recycled waste	1,627	1,108	46.8
Non-recycled waste (in %)	9.6	7.4	29.7
Non-hazardous waste for reuse	12,488	11,071	12.8
thereof preparation for reuse	–	–	–
thereof recycling	12,488	11,071	12.8
thereof other recovery processes	–	–	–
Hazardous waste for reuse	1,024	–	–
thereof preparation for reuse	–	–	–
thereof recycling	1,024	–	–
thereof other recovery processes	–	–	–
Waste recovery rate (in %)	90.4	92.6	-2.4
Recycling rate (in %)	79.9	73.5	8.7
Number of reporting sites ³	73	75	-2.7

1) Off-site treatment.
2) The data was collected in 2024 as part of a one-time survey that included other waste categories. Therefore, no separate, explicit data is available for this category for 2024.
3) Changes in the number of sites result from the discontinuation of two sites.

Methodology

Waste management methodology

At GEA, all waste disposal from the production sites and other selected sites is recorded using an internal reporting platform. The local managers update their disposal data in that platform every month. The waste is divided into different categories so that local managers can record the volume of waste disposed of for each category. There are two different types of disposal:

- Non-recycling: This includes subcategories such as waste that is landfilled and the incineration of waste without energy recovery.
- Recovery: This includes all recyclable materials.

If no data is available for individual months or the most recent quarter, it is estimated on the basis of the prior-year figures. For smaller sites and administrative sites, the waste data is extrapolated on the basis of average values for offices. The estimated waste from sites that are not included in direct collection is fully classified as non-hazardous waste and municipal waste. For allocating the estimated waste volume to the disposal methods – landfill and incineration with and without energy recovery – the same percentage distribution is applied as for the sites included in the direct data collection.

73 sites enter waste metrics directly in the global reporting system. The calculated data accounts for 5.5 percent of total waste (2024: 11 percent).

Methodology used to calculate non-hazardous waste

In 2025, the reporting system was expanded by further waste categories that sites can report directly within the global reporting system. For reporting purposes, immaterial waste categories are aggregated and presented collectively under the new category “Other non-hazardous waste”.

Methodology used to calculate waste diverted from disposal

Waste diverted from disposal is calculated as the total quantity of waste directed to recycling. All other categories — landfill, incineration with and without energy recovery, and other disposal operations — are reported under waste directed to disposal, in accordance with ESRS definitions.

Methodology used to calculate the waste recovery rate

Waste recovery rate = (total of recycling plus incineration of non-hazardous and hazardous waste with energy recovery) /Total waste generation. New reporting sites – for example, in the USA – affected the recovery rate.

SOCIAL INFORMATION

Own Workforce	ESRS S1	152
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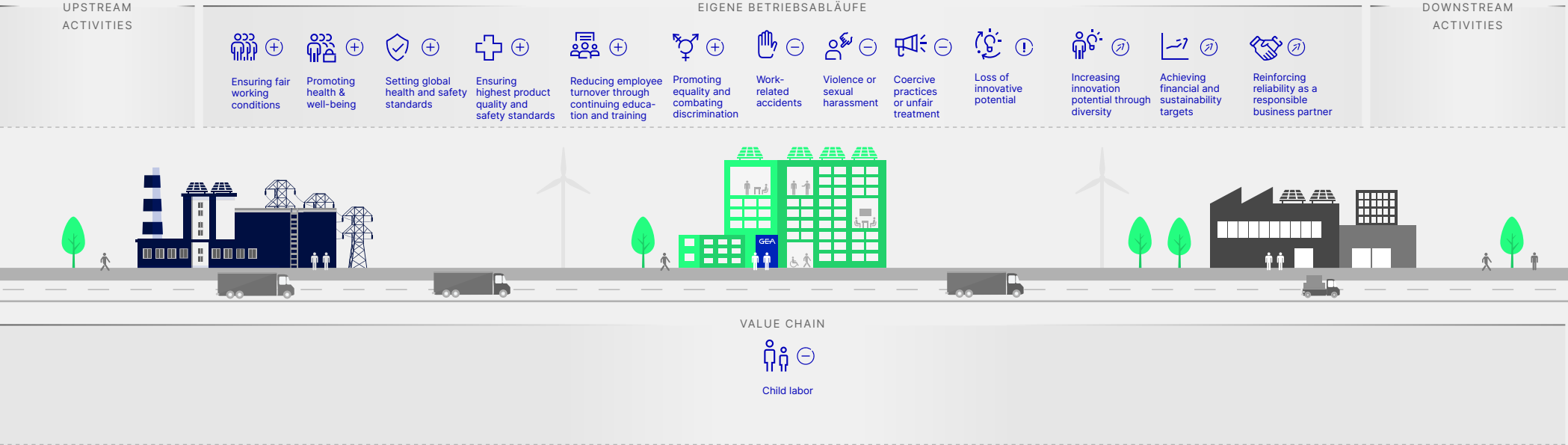


GEA was awarded the "Top Employer 2025" seal in six countries and achieved an above-average score in the audit conducted by the independent Top Employers Institute.

Explore further

ESRS S1 | Own workforce

Working conditions, Equal treatment and opportunities for all, Other work-related rights



Positive Impact

- GEA ensures **fair working conditions** for its own employees, resulting in greater employee satisfaction and a better work-life balance.
- GEA actively **promotes the health and well-being** of its own employees, both within and outside of the workplace, which positively impacts the health of the own employees.
- GEA sets **global health and safety standards** that go beyond the legal requirements, thus ensuring the highest standards of safety worldwide.
- GEA sets the **highest standards for product quality and safety**, thus guaranteeing the best health and safety conditions for its own employees.
- GEA **provides continuing education and training for its own employees**, which **reduces employee turnover**.
- GEA actively contributes to an **inclusive society** and proactively **combats all forms of discrimination**.

Negative Impact

- **Work-related accidents** may occur at GEA, which could lead to injuries, chronic or acute work-related illnesses or, in extreme cases, fatalities.
- GEA is unable to fully control the behavior of its own employees, meaning that **violence or sexual harassment** cannot be ruled out.
- At a local level, it may not always be possible to consistently and reliably verify the **age of new employees** or new workers in the value chain, meaning that there is a heightened risk of inadvertently hiring minors.
- Workers at GEA may be exposed to **coercive practices or unfair treatment** based on being unaware of options for reporting concerns or grievances confidentially. This could lead them to believe that they have no alternative but to submit to unfavorable conditions.

Risk

- GEA runs the risk of **losing innovative potential** due to ageing or retiring of own employees without active knowledge transfer to new hires.

Opportunity

- A **diverse, multifaceted own workforce** can **boost innovative potential and encourage disruptive thinking**. This gives GEA a competitive advantage and ensures resilient business processes.
- Qualified and motivated employees are generally willing to put in more individual effort, which can contribute to **achieving GEA's financial and sustainability targets**.
- **GEA's reliability as a responsible partner** is reinforced through greater sensitivity to matters of human rights and fair working conditions with respect to its own employees.

⊕ = Positive Impact | ⊖ = Negative Impact | ⓘ = Risk | ⓘ = Opportunity

ESRS S1

Own workforce

Attractive employer

GEA's business success relies in particular on the skills and commitment of the more than 18,000 employees worldwide¹. Each and every one of them personally contributes to the company's bottom line and hence paves the way for the sustainable development of the company.

For a globally operating group such as GEA, a culture that promotes motivated, high-performing employees is a condition for sustainable success and attractiveness in the international arena. The expectations, satisfaction and well-being of its employees are factored into the group's Mission 30 strategy. That makes employees an integral part of Mission 30. Under the core principle of "Impact," the issue of "Thriving employees" was identified as one of three key topics with particular impact potential. Although employees were not directly involved in setting the sustainability targets, these represent a refinement of the company's existing efforts which have been in place since 2021, and which are continuously assessed and discussed by employees, and employee representatives in particular.

In the "Thriving employees" focus area, GEA addresses key aspects through specific objectives to be achieved 2030:

- By 2030, the proportion of women at management levels L1 to L5 is to increase to 25 percent
- All leadership development programs are to have a 30 percent female quota going forward
- At least 80 percent of employees are to rate the Engagement dimension favorably in the employee survey²

The targets are described in detail in the following sections of this chapter. Performance development, actions, monitoring and methodology are also presented. Employees are involved in defining targets but, with the exception of the HR department, are not directly involved in reviewing and measuring performance.

Beyond these targets GEA seeks to foster sustainable knowledge transfer through information sharing and collaboration between all employees. GEA additionally aims to foster a working environment that ensures occupational health and safety.

Impacts, risks and opportunities in connection with the company's own workforce

As part of the double materiality assessment, GEA conducted a comprehensive stakeholder group analysis to identify and assess the actual and potential impacts, risks and opportunities arising in connection with the company's own workforce. In particular, employees, applicants and other business partners were considered.

GEA prioritizes compliance with laws, standards and policies within the company to ensure the highest safety standards, fair working conditions, comprehensive health promotion and targeted training measures. Additionally, the company attaches great importance to fostering motivation, inclusion, innovative strength and end-to-end resilience of the organization. This is an integral part of our corporate strategy.

The business conduct and management principles relating to sustainability are explained in greater detail in the "Responsible governance" section in ESRS 2 "General disclosures."

¹⁾ Employees at the relevant reporting date (December 31), excluding apprentices and employees in inactive employment relationships.

²⁾ The structure of the employee survey is explained in the "Employee survey" section in this chapter. In addition to international comparability, it notably offers an opportunity to involve the workforce when identifying potential for improvement.

ESRS S1-6

Characteristics of employees

GEA reports in detail on employee metrics in the following overviews. The data includes relevant demographic characteristics of the GEA workforce such as gender, age structure and types of employment. It enables the transparent presentation of the social aspects of the company and helps provide a complete picture of the employee structure in the context of sustainability reporting. The data is collected on the basis of consistent, verifiable methodologies to ensure a transparent, comparable presentation.

Methodology

Immateriality

Certain disclosures made in the previous year were not included in the current presentation due to immateriality.

Workday – GEA’s Human Capital Management system

For the compilation of the key figures within the framework of ESRS S1, specific queries (reports) from the global Workday HCM (Human Capital Management) system are used. These queries extract relevant data and aggregate it to match the required structure, based on the data available as of the reporting date at the end of the financial year (December 31). In the Workday HCM system, all employees are listed according to their employee type, contract type and contractually agreed place of work. Relevant personal information such as age or gender assignment options can also be recorded.

Data transmission and calculations

The data is transmitted as a number of persons or a number of business processes, such as exits. Full-time equivalents are used exclusively as a reference to the most representative figure in the consolidated financial statements.

Presentation of employees in the various countries

In accordance with the requirements of ESRS S1, GEA only reports employee figures for countries in which the company has at least 50 employees accounting for at least 10 percent of the company’s total workforce. Notwithstanding its global presence, only Germany fulfills this criterion for GEA.

Allocation to country

Employees are allocated to a country on the basis of their contractually agreed place of work.

Type of employment

The type of employment is based on the details of the contract type (permanent and temporary) stored in the Workday HCM system.

Distinction between employees and managers

A distinction is made between employees and managers, the “manager” function being defined as the role of individuals charged with managing an organizational unit.

Total workforce v. full-time equivalents

The total workforce comprises all employees in active employment and is determined using data from the Workday HCM system. This includes employees who are either employed on a permanent or temporary basis and trainees. In contrast, external workers, such as contingent workers and independent contractors, are recorded separately and reported as full-time equivalents. The table on the total workforce contains the total workforce in the upper section as the “Number of employees,” which is used for all metrics for the purposes of ESRS S1 reporting. The lower section shows the total workforce as full-time equivalents. This enables a cross-reference in accordance with ESRS S1-6(50)(f) to the most representative figure in the consolidated financial statements with reference to ESRS S1-6(50)(a).

Calculation of the staff turnover rate

The staff turnover rate is calculated by including both active and inactive employees. This methodology ensures that the staff turnover rate reflects actual changes in the workforce.



Total workforce ¹	2025	in %	2024	in %	Absolute change
Head count ²					
GEA employees	18,970		18,720		250
Full-time equivalents ³					
GEA employees	18,628	95.4	18,347	96,0	281
External workers	903	4.6	742	4,0	161
thereof contingent workers/temporary workers	843	93.4	682	90,8	161
thereof independent contractors	60	6.6	60	9,2	0
Total	19,531	100.0	19,089	100	442

1) Total workforce as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships.
2) The GEA employee head count reflects the total population, which serves as the reference for all key figures reported in the Sustainability Report.
3) Figures are based on FTEs as the reference metric for the consolidated financial statements (see ESRS S1-6 para. 50 et seq.); rounding differences of +/- 1 may occur.

Gender	Number of employees* (head count)		Change from previous year in %
	2025	2024	
Male	14,900	14,853	0.3
Female	3,954	3,821	3.5
Other	0	0	0
Not reported	116	46	152.2
Total employees	18,970	18,720	1.3

*) Number of employees as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships.

Country*	Number of employees (head count)		
	2025	2024	Change from previous year in %
Germany	6,278	6,230	0.8

*) Number of employees by country as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships. Only countries in which the undertaking has at least 50 employees, accounting for at least 10 percent of the group's total workforce, are considered.

Employees by contract type, broken down by gender ¹	2025					2024				
	Male	Female	Other	Not reported	Total	Male	Female	Other	Not reported	Total
Number of employees (head count)	14,900	3,954	0	116	18,970	14,853	3,821	0	46	18,720
Number of permanent employees (head count)	14,257	3,766	0	88	18,111	14,129	3,650	0	37	17,816
Number of temporary employees (head count)	643	188	0	28	859	724	171	0	9	904
Number of non-guaranteed hours employees (head count) ²	0	0	0	0	0	0	0	0	0	0

1) Number of employees as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships.
2) GEA does not offer or utilize contracts for non-guaranteed hours employees. Therefore, no employees are reported under this category.

Employee turnover and employee turnover rate in 2025	2025	2024
Employee turnover (head count)	1,891	2,072
Employee turnover rate (in %)*	10.0	10.8

*) Total number of employee departures during the financial year in relation to the head count as of the respective reporting date (December 31), excluding departures related to divestments or the sale of business units.

ESRS S1-10

Adequate wages

GEA pays all employees in a way that is customary for the respective market or country. Collective bargaining agreements apply to about half of all employees worldwide. For the rest of the workforce, regulations based on international or local directives and agreements apply. This is based on criteria that are objectified, for example, through job evaluation and classification using the Mercer IPE (International Position Evaluation) evaluation system. Based on a worldwide compensation database (Mercer WIN*), provided by global consulting firm Mercer Deutschland GmbH, remuneration reference values are aligned with uniform, standardized criteria in a market-driven approach. Remuneration worldwide is therefore based on largely objective criteria, in particular the value of the function, the individual performance of the employee and the company's success.

As in the previous year, the total annual base pay for all employees is at least at the level of the statutory minimum wage, if this is defined, or at the level of the living wage in all other countries.

Methodology

Methodology for collecting remuneration data

To ensure that GEA pays all employees in a way that is customary for the respective market or country, an analysis is done based on the following methodology:

For this survey, market-based, country-specific remuneration is defined either as a statutory national minimum wage (where applicable) or as a living wage (in all other countries). A living wage ensures that the remuneration provides sufficient income to lead a decent way of life. The source for the statutory minimum wage per hour in local currency as well as the living wage per hour in local currency is data from the external "WageIndicator" provider, published in October 2025.

The defined adequate wage is compared with the total annual base pay (TBP), including guaranteed payments. The data on TBP and weekly working hours are taken from the Workday HCM system as of March 31 (for the period January–March) and December 31 (for the period April–December). This is intended to ensure that the calculation accounts for the annual global salary review as of April 1. To break down the total annual base pay to an hourly wage, the annual salary is divided by 52 weeks and the calculated average weekly working time in hours. To ensure an accurate, consistent calculation, the dedicated working group analyzes the remuneration data.

*) A worldwide compensation database from Mercer, a global consulting firm, that provides comprehensive information on remuneration and labor market trends to help companies set competitive salaries in line with the market.

Social dialogue, freedom of association, collective bargaining coverage

ESRS S1-2

Comprehensive co-determination and collectively agreed rules

GEA is characterized by long-standing, respectful dialogue between employees and management, as well as comprehensive co-determination in the company. This includes equal co-determination on the Supervisory Board, which is also enshrined in law. The Supervisory Board is GEA's supreme oversight body and is composed of one half shareholder representatives and one half employee representatives. In accordance with the statutory requirements, the employee representatives on the Supervisory Board are elected by the entire German workforce every five years to represent the interests of all employees worldwide.

Among other things, the Supervisory Board is responsible for appointing the members of the Executive Board. Works councils are an additional form of co-determination. In addition to a large number of local and general works councils, GEA also has a Group Works Council (GWC) established in accordance with the German Works Constitution Act. It is composed of representatives from the local councils and the general works councils, thus ensuring that the entire German workforce and its interests are represented. Group works agreements on cross-company issues are entered into with the GWC. The GWC meets three times a year for a multi-day session, at which meetings there are also discussions with the members of the Executive Board, including the Labor Director, and the HR department managers as well as other representatives of the business units such as the relevant project managers and senior executives. This ensures, among other things, that issues raised by the workforce are heard by the Labor Director and the Chief Human Resources Officer (CHRO) and that effective measures can be derived from them if necessary. Some of these topics are then regulated in the form of group-wide works agreements and adopted by the GWC (e.g. the Group Works Agreement on Work-life-balance). Fully negotiated agreements are resolved by the GWC after the discussions.

At the corporate level, local issues are governed by company agreements. The local works councils also have a right of co-determination in personnel decisions. The works council must be informed of and approve every recruitment, classification, reclassification and transfer. In addition, the local HR department and the works council generally meet multiple times per month to discuss issues raised by the workforce and derive measures where necessary. Further, GEA has a European Works Council (EWC), which has the statutory right to obtain information from and be consulted by the Executive Board. It is in regular contact with the members of the Executive Board and Human Resources. The EWC focuses on decisions and developments with a cross-border impact on employees in EU member states, the European Economic Area (EEA) and Switzerland. The basis for its latest work was jointly defined in 2018 in an amended and restated agreement by the GEA Executive Board and the EWC, with the participation of the global trade union federation IndustriALL. In addition to the regular meetings of the EWC chair with the members of the Group Executive Board and the HR department, a plenary meeting of the European delegates takes place annually. This serves to discuss cross-border issues with the members of GEA's Executive Board and the HR department, as well as selected representatives of individual business units, and to take measures where appropriate.

Metrics | ESRS S1-8

Collective bargaining coverage metrics

Collective bargaining agreements apply to 43.3 percent of GEA's world-wide employees (2024: 46.2 percent), with arrangements based on individual agreements applying to all other employees.

Number of employees covered by collective bargaining agreements*	2025	2024
Number of employees	18,970	18,720
thereof covered by collective bargaining agreements	8,216	8,651
Collective bargaining coverage (in %)	43.3	46.2

*) Number of employees as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships.

Employees with worker representation coverage*	2025	2024
Number of employees	6,278	6,230
thereof in subsidiaries with worker representatives	6,089	6,230
Employees working in subsidiaries with worker representatives (in %)	100.0	100.0

*) Number of employees by country as of the respective reporting date (December 31), excluding apprentices and employees in inactive employment relationships. Figures refer to countries in the European Economic Area (EEA). Only countries in which the undertaking has at least 50 employees, accounting for at least 10 percent of the group's total workforce, are considered.

Collective bargaining coverage by country and social dialogue*

	Collective bargaining coverage		Social dialogue
Coverage rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non EEA (estimate for regions with >50 empl. representing >10% total empl.)	Representation at the workplace (EEA only) (for countries with >50 employees representing >10% of the total empl.)
0–19%		Austria, Switzerland and Eastern Europe Northern and Central Europe Asia Pacific (2024: DACH, NCE, APAC)	
20–39%		Western Europe, Middle East and Africa (2024: WE-MEA)	
40–59%			
60–79%	Germany (2024: Germany)		
80–100%			Germany (2024: Germany)

*) Only countries in which the undertaking has at least 50 employees, accounting for at least 10 percent of the group's total workforce, are considered.

Methodology

Methodology for determining “collective bargaining coverage” and “social dialogue”

The metric “employees covered by collective bargaining agreements” is calculated based on the employee-related characteristic “collective bargaining agreement” or “non-collective bargaining agreement.” This characteristic is recorded for all GEA employees. Only employees whose remuneration is governed by a collective bargaining agreement are included in the calculation of this metric.*

The data is collected for all countries within the European Economic Area (EEA) and non-EEA regions with at least 50 employees, provided that these countries account for at least 10 percent of the group's total workforce. Allocation is based on the contractual classification within the global Workday HCM system. In Workday, “payscale” is the technical term used to identify employees who are covered by collective bargaining agreements. Employees with the classification “non-payscale” are not bound by collective agreements.

The data covers all active GEA employees classified as permanent employees, temporary employees, graduate apprentices or apprentices in their transfer year. Apprentices, students and interns do not count as active GEA employees. Data is collected using specific queries in the Workday HCM system, which extracts and aggregates relevant data as of the reporting date (December 31). The HR Data Governance Office (DGO) oversees and manages the data quality control processes to ensure accuracy, consistency and compliance with policies.

Methodology for determining “employee coverage by employee representative bodies”

The proportion of the workforce covered by employee representative bodies is recorded for the relevant EEA countries on the basis of the respective GEA companies. This includes the proportion of employees who are represented by an employee representative body such as a local works council or a trade union.

The number of represented employees is calculated by dividing the relevant share by the total number of employees per company as of the reporting date. The percentage of employees at sites with employee representative bodies is calculated as the ratio of the number of people represented to the total number of employees.

Social dialogue at GEA is conducted via the European Works Council (EWC), which acts as a legal entity for employee representation in all relevant EEA countries with the exception of Belgium. Local works councils perform this role in Belgium in accordance with the relevant works agreements. This means that all relevant EEA countries, including Belgium, are fully covered.

*) In accordance with national regulations, terms such as “exempt”, “subject to collective bargaining” or “CLA” (collective labor agreement) may be used instead. The definition of the characteristic “collective agreement” is identical to the definition of collective bargaining agreements in accordance with the ESRS.

Diversity and inclusion

Fostering diversity and inclusion

As part of the group's Mission 30 strategy, GEA has defined measurable targets in the area of human resources so as to actively promote diversity and equal opportunities. The HR department plays a pivotal role in this and provides the necessary financial and human resources, which is why a detailed explanation of the allocation of resources is not necessary at this point. A dedicated team within the HR department is responsible for implementing and refining diversity and inclusion initiatives (D&I initiatives). The company not only actively combats discrimination but also takes care that gender-neutral language is used starting as early as in the application process. A guide is intended to ensure that the language used in job advertisements is non-discriminatory, particularly in German. In addition, every job advertisement emphasizes that GEA stands unconditionally for equal opportunities. Applicants are considered without discrimination on the basis of age, gender, religion, ethnic origin, special needs, sexual orientation or other protected aspects in accordance with applicable law. GEA also ensures that all HR managers are supported by a special guide on the topic of discrimination and principles for non-discriminatory application processes. The guide helps to prevent discrimination in the selection process and treat applicants fairly.

Moreover, GEA's HR system offers the option to select "other" as a gender entry in addition to male and female, or of not specifying any gender.

Aside from the technical implementation of the German Self-Determination Act within the HR system, GEA attaches great importance to actively providing information about the Self-Determination Act. This serves to prepare the German HR business partners, who act as multipliers within the company. Further, GEA offers online training for all employees on topics such as sexual harassment in the workplace as well as diversity and inclusion via the Percipio learning platform. Participation in the training course "Safe workplaces: understanding and preventing sexual harassment" is mandatory for all employees. GEA is thus sending a clear signal for the creation of a safe and respectful working environment.

Additionally, GEA's Employee Assistance program in 42 of the 61 countries where GEA employs its workforce, offers anybody who is affected anonymous psychological support in the event of discrimination and other stressful situations.

GEA also ensures that employees can report discrimination or harassment via the whistleblower system. All cases are investigated by GEA in accordance with established procedures to clarify them and take appropriate action if necessary. In this way, the company documents its full commitment to promoting diversity, inclusion and equal opportunities, ensuring that discrimination is actively combated and a respectful corporate culture is maintained. More information on whistleblowing can be found in the "Human rights" section of this chapter.

Targets | ESRS S1-5

Sustainable and diverse employment practices

GEA has set the following diversity and inclusion targets to be achieved by 2030 as part of its Mission 30 program:

- By 2030, the proportion of women in top and middle management positions (L1–L5) will increase to 25 percent and the proportion of women in our leadership development programs will increase to 30 percent.
- All employees are to complete training on unconscious bias by 2030.
- GEA actively promotes diversity networks such as Lean In and PRIDE@GEA.

All of the targets mentioned are voluntary, based on standard market analyses and methods, and were not defined because of legal requirements. Performance development compared with the specified targets, monitoring and methodology are presented later in the chapter. In addition to the aforementioned targets, GEA aims to strategically expand its talent pool by targeting more diverse groups. Moreover, sustainable employability will be ensured through the targeted knowledge transfer from experienced employees.



Actions | ESRs S1-2, S1-4

Three pillars for diversity and inclusion

GEA's diversity and inclusion strategy is based on three pillars: ensuring an inclusive work environment for all employees, fostering a diverse workforce and attracting, developing and supporting diverse talent.

The company deploys a range of measures to achieve this. For example, a diverse team approach is followed not just in HR but in all areas across the group. The reason for this is because, as a globally operating company, GEA interacts with a large number of stakeholders – from customers and competitors, through employees, down to government and society – in a challenging international market environment. They all have different impacts on the company. The group meets the great variety of challenges posed by this culturally diverse environment with the principle of diversity, which is understood to mean a workforce with a broad spectrum of personality traits, individual skills and knowledge. These include gender and gender identity, age, ethnic origin and nationality, physical and mental abilities, sexual orientation, religion and ideology, as well as social background. External and organizational aspects such as professional experience can also influence diversity. For GEA, inclusion means the empowerment and involvement of all employees regardless of their individual differences, including equal access to opportunities and resources.

Training

A webinar was held in the reporting year for employees and managers on the topic of "The economic benefits of diversity

and inclusion" to further raise awareness of the business relevance of diversity and inclusion.

Furthermore, all talent acquisition partners were trained in gender-neutral language to enable them to address as diverse a pool of applicants as possible. Tools (e.g. bias decoders) were provided for this purpose.

German Diversity Charter

In its diversity and inclusion initiatives, GEA is guided by the "Charta der Vielfalt" (German Diversity Charter), a corporate initiative to promote diversity within companies and institutions.

GEA signed the Diversity Charter in 2012 and is committed to supporting its principles also in the future. By signing it, the company committed to a respectful and appreciative corporate culture that fosters diversity and actively combats discrimination.

The Diversity Charter promotes the recognition, appreciation and integration of diversity in corporate culture. This is how the GEA Group is increasing the diversity of its workforce, thereby boosting its success and positioning itself as an attractive employer. Diversity counteracts the shortage of skilled workers by enabling access to new target groups on the labor market. This results in more diverse teams capable of developing more creative solutions and bringing forth more innovative products.

GEA employees are kept informed via the intranet, GEA News and the People & Culture Report.

Policies | ESRs S1-1

Diversity and Inclusion Policy

The Diversity and Inclusion Policy is a group-wide global standard for addressing diversity and inclusion. The policy contains key requirements and recommendations for action on this topic for managers and employees. Additionally, the GEA Code of Conduct combines the principles of corporate responsibility with the issues of human and employee rights, diversity and inclusion, measures against discrimination and harassment, as well as personal development and training. These are also part of the Compliance Manual. The Senior Director People & Talent Development function is responsible for rolling out the policy. It is overseen by the Chief Human Resources Officer. The Diversity and Inclusion Policy, which has been in place since 2021, was revised in 2022 to bring it into line with current requirements and developments. It is an integral part of the corporate strategy and will continue to play a pivotal role in GEA's activities to promote diversity, inclusion and equal opportunities. The Diversity and Inclusion Policy was refined through external research, benchmarks and internal interviews with stakeholder groups. This ensures that the company's different target groups are taken into account commensurately.

Information on the policy monitoring process can be found under ESRs G1 "Business conduct."

The policy is available at www.gea.com.

The diversity calendar published by the Diversity Charter, with diversity and inclusion days, is used to draw attention to important days, such as Human Rights Day. During Diversity & Inclusion Focus Month, which evolved from Pride Month, various initiatives are planned to provide information on diversity and inclusion issues. In contrast to Pride Month, several dimensions of the topic of D&I are addressed here.

Diversity & Inclusion Focus Month includes various actions across all D&I streams. Looking ahead, these special Diversity Charter diversity and inclusion days will be communicated even more intensively in-house and systematically followed up. The actions are not documented.

PROUT@WORK

GEA has been a member of PROUT@WORK since 2023 to support the concerns of queer employees* in the group. This German organization supports individuals, networks, companies and organizations with strategic advice on workplace culture, educational offerings and awareness training for employees and managers. Additionally, GEA employees have established a cross-site queer group. GEA is also an active member of Germany's Rhine-Ruhr Diversity Network, under whose auspices it organizes an annual Diversity Day to which all employees are invited.

In addition to quarterly virtual network meetings, GEA uses the opportunity to review and adapt its own processes for market conformity with regard to queer issues. Alongside raising awareness of diversity networks (e.g. PRIDE@GEA), this initiative aims to promote safe, supportive and equitable workplaces where queer employees feel valued and can show themselves authentically, free from discrimination or prejudice. This ensures that equal opportunities for queer people become a matter of course and everyday practice, allowing talent and potential to be fully developed. Greater visibility of queerness creates an inclusive working environment and promotes employee well-being, diversity, innovation and performance, while at the same time strengthening the company's attractiveness as a diverse and socially responsible employer.

GEA measures the effectiveness of the initiative through its own queer network, which was established in 2023 and now has 42 members (2024: 30 members).

Information on queer topics is communicated via the GEA website, Viva Engage and the People & Culture Report.

Group Inclusion Agreement

A diverse workforce emerges from a shared understanding and actions based on common values. This is why GEA seeks dialogue focused not just on quotas or hiring but also based on conduct and values. The group is convinced that diversity in all its forms leads to enrichment, thus making a significant contribution to success. In the recruitment process, for instance, diversity criteria are included as standard. The 2023 Group Inclusion Agreement documents GEA's intensive efforts to integrate people with special needs and ensure their participation in the workforce. The Group Inclusion Agreement aims to provide equal opportunities for all people and to prevent the discrimination and social exclusion of people with special needs. This is how GEA is reaching new groups of people as employees in order to counter the shortage of skilled workers. Long-serving, seasoned employees who experience an impairment in the course of their lives can thus be employed for longer and hence mitigate demographic change.

GEA does not collect any data on the integration of people with special needs. The Group Inclusion Agreement was communicated in-house via GEA News and through the local works councils in Germany. It is available to all employees on the intranet page of the works councils.

1) "Queer" is used as a collective term for "lesbian, bisexual, gay, trans inter* and more," but also as an independent self-designation that questions the limiting categories of "homosexual/bisexual/heterosexual," "male/female," "cisgender/transgender."



Group Works Agreement concerning the global executive selection procedure

Diversity and inclusion are firmly enshrined in the HR processes, for example in the Group Works Agreement concerning the global executive selection procedure in the context of personnel development and succession planning for the GEA Group, which governs our recruitment process. Specific selection criteria that consider diversity aspects apply when nominating people for leadership development programs. This allows GEA to ensure that genders are fairly represented in leadership development and that the target is achieved.

The Group Works Agreement concerning the global executive selection procedure in the context of personnel development and succession planning for the GEA Group was published in 2021 in-house by target group-specific communication and can be accessed at all times via the Policies and Procedures Center. The hiring manager is responsible for ensuring that the HR business partner is involved in the recruitment process at an early stage, that the global recruitment and placement process is followed and that the selection interviews are conducted. That manager also makes the final hiring decision and ensures that the selected candidates are onboarded.

The talent acquisition partner steers the recruitment process and ensures that the policies applicable to this process are adhered to. To safeguard implementation of the Group Works Agreement, all managers who advertise a vacant position receive another reminder of the applicable Group Works Agreement by way of an automatic notification in the Workday HCM system. This measure ensures that the manager complies with the requirements of the Group Works Agreement and acts in accordance with the company-wide standards. This ensures a transparent, standardized process for filling vacancies in the company.

The HR business partner acts as an advisor to the manager during the recruitment process and when making hiring decisions. They also conduct the GEA Signature for Leadership* interview, involve the talent broker to recommend employees and have a right of veto if people do not meet the quality standards.

The talent broker helps to place qualified and high-potential internal candidates for open positions and provides all available information about the proposed candidates.

The works councils are involved in the process in accordance with local co-determination requirements.

*) The GEA Signature for Leadership describes six attributes that characterize the understanding of leadership. It serves as a guidance framework for all managers within GEA.

Implemented and planned D&I actions

Key actions either implemented or projected in the area of diversity and inclusion are listed in the following.

Gender

- Expanding the women's network
 - GEA's Lean In Community grew by 21.6 percent year-on-year, meaning that the number of participants has increased from 426 to 518. The Lean In Circles within this community are self-organized women's networks – based on the book Lean In by Sheryl Sandberg – that support women's careers. These are mostly informal meetings encouraging women to develop greater self-confidence and ambition. They offer a supportive community in which women strengthen and motivate each other to reach their full potential. The participants share experiences, discuss challenges and support each other in their professional and private lives. These circles are designed to help women achieve their goals and assert themselves in leadership positions
- Internal communications campaigns for International Women's Day and external activities to promote Female Engineering Day
- Launch of the global Female Mentoring Program, which is open to employees who identify as female. Both mentors and mentees are female. The mentoring program is supported by a matching platform that creates the best possible matches across countries and divisions, based on a questionnaire. As of the reporting date (December 31), there were 21 mentoring pairs
- Participation in external female mentoring by the Female Resources organization was launched as a pilot project
- Inclusive recruitment policy
 - A diversity and inclusion statement for management positions was added to the recruitment policy. This ensures that at least one female candidate is on the short-list for open positions

Queerness

- Cooperation with PROUT@WORK
 - Active participation in PROUT@WORK conferences and deep-dive dialogue formats
 - The PRIDE@GEA employee network was opened up to allies and recorded growth of 40 percent in 2025, increasing its membership from 30 to 42

- Awareness campaign
 - Internal communications on Diversity & Inclusion Focus Month and Coming Out Day, including video material to raise awareness of coming out in the workplace
 - Communication of a quiz for the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
- Training and system improvements
 - Provision of learning content on the topic of inclusion via GEA's Percipio learning platform
 - Additional technical updates in the Workday HCM system to represent all genders

Overarching D&I topics

- Networks and partnerships
 - GEA is a member of the Rhine-Ruhr Diversity Network and co-organizer of the annual German Diversity Days
 - GEA is a signatory to the German Diversity Charter
- Leadership and learning:
 - Provision of numerous self-study material (e-learning, books) provided via GEA's Percipio learning platform
 - Provision of training on sexual harassment in the workplace for managers and employees available as an e-learning module
- Tracking and measurement
 - Employee survey update: D&I question (GEA has created an environment in which people from different backgrounds can succeed) to measure satisfaction and progress with regard to D&I at GEA

Planned actions by 2030

- Initiation and strategic priorities
 - Start of D&I roadmap planning (creation of an action plan to initiate new measures and continue existing measures in the area of D&I) in accordance with Mission 30
 - Key action areas identified to support strategic goals

Priorities and initiatives

- Gender
 - Inclusive language in recruitment
 - Gender-neutral wording in all job advertisements
 - D&I training material for recruitment
 - Training on gender-neutral job advertisements in Recruiter Community Calls
 - Partnership development
 - Developing partnerships with organizations and universities that promote women in certain industries (e.g. Lean In Circles at universities)

- Mentoring and sponsorship programs
 - Women's Lean In network expanded, with the goal of 20 percent more participants
 - Launch of the GEA Female Mentoring Program
- Strengthening female role models
 - Development of a communications strategy with keynotes and sponsorships to present women as role models internally and externally
- Queerness
 - Continuation and expansion of existing actions
 - Supporting the Employee Resource Group by encouraging allies with the aim of increasing participation by 20 percent
 - Recruiting allies*
 - Internal support for allyships* through various communications materials
 - Sponsorships
 - Appointment of in-house supporters for greater visibility of and backing for queer issues
 - Expanded internal communications
 - Organization and provision of keynotes, articles and training material to raise awareness and educate employees
- Unconscious bias
 - Training and awareness programs
 - Launch of an interactive workshop format for training all employees about unconscious bias
 - Hands-on workshop format supports the development of multipliers who effectively promote the topic and anchor it within the group
 - Use of various communication channels and self-study materials (e.g. via GEA's Percipio learning platform) to ensure and promote sustainable awareness
- Communications
 - D&I communications calendar created to share regular and consistent updates on global D&I topics (internal and external)
- Overarching topics
 - D&I toolbox established on the GEA intranet for resources to promote D&I initiatives
 - Existing HR processes such as recruitment and promotion optimized to allow for better inclusion

*) Allyship is to be understood as championing solidarity and community spirit. Allies are people who enjoy social advantages due to their nationality, age, gender, religion, physical and mental abilities, sexual orientation or social background, and use these advantages for the benefit of the less privileged. The aim is to overcome the underlying power and inequality imbalances.

Metrics | ESRS S1-9

Diversity and inclusion metrics

Distribution of employees by age group* (in %)	2025	2024
< 30 years old	9.8	9.2
30–50 years old	56.2	56.1
> 50 years old	32.8	34.8

*) Percentage of employees as of the respective reporting date (December 31) excluding apprentices and employees in inactive employment relationships; employees are categorized by date of birth, insofar as available. No age information was available for 1.2 percent of all employees as of the reporting date.

Leadership development programs – annual participation	2025	2024*
Number of participants in the development program per year	296	141
thereof female	90	43
thereof female in %	30.4	30.4

*) Figures only refer to the Talent Pipeline leadership development program.

Methodology

Leadership development programs

The target relating to the proportion of women in leadership development programs was expanded compared with the previous year. While a 30 percent share of women was targeted for the “Talent Pipeline” leadership development program in the previous year, the new Mission 30 targets apply to all leadership development – with the intention of promoting a balanced gender distribution across all such programs. For this reason, the number of participants increased in the 2025 reporting year.

Participants are documented as talents in the Workday HCM system by the relevant local HR business partners following a successful selection process. The documentation can be used to create global or local reports with personal data.



	2025		2024	
	Number	(in %)	Number	(in %)
Gender distribution at top management levels				
Supervisory Board	12	100.0	12	100.0
thereof male	8	66.7	7	58.3
thereof female	4	33.3	5	41.7
thereof other	0	0.0	0	0.0
thereof not reported	0	0.0	0	0.0
Executive Board	3	100.0	3	100.0
thereof male	3	100.0	3	100.0
thereof female	0	0.0	0	0.0
thereof other	0	0.0	0	0.0
thereof not reported	0	0.0	0	0.0
Upper management level (reporting lines 1 to 3) ¹	628	100.0	610	100.0
thereof male	502	79.9	493	80.8
thereof female	123	19.6	117	19.2
thereof other	0	0.0	0	0.0
thereof not reported	3	0.5	0	0.0
Middle management level (reporting lines 4 and 5) ¹	1,646	100.0	1,621	100.0
thereof male	1,353	82.2	1,347	83.1
thereof female	287	17.4	272	16.8
thereof other	0	0.0	0	0.0
thereof not reported	6	0.4	2	0.1
Total management (reporting lines 1 to 5) ^{1, 2}	2,274	100.0	2,231	100.0
thereof male	1,855	81.6	1,840	82.4
thereof female	410	18.0	389	17.4
thereof other	0	0.0	0	0.0
thereof not reported	9	0.4	2.0	0.09

1) Figures refer to all GEA employees as of the respective reporting date (December 31), excluding employees in inactive employment relationships. This figure only includes managers in the sense of the management of an organizational unit. The management levels listed refer to the hierarchical levels of GEA's organizational structure, consisting of the Executive Board level and the hierarchically subordinate levels and describes the reporting line to the Executive Board. The percentage distribution of genders relates to the respective management level.

2) The figure for 2024 is based on management levels L1 to L5 and deviates by 339 managers from the originally reported figure for 2024, as levels L6 and L7 are no longer included in this calculation. As a result, the proportion of women reported for 2024 shifts by 1.2%, and the share of male managers decreases by -1.2%. Starting in 2025, reporting will focus on levels L1 to L5, as GEA aims to specifically increase the proportion of women within these levels. The KPI for 2025 and the following years will therefore be aligned with these relevant levels, enabling better comparability with the goals set by GEA and reflecting progress toward achieving the established gender diversity targets.



Training and skills development

Targets & actions | ESRS S1-5, S1-4

Training and skills development

Training and skills development are particularly important for personal development.

1. **Mandatory training:** To comply with direct and indirect legal requirements, GEA offers several mandatory training courses worldwide, supported by an escalation process*.
2. **Access for all to the learning platform:** All employees with a GEA email address have access to the Learning Management System (LMS). Anyone with a work smartphone can also access the learning opportunities on the move.
3. **Public login stations** were installed at selected sites for access to the learning opportunities.
4. **Through Workday Learning**, GEA offers a wide range of different, relevant learning activities for various target groups – from sales and service, through project management and business units, down to executives.

Through its wide range of in-person, online and integrated training initiatives, GEA actively contributes to the development of its workforce and ensures that everyone has the skills and knowledge required to meet future challenges.

Perform & Grow

GEA Workday Learning is the virtual platform and central point of contact for all aspects of learning. The learning platform is home to the company's entire training portfolio.

GEA supports and promotes all needs-based employee training measures required for employees to perform their jobs. Several employee surveys have revealed that career and development opportunities for employees have to be further improved. The Perform & Grow program, which is available to all GEA employees, allows employees to discuss their career expectations with managers, jointly identify development needs and translate these into appropriate development measures. Workday Learning supports the annual Perform & Grow process, giving managers and employees a better overview of the training and courses completed and making it easy to track development activities.

*) An escalation process for mandatory training describes the gradual approach that GEA uses to ensure that all persons meet the requirements for participation. This process applies if people do not complete the mandatory training within the specified deadlines. The aim is to ensure compliance, identify potential obstacles and communicate consequences. Typical steps in the escalation process: first reminder, second urgent reminder, involvement of managers, involvement of the next-highest manager up to members of the Executive Board.

Metrics | ESRS S1-13

Training, performance and career development reviews

	2025					2024				
	Male	Female	Other	Not reported	Total	Male	Female	Other	Not reported	Total
Performance and career development reviews										
Employees who participated in regular performance and career development reviews	13,085	3,434	0	79	16,598	12,181	3,388	0	10	15,579
Employees who participated in regular performance and career development reviews (in %)	87.8	86.8	0	68.1	87.5	82.0	88.7	0.0	22.0	83.2

	2025					2024				
	Male	Female	Other	Not reported	Total	Male	Female	Other	Not reported	Total
Training hours										
Average number of training hours per employee*	10.3	9.6	0.0	8.8	10.2	8.6	7.4	0.0	10.8	8.4

*) Training hours refer to all GEA employees (full-time and part-time).

Methodology

Methodology for determining regular performance and career development reviews and average training hours

Certain disclosures made in the previous year were not included in the current presentation due to immateriality.

The performance and career development reviews are conducted from November of the previous year through the end of the reporting year.

In the same way as the total time spent on all training courses, the data used to calculate the metrics is recorded separately by gender and then adjusted for duplicates to determine the number of unique learners in each category.

The average training hours per person are calculated by dividing the total number of hours by the total number of employees as of the reporting date (December 31).

Employee surveys

ESRS S1-2

Targets | ESRS S1-5

Actions | ESRS S1-2, S1-4

Improving employee satisfaction and corporate culture through targeted feedback

All GEA employees are regularly asked to rate both the company and their direct supervisor in 13 different dimensions as part of structured employee surveys. These include engagement, hands-on management, growth opportunities, trust in leadership, employee communications, positive working environment, meaningful work, rewards and benefits, organization effectiveness, customer centricity, innovation, sustainability and diversity.

The main objective of the survey is to strengthen employee satisfaction and corporate culture by actively involving the workforce in the company's development and responding specifically to its feedback. GEA also gains valuable insights into the satisfaction and stress levels of employees, as well as how meaningful they find their work.

Employee satisfaction as a target

By 2030, at least 80 percent of employees are expected to award a favorable rating to the Engagement dimension, with its three components. In addition to the Net Promoter Score (NPS)*, this also includes a loyalty component, which measures employees' loyalty to the company, as well as a motivation component, which assesses employees' commitment to their tasks:

- I would recommend GEA as a good place to work.
- I would choose to stay with GEA even if offered the same pay and benefits elsewhere.
- I am motivated to go beyond what is normally expected to help GEA be successful.

In the employee survey for the reporting year, 76 percent rated this dimension favorably (2024: 74 percent).

Conducting employee surveys and securing results

For a professional employee survey, GEA has been working since 2019 with global consulting firm Mercer Deutschland GmbH, which also specializes in data analysis and surveys. To ensure the best possible comparability, the statements are standardized and presented in the same form. In order to strengthen employees' trust both in the survey and management, the survey is communicated extensively at all levels. All results from the survey are published exclusively in aggregated form to guarantee the anonymity of the participants.

The participation rate in the reporting year was 80 percent of all GEA employees (2024: 79 percent). Following the employee survey, managers agree actions with their employees aimed at optimizing existing processes or establishing new ones. This ensures that the survey results lead to concrete initiatives that contribute to the continuous improvement of working conditions and corporate culture.

The employee survey is widely accepted by the workforce, who trusts that the results of the survey will be pursued and action will be taken. All GEA managers are trained in dealing with the results so they can respond to the survey findings and implement any necessary changes.

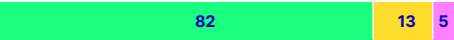
*) The Net Promoter Score (NPS) is used in the employee survey to determine whether employees would recommend GEA as a good place to work. For further information, see Methodology.

Metrics | ESRs S1 – MDR-M

Engagement in GEA
(in %)

1. I would recommend GEA as a good place to work.

2025



2024



3. I am motivated to go beyond what is normally expected to help GEA be successful.

2025



2024



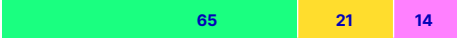
Favourable Neutral Unfavourable

2. I would choose to stay with GEA even if offered the same pay and benefits elsewhere.

2025



2024



Engagement in total

2025



2024



80%
Mission 30
KPI

Methodology

Methodology used to calculate the target in the Engagement dimension

GEA measures the target in the Engagement dimension as part of the annual employee survey¹. The central statement for the Net Promoter Score (NPS) is: "I would recommend GEA as a good place to work." Responses are rated using a Likert scale², with the approval rating resulting from the positive answers (strongly agree/agree). The NPS is calculated as the difference between promoters (positive ratings) and detractors (negative ratings).

In addition, the survey includes statements on employee loyalty ("I would choose to stay with GEA even if offered the same pay and benefits elsewhere") and motivation ("I am motivated to go beyond what is normally expected to help GEA be successful"). These responses are also included in the assessment of employee engagement.

The survey is anonymous and only aggregated results are used. This means that the responses of at least five employees per manager are combined to form an overall score, thus ensuring that no conclusions can be drawn about individual respondents. These aggregated results are then compared with internal benchmarks as well as with global and industry-specific standards.

All employees who have completed the survey are included in the calculation, regardless of demographic or department-specific differences. The participation rate is calculated by comparing the number of responses submitted to the total number of employees invited to participate. All employees who received an invitation to complete the survey – either by email or via kiosk login (for employees without a GEA email address) – are considered potential participants. Incomplete or unrated statements are not included in calculating the participation rate. The participation rate is reviewed annually and disclosed in the results reports.

1) The results were validated by an external third party (Mercer).
2) The Net Promoter Score (NPS) is used in the employee survey to determine whether employees would recommend GEA as a good place to work. Based on a scale of 0 to 10, the NPS was originally used in market research to measure the probability of recommendation. Organizational psychologists and professional organizational psychology institutions prefer the Likert scale, which is also used here. Respondents indicate their agreement or disagreement on a graduated scale, for example, from "strongly disagree" to "strongly agree." This makes it possible to measure and quantify subjective opinions or attitudes.

Occupational health and safety

ESRS S1-1

Strong occupational safety culture

GEA has a strong occupational safety culture. This is because employees' health is key to coping with the physical and psychological stresses of a demanding job and to sustaining their performance. GEA has always made it a top priority to create a safe working environment for all employees, contractors and service providers. The aim is to avoid any accidents or illnesses from the outset. By applying global processes and standards as part of its central occupational health and safety management system, GEA seeks to ensure that any hazards and risks that could result in workplace accidents and work-related illnesses can be identified in good time and remedied sustainably.

General health, individual screening and prevention are at least as important as protection against accidents and hazards in the workplace. GEA aims to make use of various health promotion measures that even go beyond legal requirements. The company's decentralized occupational health management system is run either by the divisions and regions or the respective sites. The GEA Care program centralizes health management and is integrated into the occupational health and safety strategy. This strategy underpins the sustainability strategy with specific measures as well as additional occupational health and safety targets.

Targets | ESRS S1-5

Reducing lost time injury frequency and severity rates

GEA has set specific targets for the lost time injury frequency rate (LTIFR), lost time injury severity rate (LTISR) and proactive incident rate (PAIR).

The company is committed to proactive risk management and has set ambitious safety targets through 2030. The main target is to reduce the lost time injury frequency rate (LTIFR) to 2.5 by the end of 2030. A target of 3.73 was set for the reporting year. The lost time injury severity rate (LTISR) of such accidents is to be reduced by 10 percent annually – with a target value of 98.28 for 2025. Both targets were narrowly missed in the reporting year, despite significant reductions in both the accident frequency rate (LTIFR), which decreased by 13 percent to 3.89, and the accident severity rate (LTISR), which decreased by 4 percent to 105. These targets document GEA's strategy of promoting a safe working environment by means of continuous performance monitoring and specific safety initiatives.

At the same time, the proactive incident rate (PAIR) – including unsafe situations, unsafe behavior and near misses – was to be increased by 20 percent in 2025, with a target value of 870.55. A further increase of 14 percent is planned for 2026. Starting in 2026, a fixed annual PAIR target of 1,000 will be maintained to strengthen the focus on identifying hazards at an early stage. At the end of the reporting period, the proactive incident rate (PAIR) amounted to 857 and thus, despite a significant increase of 13 percent, remained marginally below the target value.

Following a communications campaign spearheaded by the Executive Board and the CEOs of the divisions and regions in 2024, GEA introduced a new global standard for health, safety and environmental management (HSE) in the reporting year.

This marked a significant step for GEA toward strengthening its global safety culture and improving operational consistency.

The standard defines the minimum HSE requirements that must be implemented at all GEA sites worldwide to ensure a consistent and proactive approach to risk management.

The framework is based on 24 key elements that cover critical areas, including:

- Leadership
- Hazard identification and reporting
- Operational safety
- Environmental responsibility
- Contractor management

The long-term goal is zero accidents. This is why an occupational health and safety risk assessment is always carried out as part of the due diligence process in respect of potential new acquisitions or projects. An additional target to be achieved in 2026 is to obtain ISO 45001 certification for all production sites with an occupational health and safety management system (2025: 43 of 52 production sites in total, 2024: 36 of 51 production sites in total).

Occupational Health and Safety Policy

The Occupational Health and Safety Policy, which came into force in 2023, describes GEA's occupational safety principles. It applies to all GEA companies, managers and employees and to the entire value chain (including suppliers, contractors and other GEA business partners worldwide). Together with the GEA Safety Core Rules, this policy is central to the company's occupational safety standards. Both define the following:

1. **Proactive safety:** GEA promotes a safety culture in which employees actively participate in continuously improving safety conditions. This includes training and regular assessments of the safety guidelines.
2. **Risk and hazard assessment:** Occupational safety must be considered early in the internal workplace planning phase and in projects. Assessing the risk of physical and psychological stress is a core element of this approach. It is both an opportunity and a tool for the early detection, prioritization and elimination of the identified hazards and risks that may arise due to GEA's business activities. The actions defined as a result are systematically implemented as part of local action plans.
3. **Compliance with standards:** GEA expects all employees and business partners to comply with both legal requirements and internal occupational safety standards at all times. Compliance is supported by regular internal and external audits.
4. **Supplier responsibility:** Suppliers and subcontractors must also comply with GEA's occupational health and safety standards. The group encourages ISO 45001 certification of occupational health and safety management systems and contractually requires its suppliers to ensure occupational safety and comply with measures based on the International Labour Organization Conventions.
5. **Emergency management:** A robust emergency management system with clear reporting processes and crisis management strategies is in place to deal with any accidents or crises that might arise. It is organized globally by the Information Security department; the HSE department is an integral part of the system.

The Vice President Health, Safety, Environment, Energy & Travel Security is responsible for the policy; rollout and compliance are the responsibility of the management teams at the individual companies. The policy is available at www.gea.com.

Centralized and decentralized HSEE units

GEA's central Health, Safety, Environment and Energy (HSEE) department is supported by decentralized HSE departments in the divisions, regions, countries and companies. The goal is to ensure a safe and healthy working environment for all employees and to comply with legal requirements as well as GEA's own occupational safety standards. In addition, the company has established a central crisis management system. At its larger sites, several employees are responsible for occupational health and safety. They are appointed by the local companies in accordance with the respective country's legal provisions and act as HSE managers for each company.

The central HSEE department reports to the Chief Operating Officer (COO) and regularly updates the Executive Board and Supervisory Board on health and safety risks.

GEA Care Policy

The global GEA Care Policy has provided the framework for occupational health management since 2024. It serves as a specialist network linking GEA's sites worldwide and is driving the rollout of targeted health management systems. The varying experiences and needs of those involved are shared through regular dialogue and meetings and synergy effects are leveraged, for example, by joint actions. The head of the central HSEE department is responsible for the policy; rollout and compliance are the responsibility of the management teams at the individual companies.

All policies are available to employees on the GEA intranet. Information on the policy monitoring process can be found under “ESRS G1 Business conduct.”

Actions | ESRS S1-4

Ensuring occupational health and safety

By applying systematic processes based on its central occupational health and safety management system, GEA seeks to ensure that the hazards and risks that could result in work-related accidents and illnesses can be identified in good time and remedied sustainably. GEA's occupational health and safety management system is certified to ISO 45001 and covers 82.7 percent of our production sites (2024: 70.6 percent).

The company's "#SafetyByChoice" campaign encourages all employees to integrate occupational safety aspects into their day-to-day work and proactively report hazardous situations without delay. They are expected to practice safe behavior and avoid risks by complying with GEA's safety guidelines. The guideline on HSE responsibilities for GEA managers and employees governs all associated actions, such as regular occupational health and safety training and qualification courses as well as regular reviews of how effective the necessary safety and protective actions are.

Employees and managers alike are required by law and the company's own regulations to avoid injuries, illnesses and negative impacts on the environment. Managers are responsible for ensuring compliance with official occupational health and safety regulations and additional GEA requirements. They are authorized to issue instructions, seek support and escalate issues. The "Global GEA HSE training program for managers" is an online training course that has been mandatory for all GEA managers since 2024, teaching them about their duties and the available tools in the area of occupational health and safety. In addition to training materials, 60 different training posters – based on the safe systems of work – were made available to the sites in 12 languages during the reporting period. These communicate the rules simply and clearly. Both contingent workers and contractors are given regular

training on all relevant health and safety aspects and are provided with information about GEA standards and comprehensive instructions before starting work.

In accordance with the respective national regulations, those concerned must complete country-specific occupational health and safety training courses for certain activities or equipment with risk potential, such as working at height or using forklift trucks. Such courses are the responsibility of the local management teams and site managers. In this connection, 82 uniform minimum standards (safe systems of work) must be considered by GEA companies worldwide. These apply to every GEA employee and to contract workers in all activities commissioned by GEA.

The GEA Safety Core Rules are ten core occupational health and safety rules representing the minimum standards in this area. They are covered by the global HSE training that is mandatory for all employees and is provided in 22 languages. Additionally, all GEA employees can test their knowledge of the safety rules in an interactive quiz on the company's intranet. Downloadable posters and booklets explaining the Safety Core Rules in a readily understandable way are also available there.

Occupational health and safety management is monitored by both internal and external (independent) audits. For example, all GEA production sites as well as the group's major repair shops and testing locations are independently audited (HSE compliance audits) every three years. 19 audits were carried out in the reporting year (2024: 22 audits). GEA's occupational health and safety management systems certified to ISO 45001 also undergo independent auditing at least once every three years (2025: 25 audits; 2024: 16 audits). Compliance with GEA standards and ISO certification requirements is regularly reviewed by internal HSE Excellence Audits (2025: 21 audits; 2024: 20 audits). The Executive Board receives regular reports on the audit findings.

At the same time, the findings provide an opportunity to initiate any necessary actions. To this end, GEA continuously analyzes accident causes and hotspots. The company systematically records the primary causes of accidents, the types of injuries, the body parts affected and other related accident data.

Potential and actual hazardous situations at the workplace can be reported swiftly and simply, for example, via cell phone using the Quentic QHSE software. Scanning a QR code generates a form that must be filled out and submitted together with a photo of the relevant hazard area, if available. The report is automatically forwarded to the submitting employee's line manager and the local HSE department to ensure that the hazardous situation is eliminated as quickly as possible.

Occupational healthcare is provided in accordance with the respective national requirements. Health services are contracted locally and in compliance with the relevant legislation. At GEA sites in Germany, the occupational health team is part of the Occupational Health and Safety Committee. The committee provides a platform for planning, coordinating and evaluating actions to improve occupational health and safety at GEA and encourages employees to participate in the occupational health and safety organization. HSE committees have been established at country and site level in accordance with local requirements. According to the new global HSE management system standard, those entities without a committee must set one up by 2026.

Fatal and serious accidents, fires, explosions or environmental and safety incidents are immediately reported to the Executive Board and divisional management via the Serious Events Notification System. This also applies to incidents involving contractors' employees working on behalf of GEA. The system allows us to respond quickly to serious events, potentially minimize their impact and promptly initiate investigations into incidents. This is followed by a dedicated lessons-learned process with the aim of avoiding similar incidents in other areas, identifying actions for improvement and communicating them throughout the group. The Serious Events Notification System is also used to report incidents related to GEA products and plants, which are recorded and analyzed even if one of the group's products or plants was not the cause of the incident. All GEA sites are required to draw up their own contingency plans and regularly review their effectiveness.

The safety of subcontractors is just as important as that of GEA's own workforce. That is why occupational safety is not only an integral aspect of the terms and conditions specified in the Code of Conduct for Suppliers and Subcontractors but is also a core element of GEA's supplier assessments and a regular feature of supplier audits. GEA has been recording serious accidents and other incidents affecting sub-

contractors' employees – for instance, on construction sites or at the company's plants – in the Serious Events Notification System for many years. Since 2023, all accidents resulting in lost time involving subcontractors' employees and related to work on behalf of GEA have likewise been recorded to facilitate a better assessment of subcontractors' occupational health and safety performance. This is also intended to ensure that subcontractors comply with GEA safety standards.

Contracts with customers, suppliers and subcontractors are subject to the respective safety standards of both parties at all times. If a contractual partner's standards are more stringent than GEA's, these will also extend to GEA employees. Contracts contain provisions governing occupational health and safety as well as related procedures.

To achieve its long-term zero-accident target, GEA applies a consistent precautionary approach to occupational health and safety. This means that, for the purpose of detecting potential risks and hazards early on and preventing possible accidents, the company has also been recording and analyzing near misses worldwide since 2017. Just like actual accidents, near misses are systematically analyzed to initiate a follow-up process with defined responsibilities and a specific set of actions. Building on the progress made in recent years, the rollout of the global HSE management system standard in 2025 has further strengthened the foundation for consistent and effective safety practices at GEA – thus positioning the company to make continuous improvements and boost performance in the years ahead.

Actions relating to occupational health and safety

GEA Care

All occupational health and safety services and procedures must be established to reflect the needs and specific situation at each site. Cultural, religious and local factors must similarly be taken into account. Only close cooperation with healthcare providers, health insurance companies and medical officers, coupled with the exchange of information between the HR department and the works council as well as registering the needs of the workforce, can deliver sustainable success and allow a futureproof health management system to emerge.

GEA Care has been the relevant system for occupational health management at GEA since 2021. It is designed to maintain the motivation and performance of the workforce. Each year, various actions are implemented to promote health in the workplace – both physical and mental health. These actions cover a range of formats, including mandatory occupational medical examinations, flu vaccinations and ergonomics training, coupled with offerings relating to psychosocial support, nutrition, addiction prevention and stress management.

The group's local-level health management system exceeds statutory healthcare as well as established occupational health and safety requirements. It encompasses a range of benefits and initiatives such as health days, monthly health promotion events, nutrition counseling, programs to prevent psychological stress and sports offerings. Employees in Germany also have access to a health portal provided by an external service provider.

It is becoming increasingly important to ensure that all employees have quick and easy access to psychological services if necessary. This is the only way to create a healthy and contemporary working environment that promotes mental health and facilitates intervention for all employees and any family members who are directly affected. For this reason, an Employee Assistance Program (EAP) is available to employees in 22 countries. The EAP offers free, confidential advice on both professional and personal challenges. Sessions can be conducted by phone or in person with a psychologist from the external provider's local network.

To enable other sites to benefit from the experience gained over many years, GEA is working on an ideas database to collate useful materials and information. Looking ahead, this database will also give smaller sites and companies access to planning aids for internal marketing and the design of occupational health actions.

Focus on mental health

Health management is an integral part of employee development programs at many sites. Promoting the mental health of employees is becoming increasingly important because it contributes significantly to their motivation, commitment and well-being and thus to higher productivity. In cooperation with the Group Works Council, a company agreement was concluded to provide guidance on the risk assessment of psychological stress factors in the workplace.

In addition, the "Hi, how are you?" campaign collected specific ideas and suggestions on how to improve the mental health of employees in all departments. The campaign was awarded second place in the "Best Ideas Campaign" category of the German Idea Management Prize (Deutscher Ideenmanagement Preis) in 2025.

Actions relating to product safety

GEA is responsible for ensuring product safety across the entire life cycle of its products (product monitoring obligation). In this connection, GEA companies are responsible for ensuring compliance with the applicable product safety guidelines during development, production, procurement and installation. This applies worldwide to all divisions and business units delivering technical products, machines, systems, assemblies, components and solutions. The divisions and business units are responsible for the specific products and for product safety, which they are also required to monitor. They manage the development and transformation of their product portfolios on the basis of the Mission 30 group strategy.

The divisions and business units define specifications and set safety targets for products on the basis of risk assessments and analyses, at the same time ensuring compliance with both statutory and voluntary requirements.

The potential risk that may be posed by each plant, machine or component must be taken into account separately in the construction, testing and operation stages. Avoiding mechanical, biological, chemical, electrical and acoustic hazards is the central purpose of a standardized machine and plant safety risk assessment in accordance with ISO 12100. GEA products are designed in such a way that, for instance, potential noise emissions are already taken into account in the development phase. Corresponding noise measurements are carried out under operating conditions in accordance with ISO 3746. The risk assessment is conducted as part of the development and requisite technical documentation processes, often using failure mode and effects analysis (FMEA). This method makes it possible to uncover potential weaknesses and errors in a machine or process, assess the associated risk and provide guidance on avoiding errors and minimizing damage.

After products have been delivered, their safety is monitored based on service reports, reports on near misses and actual serious safety incidents, product recalls from suppliers, information from product safety committees and safety-related design changes. The goal is to avoid any serious, product safety-related incidents or workplace accidents caused by or involving GEA products.



Product safety committees (PSCs) in the divisions and business units monitor and evaluate reported incidents involving GEA products that could lead or have led to a risk to human life, harm to human health or environmental or property damage at customers. Committee leadership is determined by division or business unit management. Meeting once every quarter, the interdisciplinary PSCs fall under the technical direction of the Quality Management department and regularly exchange information with each other via that department. The committees are tasked with monitoring product safety and the associated targets, taking appropriate action to prevent and remedy product safety defects as well as minimizing legal and financial risks for GEA. The PSCs collect and evaluate information about the use of a product during its life cycle.

Depending on market and customer requirements as well as industry-specific statutory requirements, GEA also performs product audits, including external type testing and product safety inspections.

GEA confirms statutory product conformity by means of, for instance, labels such as the CE label, FDA approval or other process- or application-related conformity requirements.

Aside from the product safety officers, all other development, production and service employees receive in-depth product safety training. In addition, product training courses, which also cover safety-related aspects, are held both for GEA employees and customers. Customers can also commission GEA to regularly check the condition of machinery and equipment in order to ensure disruption- and accident-free operation.

All components, machinery and equipment produced by GEA undergo specific product safety tests that follow defined procedures. Test protocols are created for aspects relevant to safety. GEA service personnel monitor product safety during operation of the machinery and equipment. Any incidents are systematically recorded and reported.

Metrics | ESRS S1-14

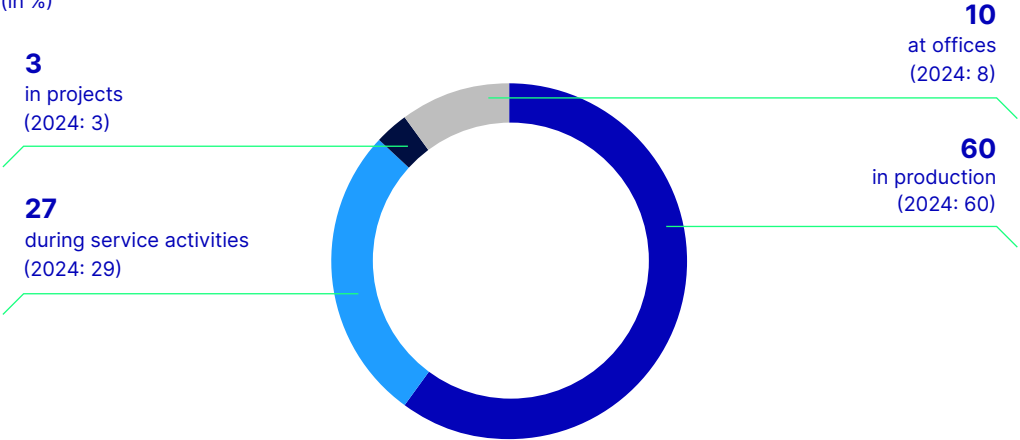
Occupational health and safety performance

Compared with the previous year, the number of accidents in 2025 decreased by 13 percent (see “Occupational safety metrics” table). Over a slightly lower number of hours worked, GEA saw a significant decline in the lost time injury frequency rate (LTIFR) to 3.89 accidents per million hours worked (2024: 4.45). A total of 164 work-related accidents were reported (2024: 189). There were no accidents resulting in lost time at 226 sites, representing 77.1 percent of the GEA sites covered by the reporting system (2024: 231 sites, representing 76.5 percent of GEA the sites). Furthermore, no fatal accidents were reported by GEA or by subcontractors working for GEA (2024: no fatal accidents reported by GEA and one fatal accident reported by subcontractors working for GEA).

In the reporting year, the lost time injury severity rate (LTISR) decreased by 4 percent to 105 days lost after accidents per million hours worked (2024: 109). The proactive incident rate (PAIR) rose to 857 (2024: 757), representing an increase of 13 percent. This is encouraging because it means that actions to eliminate unsafe situations or behavior can help prevent accidents. As in the previous year, GEA's average accident rate was significantly lower than that of the accident insurance in the wood and metalworking industrial sector “Berufsgenossenschaft (BG) Holz und Metall” (2024: 19.93, 2023: 20.12) and below the average of all accident insurance sectors (2024: 11.36, 2023: 12.06). Accident insurance data for 2025 is expected to be available starting in mid-2026.

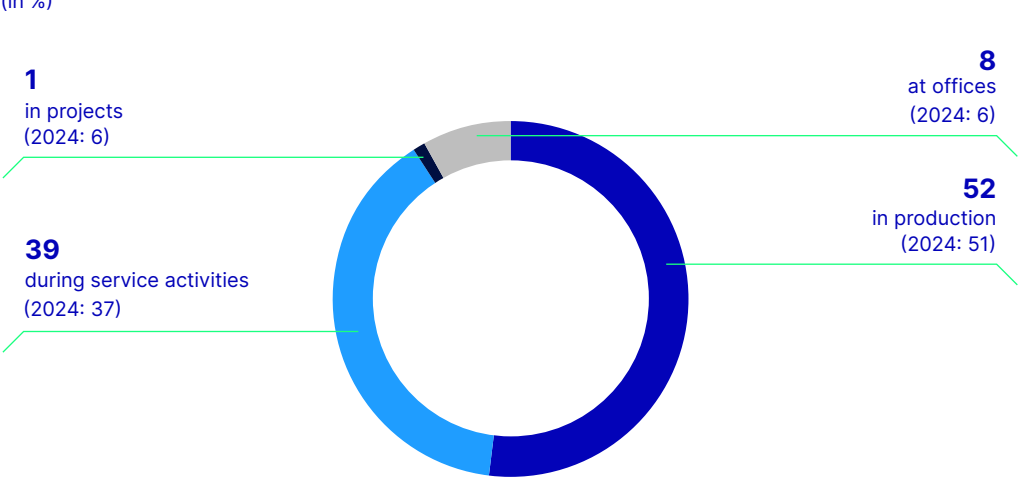
Worksite accidents by place of activity

(in %)



Lost time from worksite accidents by place of activity

(in %)





Occupational safety metrics	2025	2024
Lost Time Injuries	164	189
Fatalities as a result of work-related accidents	0	1
thereof own employees	0	0
thereof non-employees ¹	0	0
thereof other workers ²	0	1
Fatalities as a result of work-related ill health	0	0
thereof own employees and temporary workers	0	0
thereof non-employees ¹	0	0
thereof other workers ²	0	0
Number of days lost due to work-related injuries/accidents	4,403	4,638
Number of days lost due to work-related illnesses	69	369
Lost Time Injuries (other workers) ²	15	25
Gross Lost Time Injury Frequency Rate (Gross LTIFR)	4.25	5.04
Lost Time Injury Frequency Rate (LTIFR)	3.89	4.45
Lost Time Injury Severity Rate (LTISR)	105	109
Proactive Incident Rate (PAIR)	857	757
Number of cases of recordable work-related illnesses	2	3
Total Recordable Injury Frequency Rate	24.69	26.66
Sites without occupational accidents with downtime (in % compared to all sites)	77.1	76.5
Proportion of workforce incl. temporary workers covered by a health and safety management system (in %, based on number of employees) ³	100.0	100.0

1) At GEA, this includes self-employed and temporary workers in particular.

2) Employees of contractors working on behalf of GEA.

3) All employees and temporary workers are covered by our Occupational Health and Safety Policy.

Methodology

Methodology used to calculate occupational safety metrics

The calculations and methodologies used to determine the occupational safety metrics are described below. Accidents and incidents are reported for GEA employees and contingent workers, students/interns and apprentices. The data is recorded and calculated manually and decentrally in a global reporting system.

Calculation of the hours worked

To calculate working hours, the number of employees and contingent workers is extracted monthly from the Workday HCM system. Based on that data, total working hours are calculated using assumptions regarding the number of hours worked.

Employees in companies acquired or divested during the year are counted for the months in which those companies are owned by GEA.

Disclosure of work-related accidents, lost days and frequency rates

Work-related accidents resulting in lost days (as defined in Annex II of Commission Delegated Regulation (EU) 2023/2772) include the number of reported work-related injuries with one or more lost days. The days lost due to work-related accidents or injuries are counted as whole calendar days, excluding the day of the accident. Since 2018, GEA has counted up to 182 lost days as defined by the European Statistics on Accidents at Work (ESAW). Based on this data, GEA calculates the gross lost time injury frequency rate (gross LTIFR) as follows: number of work-related accidents resulting in lost days (GEA employees, non-employees and other workers) x 1,000,000, divided by the number of hours worked (GEA employees) during the reporting period. Contractors' hours worked are not taken into account here, which makes the metric more conservative.

Total injury rate

The total injury rate is calculated from the total reported work-related accidents resulting in lost days and work-related accidents without lost days x 1,000,000, divided by the number of hours worked during the reporting period.

Lost time injury frequency rate

The lost time injury frequency rate (LTIFR) is the number of reported work-related accidents resulting in lost days (GEA employees) x 1,000,000, divided by the number of hours worked (GEA employees) during the reporting period.

Lost time injury severity rate

The lost time injury severity rate (LTISR) describes the number of days lost after reported accidents resulting in lost days x 1,000,000, divided by the number of hours worked during the reporting period.

Proactive incident rate

The proactive incident rate (PAIR) is calculated from the number of other reported incidents (e.g., unsafe situations, unsafe behavior or near misses) x 1,000,000, divided by the number of hours worked during the reporting period.

Human rights

Respect for human rights is a top priority

Integrity, respect and fair and responsible conduct are corporate principles that are firmly embedded at GEA (see ESRS G1 “Business conduct”). That is why the group is committed to fully respecting, protecting and promoting human rights. This applies both to the company’s own workforce and to workers in the value chain. Hence, the following statements always refer to the entire value chain since GEA respects human rights equally, whether these relate to its own employees, contractors or suppliers.

GEA is committed to upholding the core labor standards of the International Labour Organization (ILO) and applies the principles of respect, honesty and loyalty in its conduct. To ensure that human rights are also respected in the supply chain, the group expects responsible and sustainable conduct not only from its employees but also from all business partners and suppliers.

GEA’s approach is aligned with the 17 United Nations Sustainable Development Goals (SDGs), which serve to ensure sustainability in global economic, social and ecological development and establish a recognized international framework. The SDGs and human rights are two sides of the same coin. Respecting human rights supports the goals of the United Nations 2030 Agenda for Sustainable Development. In addition, GEA is committed to the Ten Principles of the UN Global Compact (UNGC), the seven Women’s Empowerment Principles (WEPs) for gender equality, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the UN Convention on the Rights of the Child (UNCRC). The UNGC is a worldwide pact between businesses and the United Nations that aims to make globalization more socially and ecologically responsible. The WEPs are a joint initiative of UN Women and the UN Global Compact. The UNCRC is an international treaty that protects the rights of children worldwide and guarantees their basic needs as well as their right to development, protection and participation.

Targets | ESRS S1-5, S2-5

Strict zero-tolerance policy

GEA pursues a strict zero-tolerance policy when it comes to the protection of human rights. This applies both to its own employees and to its suppliers. This makes non-violation of human rights an evergreen target for the company. To this end, our own entities undergo a full risk assessment every year.

The target is aligned with the aforementioned international frameworks. Nevertheless, all of the targets mentioned here are voluntary, based on standard market analyses and methods, and were not defined because of legal requirements. Progress in respect of each target as well as the monitoring and methodology are presented later in this section. The targets, actions and metrics that relate specifically to human rights in the supply chain are reported in ESRS S2 “Workers in the value chain.”

GEA’s whistleblower system gives all stakeholder groups and risk carriers the opportunity to report risks or violations relating to human rights. Any reports, identified risks or confirmed violations are taken into account when setting human rights targets.

In defining the target and the associated policies and actions, there was no direct cooperation with employees beyond that described in the International Labour Organization standards.



Policies | ESRS S1-1, ESRS S2-1

The issue of human rights is defined in GEA's Human Rights Policy, which applies both to the company's own workforce and to workers in the value chain; it is supplemented by the company's Whistleblower Protection Policy.

Human Rights Policy

The Human Rights Policy represents GEA's commitment to respecting human rights in accordance with the German Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) and underscores the company's aspiration to exert a positive influence by adhering to sustainable and fair business practices. Approved at the highest management level by the Executive Board, it applies to all GEA subsidiaries, managers, employees and business partners worldwide.

The policy is based on compliance with international human rights standards:

- The International Bill of Human Rights, which consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights
- The ILO Declaration on Fundamental Principles and Rights at Work

The United Nations (UN) Guiding Principles on Business and Human Rights

- The Principles of the UN Global Compact
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The UN Convention on the Rights of the Child (UNCRC)
- The UN Women's Empowerment Principles (WEPs) and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- The UK Slavery Act 2015

The policy also refers to international conventions governing chemicals and waste:

- The Minamata Convention on Mercury
- The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
- The Stockholm Convention on Persistent Organic Pollutants (POPs Convention)

The policy defines GEA's obligations with regard to various human rights aspects, including the rejection of child and forced labor and the prohibition of slavery or slavery-like practices and trafficking in human beings. It also describes guaranteeing fair working conditions, combating violence and discrimination, complying with the applicable safeguards for young workers and addressing the issue of a living wage. In addition, it

regulates the observation of working hours and rest periods, the implementation of occupational health and safety to provide a safe workplace for all employees as well as the protection of the rights of risk carriers. GEA also considers freedom of association, the protection of Indigenous and local communities, the prohibition of pollution (soil, air, water and noise), the prohibition of unlawful forced eviction and the unlawful taking of land, forests and water resources, the prohibition of the inappropriate use of security forces and the protection of natural resources to be fundamental human rights.

The policy serves as a comprehensive framework for human rights compliance – for example, by way of governance, risk assessment, preventive and (potential) remedial action, monitoring, grievance mechanisms and documentation. Additionally, it provides comprehensive information about GEA's secure whistleblower channels, which can also be used to submit anonymous reports about potential human rights violations.

If existing policies and actions are revised or new ones are created, the affected stakeholder groups participate indirectly by way of the reports they have submitted and the incidents that have occurred. Their legitimate representatives, including the Group Works Council, are involved in revising existing policies or creating new ones. With regard to workers in the value chain, the Code of Conduct for Suppliers and Subcontractors applies alongside the Human Rights Policy. Further information on this policy can be found in ESRS S2 "Workers in the value chain."

Whistleblower Protection Policy

The Whistleblower Protection Policy is the binding framework for processing whistleblower reports and protecting whistleblowers. It is applicable to all whistleblowers who submit reports via the GEA whistleblower system – whether they are GEA employees or third parties.

GEA's Chief Compliance Officer is responsible for updating and complying with the policy. Monitoring is performed by the CEO and the Supervisory Board; the document is also shared with the Audit and Cybersecurity Committee and the Group Works Council.

When updating existing policies and the associated actions, the affected stakeholder groups participate indirectly by way of the experience acquired from the reports they have submitted and the incidents that have occurred.

The policy is available at www.gea.com.

Internal Investigations Policy

The core Internal Investigations Policy applies to all GEA companies and employees worldwide. It defines minimum standards for internal investigations into possible compliance violations within the group. The Compliance & Integrity department is responsible for implementing this policy. If compliance violations are confirmed by an internal investigation, a Compliance Committee decides on the necessary actions, including possible sanctions.

The Compliance & Integrity department reports monthly to the Executive Board on the status of all ongoing compliance investigations and on those investigations completed in the previous month.

The protection of whistleblowers is governed by the EU Whistleblower Protection Directive, the provisions of which must be observed throughout the entire investigation procedure and, in the event of any doubt, take precedence over the rules set forth here. Applicable data protection laws, the GEA Data Protection Policy and codetermination regulations must be complied with at all times.

In 2023, GEA also introduced the Human Rights Violation Investigation Policy, which was reviewed and revised in the reporting year.

The policy governs the handling of human rights risks and violations within our own companies, along the value chain and in respect of other stakeholder groups such as local communities. It covers the steps in the preparation of investigations, preliminary investigations and the actual investigation process. These include the human rights impact assessment process, the involvement of stakeholders and reporting in the event that risks or violations are identified. The policy likewise governs the responsibilities and procedure for processing reports and for dealing with more complex incidents or the adverse impacts of GEA's operations on rights holders, which requires a human rights impact assessment by an independent third party.

In addition, human rights were included in GEA's internal controls. Moreover, Internal Audit performs human rights audits as third-line audits.

GEA's Chief Sustainability Officer (CSO, who is also the Human Rights Officer) is responsible for updating and complying with the policy. Monitoring is performed by the CEO and the Supervisory Board; the document is also shared with the Audit and Cybersecurity Committee and the Group Works Council.

The policies described above are available on the GEA intranet.



Actions | [ESRS S1-3](#), [ESRS S2-3](#), [ESRS S2-4](#)

Reporting and dealing with (potential) violations

GEA enables its own employees as well as external persons and communities to immediately report any violations of company policies.

The reporting system functions as follows: A report is received via one of the formal channels described below and is immediately checked for plausibility by the responsible department on the basis of its specific policies and requirements. A plausible report is classified as a “case” and fed into the central case management system. In line with GEA’s Internal Investigations Policy, all cases are processed and then documented in the case management system using a standardized group-wide template. If there are any additional department-specific policies that specify the investigation procedure (e.g., the Human Rights Violation Investigation Policy), these similarly apply.

Using a certified electronic whistleblower channel, which has been adapted to the requirements of the German Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG), the EU Whistleblower Directive and the corresponding German implementing law, compliance-relevant violations such as human rights and environmental violations can be reported in 19 languages, both anonymously and under the individual’s own name. Initially, the reports are forwarded solely to trained investigators in the respective departments for further investigation. In the case of explicit reports of human rights risks or violations, they include the Human Rights Officer and a dedicated investigator.

It is also possible to use a telephone reporting channel established in cooperation with an external law firm. In addition to potential human rights violations, the system can be used to report corruption offenses that violate the Code of Conduct as well as violations of antitrust and data protection laws (including anticompetitive practices), export control violations and information security violations.

Human rights violations may also be reported as a voice message via a voice intake tool that is available in 20 languages from 58 national telephone numbers.

As well as using the whistleblower system, all employees can contact their line manager, the local HR department or the Human Rights Officer directly.

GEA’s Whistleblower Protection Policy addresses the protection of individuals from retaliation when they report incidents, concerns or needs via the whistleblower system.

GEA proactively informs its own workforce and its suppliers about the whistleblower system. This is, for instance, incorporated into the mandatory human rights training for all employees, which is likewise made available to suppliers.

GEA’s suppliers are required to publicize the GEA whistleblower system to their employees and to facilitate their access to it, unless the suppliers have their own equivalent whistleblower system. If suppliers have their own whistleblower system, appropriate proof of this is required. Overarching information on supply chain management can be found under “Sustainable procurement.”

In line with the Human Rights Violation Investigation Policy, any (potential) risk or violation is reported to the GEA Human Rights Officer, who then appoints an investigation team.

Any confirmed risks or violations and possible remedial action are submitted to the Human Rights Committee, chaired by the Human Rights Officer, which decides on the implementation of the proposed actions.

In the reporting year, 66 reports were received via the whistleblower system (2024: 23 reports), none of which indicated any human rights violations within GEA’s own companies or the supply chain, meaning that no material risks or violations were identified (2024: no material risks or violations identified). This indicates that the system is known, trusted and effective in addressing relevant concerns at an early stage, both within GEA itself and in the supply chain. Similarly, there were no cases of non-compliance with the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve workers in either the upstream or downstream value chain (2024: no cases). Accordingly, there was no involvement of stakeholders in either own companies or across the entire value chain (2024: no involvement of stakeholders).

The Human Rights Officer reports to the Executive Board and Supervisory Board about their work, both regularly and on an ad hoc basis but at least once a year. These reports also cover the presentation of potential cases.

Human rights risk management
 in own operations

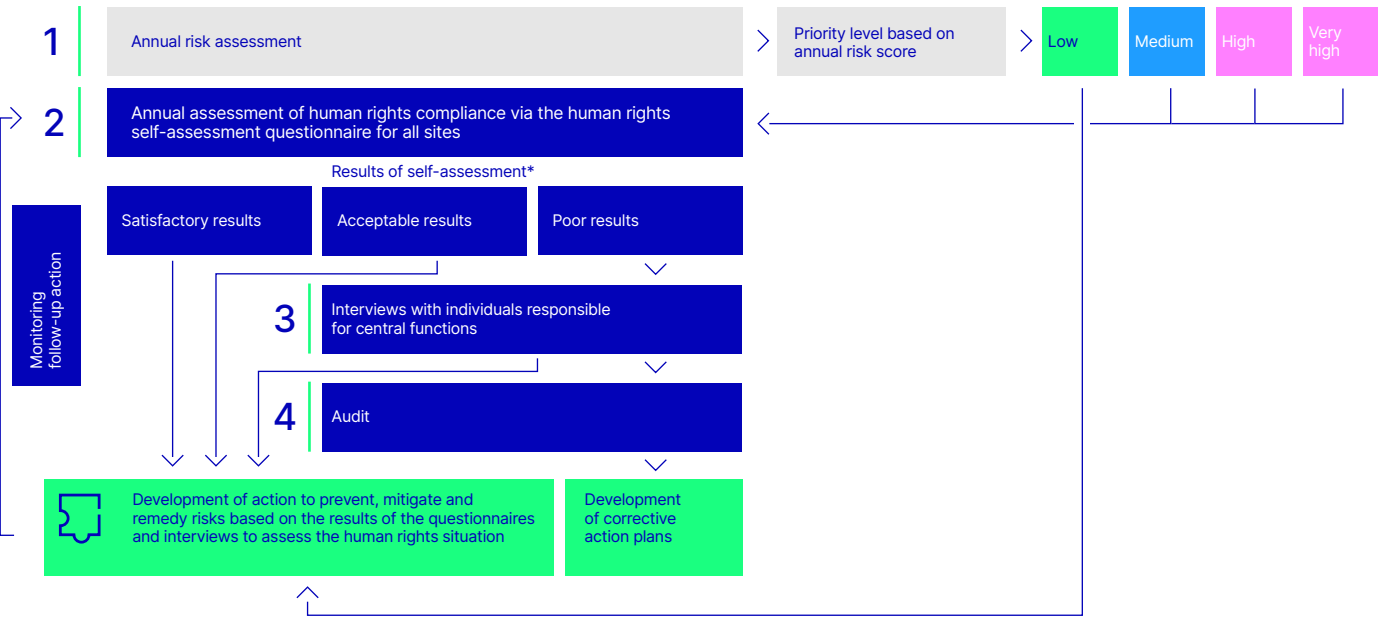
Within the context of implementing the German Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG), GEA examines the risks relating to all fundamental human rights in its own business activities (human rights due diligence). These include the right of association, the right to collective bargaining and the prohibition of discrimination, trafficking in human beings and forced and child labor. All GEA locations undergo a gross risk analysis. Risk assessments – like those for new locations and M&A activities – have been performed once a year since 2023. In the first step, the relevant GEA locations are defined and a gross risk value is calculated. GEA considers all locations at which employees work to be relevant, regardless of their employment relationship. The gross risk value takes account of all LkSG-relevant risks and is based on two assessment criteria: probability and impact. Each assessment criterion is further broken down into individual risk factors with different weightings:

- Probability: location, industry
- Impact: severity, reversibility, reach

To protect smaller groups and individuals, GEA gives reach a lower weighting than severity and reversibility because, in its own operations, it makes no difference to individual rights holders how many other rights holders are affected.

Human rights due diligence – risk management in operations

Development of standard procedures for our own sites with a focus on preventive action



*) See human rights self-assessment for thresholds for awarding points.

The implementation of global and local preventive actions is considered in performing the specific risk analysis and determining the net risk value. Global preventive actions include implementing relevant policies such as the Human Rights Policy, deploying certified occupational safety and environmental protection management systems as well as human rights training and information campaigns. Local preventive actions take account of audit findings and complaints (including those not related to human rights). In addition, information on the implementation of risk mitigation actions as defined by the LkSG was collected from 63 locations with a medium gross risk. The responses to the associated questionnaire were also used in assessing the net risk value. Moreover, this assessed whether certain groups of people such as young employees, Indigenous population groups, local communities or migrant workers are particularly at risk. The risk analysis did not identify any risks for these particularly vulnerable groups. If any self-assessments reveal an elevated risk, the next step is to plan interviews or audits at the locations. The Human Rights Officer responsible for implementing the risk analysis of our own companies reports to the Executive Board and Supervisory Board at least once a year about the results of the risk analysis and the actions taken on this basis. Further information on human rights risk management in the supply chain can be found in ESRs S2 "Workers in the value chain."

Human rights training

In order to raise awareness among its own employees, GEA has established a permanent human rights training course as a preventive action. The topics covered include, for instance, the available channels for reporting (potential) violations. The mandatory training course is delivered to all active employees, including part-time employees, in the workforce of more than 18,000 via GEA's Workday Learning platform. Topics covered include all LkSG-relevant risks such as discrimination, child labor, trafficking in human beings, slavery and forced labor and the right to association, collective bargaining and collective action, which are of particular relevance to workers in the value chain. The training additionally deals with the topic of sexual harassment.

Since 2023, all employees who refuse to participate in mandatory training may face sanctions under labor law. The training that must be completed by all employees promotes awareness of human rights issues and an understanding of the rights of employees, suppliers and the local community. In addition, as in the mandatory compliance training, the options for reporting violations are again outlined specifically.

In 2025, GEA also provided mandatory refresher courses for employees who had already participated in human rights training, ensuring their renewed awareness.

The fact that, once again, no human rights incidents were reported in the past year indicates the effectiveness of the training in respect of all types of human rights incidents, both in relation to the company's own workforce and to the entire supply chain. Thus no action plan had to be prepared and assessed by a committee. As a result, no operational or capital expenditure has been defined for current or future remedial actions, nor have any such expenditures been assessed in the context of green bonds, social bonds or green loans, environmental or social targets, or policy objectives. This means that it was not necessary for an external body to conduct a quality validation.

Metrics | ESRs S1-17

Metrics on reports and (potential) violations

Incidents, complaints and severe human rights impacts (own undertaking)	2025	2024
Number of incidents ¹ of discrimination, including harassment	3	3
Number of complaints ²	66	23
thereof complaints filed through channels for people in the undertaking's own workforce to raise concerns	66	23
thereof complaints filed through National Contact Points for OECD Multinational Enterprises	0	0
Total amount of material fines, penalties and compensations	0	0
Number of severe human rights incidents (own workforce)	0	0
thereof incidents of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises	0	0
Total amount of fines, penalties and compensations	0	0

1) Incidents refer to any complaint concerning an alleged or actual breach of laws, policies, or codes of conduct, that, after an initial plausibility check, triggers an internal investigation. At GEA, the terms “case” and “incident” are used synonymously.
2) Complaints include all reports received about possible risks and violations from whistleblowers via formal grievance mechanisms. At GEA, the terms “complaint” and “report” are used synonymously.

Methodology

Methodology for recording and assessing incidents, complaints and severe human rights impacts (own undertaking)

The complaints described are recorded via the company's internal whistleblower system. The figures are based on the information in this system. No estimates are made.

Relevant issues can also be identified via other channels, such as personal discussions, emails or as part of compliance spot checks or internal audits. Depending on the outcome of the assessment, the issues are transferred to the case management system. This case management system maps all reports and relevant facts that, due to their severity, have been classified as a case following a plausibility check by the specialist department responsible.

GEA distinguishes between complaints and cases:

- Complaints (or reports) are all information received via the GEA whistleblower system (BKMS tool, hotline and voice intake tool for potential human rights violations).
- Cases are complaints that have been investigated and classified as plausible, as well as facts that have otherwise come to attention (see above) which, due to their seriousness, trigger an investigation and can be tracked (an example of a case that cannot be tracked is an anonymous complaint with no specific reference to a person or company).

If any human rights violations actually occur, the Compliance & Integrity department and the Human Rights Officer are notified about any fines, penalties or compensation if these result from previously processed cases and the Legal department, to which the Compliance & Integrity department belongs, is involved in the associated proceedings.

ESRS S2 | Workers in the value chain

Working conditions, Equal treatment and opportunities for all, Other work-related rights



Positive Impact

- GEA ensures **fair working conditions** in the value chain, which leads to greater job satisfaction and an improved work-life balance.
- GEA actively promotes the **health and well-being** of workers in the value chain, both within and outside of the workplace, which positively impacts the health of the workers in the value chain.
- GEA sets **global health and safety standards** that go beyond the legal requirements. Those standards also apply to workers engaged on behalf of GEA, thus ensuring the highest levels of safety worldwide.
- GEA sets the **highest standards for product quality and safety**, thereby guaranteeing the best health and safety conditions for the workers operating its machinery.
- GEA provides **knowledge and information about sustainability practices** to workers in the value chain, which allows them to contribute to environmental targets and reduce the environmental footprint.

- GEA actively contributes to an **inclusive society** and proactively **combats all forms of discrimination**.
- GEA's Supplier Sustainability Engagement Program promotes **fair working conditions** for workers in the value chain.¹

Negative Impact

- Work-related accidents** may occur at GEA or anywhere in its value chain, which could lead to injuries, chronic or acute work-related illnesses or, in extreme cases, fatalities.
- GEA is unable to fully control the behavior of workers in the value chain, meaning that **violence or sexual harassment** cannot be ruled out.
- At a local level, it may not always be possible to consistently and reliably verify the **age of new employees** or new workers in the value chain, meaning that there is a heightened risk of inadvertently hiring minors.²

- Limited transparency and monitoring of numerous suppliers, some of which are located in regions with a heightened risk of **forced labor**, could lead to undetected **violations of labor rights**.²

Opportunity

- GEA's **reliability as a responsible partner** is reinforced through greater sensitivity to matters of human rights and fair working conditions with respect to its value chain.²
- A **diverse, multifaceted workforce** can boost innovative potential and encourage disruptive thinking. This gives GEA a competitive advantage and ensures resilient business processes.

1) Further information on this can be found in chapter E1 & S2 "Sustainable Procurement".
2) Further information on this can be found in chapter S1 "Own workforce", section "Human rights".

ESRS S2

Workers in the value chain

Sustainability along the entire value chain

GEA considers fair and safe working conditions along the entire value chain to be an essential feature of responsible and sustainable business activities. However, to ensure that aspects such as human rights are also respected in the supply chain, the group expects responsible and sustainable conduct not only from its employees but also from all business partners and suppliers. Human rights compliance by suppliers and subcontractors in their own business activities and along the entire value chain is closely linked to the protection of occupational health and safety and the responsible procurement of critical raw materials. These issues are interdependent because fair and safe working conditions at suppliers, subcontractors and service providers are a prerequisite for the sustainable manufacture and use of products.

When procuring minerals and metals that are essential to manufacturing many products and components, GEA is careful to ensure that human rights are respected. After all, mineral ores and metals may have significant negative impacts on people in the regions where they are extracted. This applies particularly to tin, tungsten, tantalum and gold, also known as 3TG or conflict minerals.

In the past, many armed conflicts and the associated human rights violations were financed directly or indirectly through the extraction, trade, handling and export of these minerals.

Because GEA procures only small and non-reportable quantities of conflict minerals, it is not obliged to report them in accordance with the EU Conflict Minerals Regulation (Regulation (EU) 2017/821). Nor is the group required to make disclosures to the U.S. Securities and Exchange Commission (SEC), which means it is not subject to reporting in accordance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. Nevertheless, due to the signal effect of this issue, GEA voluntarily complies with these requirements and submits reports accordingly.

The overarching strategy on human rights and the issues of trafficking in human beings, forced and child labor in the supply chain and the corresponding policies and actions are described in ESRS S1 “Own workforce” and the following paragraphs.

Impacts, risks and opportunities in connection with workers in the value chain

As part of its double materiality assessment*, GEA has conducted a comprehensive analysis of stakeholder groups to identify and evaluate the actual and potential impacts, risks and opportunities in connection with workers in the value chain (ESRS S2). In this way, it is possible to include relevant stakeholder groups along the entire value chain and consider perspectives outside the company's own value chain.

Investors, customers, employees, applicants and not least society at large increasingly call for specific information from undertakings such as GEA about the sustainability of their supply chains. This information includes disclosures about whether they are exercising human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights, the ILO Conventions and the German Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG). In this context, there is a growing focus on compliance with high safety standards, irrespective of whether members of an undertaking's own workforce or workers who do not belong to the undertaking's own workforce are conducting activities on behalf of the undertaking.

For its manufacturing operations, GEA turns to suppliers worldwide to purchase raw materials, semi-finished and intermediate products and, above all, components that are not based on its own core technologies. The company also purchases plant components for the construction and delivery of various process solutions and prefers to outsource work such as construction site and installation services to subcontractors. This means that GEA's activities have potential social impacts along the entire value chain.

* Further information on the double materiality assessment and the application of the LEAP approach can be found in ESRS 2 “General disclosures” under “Double materiality assessment.”

Targets | ESRs S2-5

Binding supply chain targets

GEA also pursues a strict zero-tolerance policy with regard to human rights compliance by its suppliers. Direct suppliers with revenue of at least EUR 10,000 with GEA in the previous year are subject to an annual risk analysis relating to possible human rights violations. Moreover, the group is committed to sourcing components, materials and services exclusively from suppliers who fully share its values with regard to respect for human rights, integrity and environmental responsibility. This commitment is enshrined in the Code of Conduct for Suppliers and Subcontractors. With regard to compliance with human rights such as the prohibition of forced labor, trafficking in human beings and child labor, the Code is based on the ILO Conventions. In this way, the company indirectly takes the interests of supply chain workers into account when setting targets.

Additionally, GEA has a strong occupational safety culture. This is because the health of its employees, contractors and service providers is key to coping with the physical and psychological stresses of a demanding job and to sustaining their performance.

The goal is to ensure safe working conditions for everyone who works on behalf of GEA. Part of the #SafetyByChoice program that came into force in 2023 is a global HSE standard that also addresses the topic of occupational safety when deploying contractors.

Further information on GEA's targets and actions relating to a strong occupational safety culture and respect for human rights can be found under "Occupational health and safety" and "Human rights" in ESRs S1 "Own workforce." In the supply chain area, the stakeholder groups affected did not explicitly participate in formulating the targets but were indirectly involved through the embedding of the ILO Conventions in GEA's Code of Conduct for Suppliers and Subcontractors. Performance development compared with the specified targets, monitoring and methodology is presented later in this section.

Actions | ESRs S2-4, S2-2

Occupational health and safety in the supply chain

GEA has a strong occupational safety culture that covers all suppliers and subcontractors as well as its own employees. Contracts with customers, suppliers and subcontractors are subject to the respective safety standards of the contractual partners at all times. If a contractual partner's standards are more stringent than GEA's, they will also extend to GEA employees. Contracts contain provisions governing occupational health and safety as well as related procedures. Occupational health and safety are directly linked to two United Nations Sustainable Development Goals (SDGs): SDG 3 "Good health and well-being" and SDG 8 "Decent work and economic growth."

Occupational safety is an integral aspect of the terms and conditions specified in the Code of Conduct for Suppliers and Subcontractors. It is also a core element in GEA's supplier assessments and a regular feature of supplier audits. GEA has been recording serious accidents and other incidents affecting subcontractors' employees – for instance, on construction sites or at GEA's plants – in the Serious Events Notification System for many years.

Moreover, since 2023, the group has been recording all accidents resulting in lost time involving subcontractors' employees and related to work on behalf of GEA in order to better assess subcontractors' occupational health and safety performance and ensure their compliance with GEA's safety standards.

Policies | ESRs S2-1

Code of Conduct for Suppliers and Subcontractors

In analogy to the GEA Code of Conduct, the Code of Conduct for Suppliers and Subcontractors obliges suppliers and subcontractors to comply with key principles relating to their responsibility toward society, the environment and individuals in connection with the production of goods or the provision of services. The core of the Code is the commitment to ensuring human rights, environmentally sound business practices, business integrity and access to a whistleblower system (further information on the whistleblower system can be found in ESRs S1 “Own workforce”), as well as the extensive expectations relating to sustainability along the entire supply chain, including the requirements for GEA that derive from Germany’s Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG).

In the reporting year, the Code of Conduct was revised once more and expanded to include the topics of equal opportunities, protection against harassment, equal pay, biodiversity and non-deforestation.

The Code of Conduct for Suppliers and Subcontractors is a mandatory part of all framework agreements with GEA and of all other contracts for the supply of goods or services to the company. It also covers all purchases (direct and indirect expenditures). By signing a framework agreement or order confirmation, suppliers verify that they have understood the Code of Conduct, accept it in full and will implement it within their undertakings.

- Respect for human rights, including non-discrimination, fair wages and working hours, freedom of association and occupational health and safety
- Recognition of the principles of social responsibility in accordance with ISO 26000
- Application of a certified environmental management system in accordance with ISO 14001
- The Conventions of the International Labour Organization (ILO)
- The UK Modern Slavery Act 2015

The ILO Declaration on Fundamental Principles and Rights at Work

- The United Nations (UN) Guiding Principles on Business and Human Rights
- The Principles of the UN Global Compact
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- UN Women’s Empowerment Principles
- The Universal Declaration of Human Rights

The Code of Conduct for Suppliers and Subcontractors is the responsibility of the Senior Vice President Direct Procurement and the Senior Vice President Indirect Procurement. The Senior Director Sustainable Procurement & Supply Chain is responsible for implementation.

Conflict Minerals Policy

The Conflict Minerals Policy is consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, general global fair trade policy, the Ten Principles of the UN Global Compact and the ILO core labor standards. The policy applies to all companies associated with GEA as well as to all GEA employees and suppliers.

It is the responsibility of the Senior Vice President Direct Procurement. The Senior Director Sustainable Procurement & Supply Chain is responsible for implementation.

Occupational Health and Safety Policy

The Occupational Health and Safety Policy not only applies to all GEA companies, managers and employees but also emphasizes the responsibility of suppliers and subcontractors in respect of compliance with occupational health and safety standards. Among other aspects, the policy governs the obligation to comply with the occupational health and safety standards defined by GEA and to take account of the risk and hazard assessment. In addition, the policy formulates GEA’s ambition to encourage suppliers to obtain certification to ISO 45001 or equivalent standards in order to ensure a high level of occupational health and safety. The responsibility for occupational safety in the supply chain lies with the central Health, Safety, Environment and Energy (HSEE) department, in conjunction with Sustainable Procurement & Supply Chain.

Further information on the scope of the policy and responsibilities can be found in ESRs S1 “Own workforce.”

All policies are available at www.gea.com. Information on the monitoring process is provided in ESRs G1 “Business conduct.”

Human rights risk management
in the supply chain

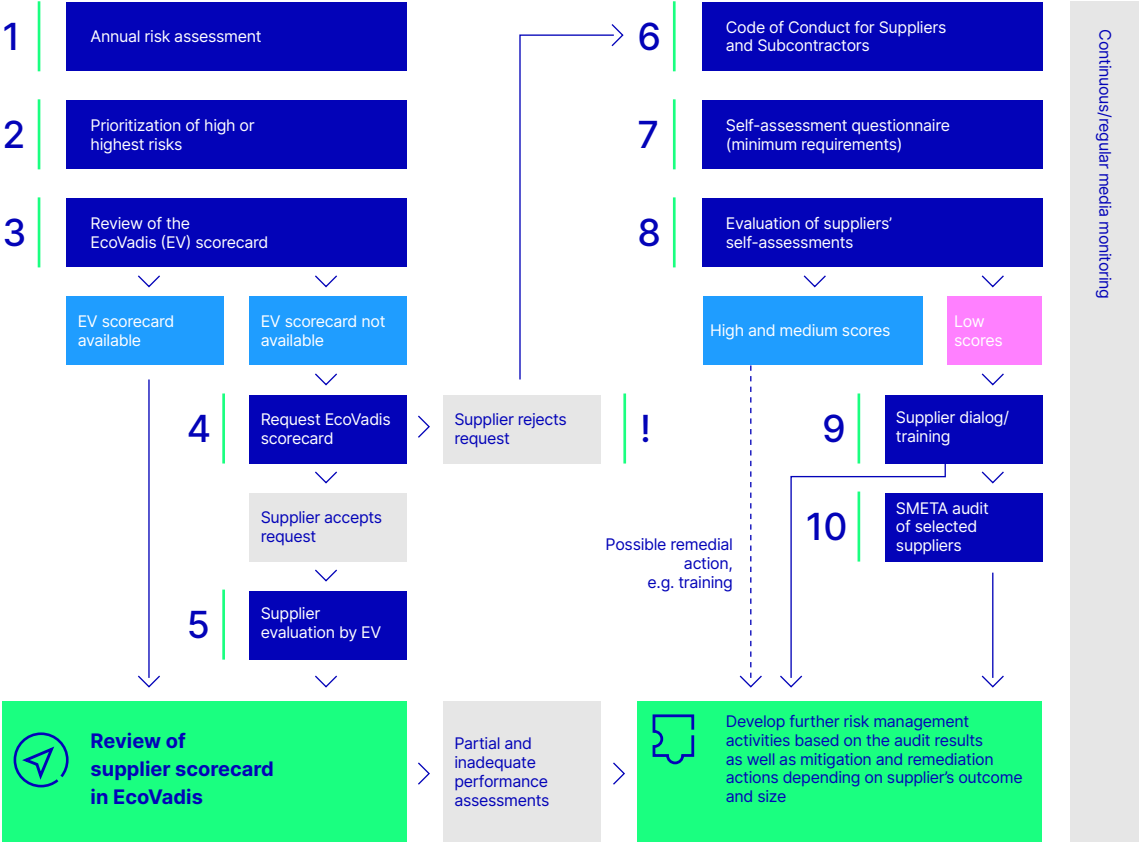
In the same way as it does for its own business operations, GEA uses an IT-based risk management tool (human rights due diligence) in order to continuously identify, avoid or minimize the risk of human rights violations in the supply chain. The EcoVadis IQ tool provides a standard supplier assessment process with a focus on risk identification and preventive action. The risks relating to all suppliers are evaluated as part of the annual risk analysis.

In order to calculate the gross risk, an IT-based solution is used to evaluate the areas of environment, human rights and occupational safety, ethics, sustainable procurement and revenue generated with GEA. This evaluation considers the risk indicator of the country in which a supplier operates and the indicator of the industry or product group in which it is active. The software displays the relevant risks, such as adverse media coverage, for all direct suppliers and – if identifiable – also for all indirect suppliers. There is no direct participation by workers in the value chain or their legitimate representatives beyond the scope defined in the ILO standards.

GEA does not believe that the risk analysis as implemented omits consideration of any risks to stakeholder groups. The outcome of this approach is a risk indication ranging from low to critical, which initially relates only to the risk to which a supplier is exposed due to its country or industry. It is used to prioritize the subsequent steps presented in the figure below. The approach does not consider the supplier’s actual performance.

In the reporting year, suppliers with a critical gross risk profile accounted for around 1 percent of procurement volumes (2024: 2 percent). Suppliers categorized as critical undergo a specific risk analysis to evaluate the actual (net) risk. Since 2023, GEA has collaborated with an external service provider for this analysis. That service provider evaluates suppliers with a heightened risk on the basis of the gross risk value and GEA's influence in terms of the revenue generated. A screening process is conducted to examine adverse media coverage but also aggravating factors such as the political situation at locations, the potential for conflict and the vulnerability of the groups of individuals potentially affected. In addition to checking acceptance of the Code of Conduct for Suppliers and Subcontractors, each supplier is required to submit a detailed self-assessment of their risk prevention actions and to provide appropriate verification of this information. The responses are evaluated together with any additional evidence. Based on these analyses, GEA and the service provider decide together whether further investigation is necessary. Remedial actions are developed for any risks or violations identified. Such actions are monitored and recorded by the service provider so that progress can be tracked and further actions taken with respect to those suppliers who do not satisfactorily implement the remedial actions they are assigned.

Human rights due diligence – risk management for suppliers
Development of standard procedures for suppliers with focus on preventive action



At the end of the reporting year, 109 suppliers were being monitored by the service provider on behalf of GEA (2024: 213 suppliers). If any risks remain or in the event of any violations, suppliers may be required to undergo audits (for example, SMETA) performed by a certified auditor. This may also be used to monitor implementation of the actions at a supplier's location (further information can be found under "Sustainable procurement").

The Human Rights Officer is responsible for implementing the annual risk analysis. Ensuring the implementation of the actions defined is also the responsibility of the Human Rights Officer and, depending on the circumstances, the Sustainable Procurement & Supply Chain, Procurement and QHSE departments.

When establishing and implementing the risk management system, GEA gives appropriate consideration to the interests of workers in the supply chains and of those individuals who may otherwise be directly affected by economic activity in the supply chain. In the event of a human rights violation in the supply chain, the Sustainable Procurement & Supply Chain department and GEA's human rights violations investigator are informed and appropriate actions and responses are initiated. Confirmed violations are also reported in the group-wide opportunity and risk management system.

As in 2024, there were no violations in the supply chain in 2025. Further general information on risk management can be found in the "Risk and opportunity report."

The risk management process will be modified in the course of 2026. To this end, GEA is working with Sedex, a service provider for monitoring and managing ethical and social sustainability in the supply chain. The goal is to use a holistic solution and standard process for gross risk analysis, net risk analysis, audit planning, audit execution and the definition of improvement actions going forward.

Responsible procurement of conflict minerals

In line with OECD due diligence guidelines, GEA has carried out an extended review of its procurement of conflict minerals. As part of its annual analysis, the company also considers those suppliers who are associated with conflict minerals and are requested to make disclosures about conflict minerals by way of a separate process.

This approach helps, for example, to reliably identify risks such as inadequate safety standards in smelting plants, to mitigate or eliminate these risks in a targeted manner or, alternatively, to select new suppliers. The mitigation and elimination of these risks is monitored in the context of on-site supplier audits. All A-suppliers in the relevant procurement categories – more than 500 in the reporting year – are requested to report their sources of conflict minerals using the recognized Conflict Minerals Reporting Template (CMRT). They are also required to request their own suppliers to do the same in order to ensure full transparency at every stage of the supply chain.

Further information on activities in the 2025 reporting year is available on GEA's supplier website. The supplier website also contains, for example, information on conflict minerals and all relevant documents.



Metrics | ESRS 2 MDR-M

Work-related accidents resulting in lost time

Work-related accidents resulting in lost time are reported not only for the company’s own workforce but also for other workers*, if the accidents occur in connection with work performed for GEA. GEA calculates a gross lost time injury frequency rate on the basis of the work-related accidents resulting in lost time for other workers and the work-related accidents resulting in lost time for its own employees and contingent workers.

The metrics can be found in ESRS S1 “Own workforce.”

Human rights in the supply chain

In 2025, no acute risks or violations of human rights – explicitly including the issue of child labor – were reported from the supply chain (2024: none). GEA nonetheless proactively commissioned SMETA audits of six suppliers in addition to the regularly scheduled GEA audits.

Methodology

Methodology for selecting the suppliers to be audited

The suppliers to be audited are selected annually on the basis of the supplier assessment using the EcoVadis IQ tool. The Human Rights Officer has general responsibility for this process. Further details of the methodology are shown in the graphic and text under “Human rights risk management in the supply chain.”

*) In accordance with ESRS.

ESRS E1 & S2 | Climate change & Workers in the value chain

Sustainable Procurement



Positive Impact

- GEA's Supplier Sustainability Engagement Program promotes **fair working conditions** for workers in the value chain.
- GEA accelerates **decarbonization in its own supply chain and in the supply chains of the corresponding industrial sectors** by requiring its suppliers to define science-based targets for reducing greenhouse gas emissions.
- GEA's Supplier Sustainability Engagement Program gives preference to sustainable suppliers, thereby **supporting more sustainable business models** among the undertakings supplying products and services to GEA.

Opportunity

- **Early compliance with sustainability standards** can **reduce** or avoid **costs** such as damage compensation costs or capital expenditure.

⊕ = Positive Impact | ⊖ = Negative Impact | ⓘ = Risk | ⓘ = Opportunity

ESRS E1 & S2

Sustainable procurement

Responsible procurement and sustainable supply chains guarantee long-term business success

The performance of its suppliers is critical to GEA's business success. The focus lies mainly on one question: What are the working conditions and environmental impacts when services are provided, raw materials extracted and products manufactured and sold? GEA is convinced that responsible procurement enhances its reputation, its attractiveness as an employer and its own profitability – with a particular focus on human rights in the supply chain (see ESRS S2 “Workers in the value chain”).

Due to the significant economic importance of procurement for the group's profitability, the Procurement – divided into Direct Procurement and Indirect Procurement – and Supply Chain units report directly to the COO. The strategic focus of these three units is defined in close consultation with the COO and regularly adapted to changing external conditions. The COO, working closely with GEA's CSO, also has overall responsibility for the Supplier Sustainability Engagement Program. The great importance of procuring materials and services illustrates the group's significant influence on social and environmental aspects in the supply chain. GEA aims to leverage this influence to an even greater extent going forward in order to further enhance the sustainability of its supply chains. The principles of business conduct and corporate governance apply as much to sustainable procurement as to all other sections reported in accordance with ESRS.

This structure ensures that sustainable procurement is an integral part of the corporate strategy and is embedded at the same level as the other sustainability topics. Further information can be found in ESRS 2 “General disclosures” under “Responsible governance.”

Targets | ESRS 2 MDR-T, E1-4, S2-5

Supplier Sustainability Engagement Program

GEA's binding supplier requirements aim to ensure fair working conditions, more sustainable business models and lower greenhouse gas emissions at companies that supply products and services to GEA. GEA is likewise committed to making the greatest possible contribution to the United Nations Sustainable Development Goals (SDGs). To this end, sustainability criteria have been defined for supplier selection, evaluation and development.

By 2030, all of the group's approximately 1,400 A-suppliers¹ must meet the sustainability criteria in full (2024: approximately 1,900 A-suppliers). Preferred suppliers – meaning those who are the most important to GEA strategically and the largest suppliers in terms of purchasing volume, also meeting GEA's criteria in respect of price, quality, cooperation and global/regional presence – must meet the sustainability criteria by as early as the end of 2026. In this way, GEA ensures transparency regarding the sustainability ambitions and initiatives of its suppliers and the commitment of most of them to meeting GEA's sustainability targets.

¹⁾ A-suppliers represent 80 percent of GEA's annually reoccurring procurement volumes (current base year: 2024). One-time suppliers and building lessors are not included.

Impacts, risks and opportunities in connection with sustainable procurement

As part of the double materiality assessment², GEA has conducted a comprehensive analysis of stakeholder groups to identify and evaluate the actual and potential impacts, risks and opportunities in connection with climate change (ESRS E1) and workers in the value chain (ESRS S2). In this way, it is possible to include relevant stakeholder groups along the entire value chain and consider perspectives outside the company's own value chain.

Investors, customers, employees, applicants and not least society at large increasingly call for specific information from undertakings such as GEA about the sustainability of their supply chains. This information includes disclosures about whether they are exercising human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights, the ILO Conventions and the German Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG).

Due to the overlap of the IROs relating to climate change (ESRS E1) and workers in the value chain (ESRS S2) as well as the strategic importance of sustainable procurement, GEA discusses and evaluates the management of the IROs identified in “Sustainable procurement.”

The procurement volume accounts for more than half of group revenues, which is why the procurement process is accorded great strategic importance. For its manufacturing operations, GEA turns to suppliers worldwide to purchase raw materials, semi-finished and intermediate products and, above all, components that are not based on its own core technologies. The company also purchases plant components for the construction and delivery of various process solutions and prefers to outsource work such as construction site and installation services to subcontractors. This means that procurement activities not only have a significant economic impact on GEA's profitability but also potential environmental and social impacts along the entire value chain.

²⁾ Further information on the assessment of double materiality and the application of the LEAP approach can be found in ESRS 2 “General disclosures” under “Double materiality assessment.”

The four sustainability criteria also applied in 2025:

1. Suppliers must accept the contents of the GEA Code of Conduct for Suppliers and Subcontractors.

This code describes the minimum requirements specified by GEA for suppliers in respect of human rights, fair working conditions, environmental protection, anticorruption and the fight against financial crime.

2. Suppliers must undergo an annual sustainability assessment and share the results with GEA.

The assessment is performed by external rating organization EcoVadis, which processes the results obtained in a survey and makes them available to GEA. This enables GEA to select and develop suppliers on the basis of their sustainability performance.

3. Suppliers must commit to a science-based target for reducing greenhouse gas emissions that has been endorsed by the Science Based Target initiative (SBTi) and is consistent with the 1.5°C target of the Paris Climate Agreement.

GEA expects suppliers to make a commitment vis-à-vis the SBTi criteria concerning the development and validation of a target for 2030.

4. Suppliers must declare their willingness to share on request their greenhouse gas emissions data for those products and services shown to be the main drivers of emissions in GEA's supply chain.

This data is crucial to life cycle assessments.

In the reporting year, the sustainability criteria for suppliers underwent fundamental revision. They came into force on January 1, 2026. The previous criteria 3 and 4 were combined and an additional criterion was defined. This relates to the sharing of primary data such as raw material use, the proportion of recycled materials and material origin. The adjusted sustainability criteria must be met by the A-suppliers included in the list of emissions-intensive upstream activities as defined by the Science Based Target initiative. The unchanged criteria 1 and 2 continue to apply to all A-suppliers. The amended sustainability criteria for suppliers were announced at the Supplier Summit 2025.

These criteria are a central feature of the sustainable procurement strategy. In addition to the sustainability requirements defined in the Code of Conduct for Suppliers and Subcontractors, the revised supplier management process ensures that sustainability is systematically considered as a mandatory aspect of supplier selection, evaluation and development. Information on the sustainability requirements described here is available at www.gea.com in a separate section for suppliers. Unambiguous sustainability-related requirements help ensure that preference is given to suppliers who operate sustainably, at the same time creating incentives for new ideas, innovation and partnerships.

By 2040, GEA intends to reduce greenhouse gas emissions to net zero at every stage in the value chain. By as early as 2030, emissions from across the supply chain (Scope 3) are to be reduced by 27.5 percent compared with the 2019 base year (see ESRS E1 "Climate change").

In addition to the aforementioned objectives, GEA plans to progressively minimize the negative impacts of the critical raw materials used in its products. Steel from low-emission production is to account for 50 percent of GEA's steel procurement by 2030 and 100 percent by 2050.

All of the targets mentioned are voluntary, based on standard market analyses and benchmarks, and were not defined because of legal requirements. Performance development compared with the specified targets as well as monitoring processes and methodology are presented later in this section.



Policies | ESRS 2 MDR-P, E1-2, S2-1

The principles of sustainable procurement are defined in GEA's Procurement Policy. Moreover, GEA complies with Appendix C of the Taxonomy Regulation.

GEA's Procurement Policy

In 2024, GEA revised its Procurement Policy in response to the European Union's increasing regulatory requirements. Relevant internal stakeholder groups such as the Sustainability and Compliance departments were involved in the revision process. The policy defines the basic structures and rules for procuring goods and services from third-party suppliers, vendors, subcontractors and other providers, and applies to all procurement activities performed by the respective corporate functions. At the same time, it integrates the topics of inclusion and supplier diversity in the supply chain into the supplier selection process. This policy is intended to serve as a template for all future procurement policies. The policy applies to all GEA companies and employees worldwide.

The COO has overall responsibility for the policy; the heads of department in the global procurement organization are responsible for compliance and implementation. As procurement and supply chain activities have a significant economic impact on the group's profitability, the Procurement department reports directly to the COO.

The policy is available at www.gea.com.

GEA Supplier Management Policy

In 2025, GEA revised its Supplier Management Policy governing its strategic dealings with suppliers. In particular, the policy defines how the GEA Procurement employees responsible are to deal with suppliers in the context of the supplier life cycle. Specifically, it covers supplier selection, qualification, evaluation and development.

In addition, sustainability has been integrated as a fixed criterion in evaluating the performance of suppliers. The evaluation of sustainability performance thus has a direct influence on a supplier's future development and classification. Meeting GEA's sustainability criteria is applied as the performance indicator.

The Procurement Excellence Team is responsible for implementing the policy, which applies to the entire GEA Procurement organization.

The policy is available to all GEA employees on the intranet.

Information on the policy monitoring process can be found under ESRS G1 "Business conduct."

Actions | ESRS 2 MDR-A, E1-3, S2-4

Supply chain management

Although GEA's Procurement and Supply Chain organization monitors the group's global supply chain, the local companies operate largely independently. Supply chain management operates on three levels: divisions, regions and the multifunctional sites that serve more than one division. In 2025, 1,148 GEA employees with a wide range of qualifications and working for different companies and departments – from warehousing employees to managers with regional responsibility for several sites – performed supply chain tasks (2024: 1,096 employees). All supply chain management tasks can be grouped into the following areas: planning and scheduling, materials management, warehousing and distribution, transport and customs clearance and supply chain excellence – analytics and projects.

In 2025, GEA spent around EUR 3.1 billion of its EUR 5.5 billion in revenue on procurement (2024: around EUR 2.9 billion of its EUR 5.4 billion in revenue). The Procurement organization is structured in such a way that product groups can be managed strategically at the global and regional levels; the operational Procurement units are responsible for implementation.

A group-wide working group is responsible for addressing sustainability in procurement and supply chain activities at GEA. It specifies the requirements and targets of the Mission 30 group strategy for sustainability in procurement and supply chain activities, manages the individual initiatives to achieve them and monitors the progress of their implementation. As well as introducing sustainability criteria for suppliers, this also includes reducing greenhouse gas emissions in the upstream supply chain. In addition, the working group is responsible for implementing regulatory requirements such as those imposed by the German Act on Corporate Due Diligence in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*, LkSG), for developing and implementing concepts

for the continuous identification and prevention of sustainability-related risks in the supply chain, and for conducting training and building knowledge within the organization and at suppliers. In the reporting year, the working group ensured that the approach was integrated into the risk management process; it then initiated the first round of this process.

Further information can be found in ESRS S2 "Workers in the value chain."

Engagement in SteelZero

GEA is a member of SteelZero, a joint initiative of the Climate Group and Responsible Steel, aimed at improving the environmental performance of the steel it uses in its own products. This initiative links steel manufacturers with steel processing industries, promoting the transformation to a decarbonized steel industry through dialogue. Membership requires a group-wide commitment that, by 2030, at least half of the steel purchased will be from low-emission production as defined by SteelZero. Alternatively, the steel may be sourced from manufacturers with a science-based greenhouse gas reduction target confirmed by SBTi. By 2050, all steel purchased must meet the criteria outlined above.



Supplier Summit 2025 and Supplier Sustainability Webinar

Sustainability was again one of the main topics at the GEA Supplier Summit in November 2025. The Supplier Summit is one of the group's most important annual events, offering a good opportunity to exchange news and views with suppliers and work together on ideas aimed at delivering tomorrow's sustainable innovations. Attended by 253 participants from more than 20 countries, the event underscored the importance of close partnership between GEA and its suppliers in achieving the company's ambitious goals. The program included workshops, presentations and meetings on various topics, as well as one-on-one discussions about sustainability, digitalization and innovation with the 84 top suppliers in attendance. In 2025, the GEA Supplier Awards were presented for the third time in recognition of special solutions, products and technologies in the four focus areas of sustainability, digitalization, innovation and value creation. A fifth category – Supplier of the Year – honors the best overall performance by a supplier and recognizes its contribution in implementing the strategy in the four areas. In addition, the updated sustainability program, including the revised sustainability criteria described in more detail under "Supplier Sustainability Engagement Program," was presented to suppliers for the first time.

In 2025, GEA again organized a webinar for its approximately 1,400 A-suppliers on the topic of sustainability in the supply chain, this time entitled "Together for the better." It provided detailed information on the strategy and sustainability criteria that GEA is applying in respect of sustainable procurement and the supply chain. The vision is to work with suppliers to achieve environmental excellence and the highest social standards.

Supplier initiative for the reduction of greenhouse gas emissions

Together with a number of global suppliers, GEA has launched or joined various strategic sustainability initiatives. For instance, the group is a member of the Energy Efficiency Movement, an initiative started by automation technology supplier ABB with the aim of connecting companies committed to more energy-efficient, renewable and adaptable industrial solutions, enabling them to leverage synergies and harness potential. Through joint projects, GEA is seeking to reduce energy consumption and greenhouse gas emissions across the value chain.

Training courses for procurement staff and suppliers

GEA employees receive monthly training to raise their awareness for the issues of climate change mitigation and sustainability in the supply chain. During the reporting period, the Working Group for Sustainability in Procurement and the Supply Chain delivered training to global, local and regional procurement staff on gradually introducing sustainability criteria for their respective suppliers. The main topics of this training were human rights as well as social and environmental factors at every stage in the supply chain. GEA's partnership network (EcoVadis, econsense and others) provided specific training for suppliers on the topics of sustainability and climate change mitigation. These training courses are available both on the GEA website for suppliers and via the EcoVadis Academy.

In addition to these actions, GEA organized Supplier Days at various locations in the reporting year, giving preference to local suppliers who did not attend the Supplier Summit. GEA also engaged in dialogue with suppliers on the topic of sustainability. The content of these discussions largely matched that communicated in the annual webinar. The

procurement employees at the respective locations were supported in this dialogue by members of the Working Group for Sustainability in Procurement and the Supply Chain. This practice is to be continued in the future.

Quantifying ecological and social impacts in the supply chain

Each quarter, GEA analyzes its sustainability impacts at all stages of the supply chain. This analysis includes the greenhouse gas emissions, pollution, water consumption and waste generated by our suppliers and upstream suppliers, as well as the number of workdays lost due to work-related accidents.

The volume of greenhouse gas emissions from the procurement and transportation of commodities, services and capital goods is around 43 times (2024: around 39 times higher) higher than those from GEA's own business activities (Scope 1) and from the use of purchased energy (Scope 2). This clearly demonstrates the impact of procurement on GEA's greenhouse gas emissions balance. Further information on the metrics for greenhouse gas emissions can be found in "ESRS E1 Climate change." The procurement organization can draw on specific reduction actions for the procured commodities, services and capital goods responsible for the largest share of these emissions. These are the result of interdisciplinary workshops that brought together the Procurement employees responsible for the relevant categories and the Product Management employees with responsibility for the associated GEA products.

These actions are summarized in the Decarbonization Playbook, which is available to all employees on the GEA intranet.

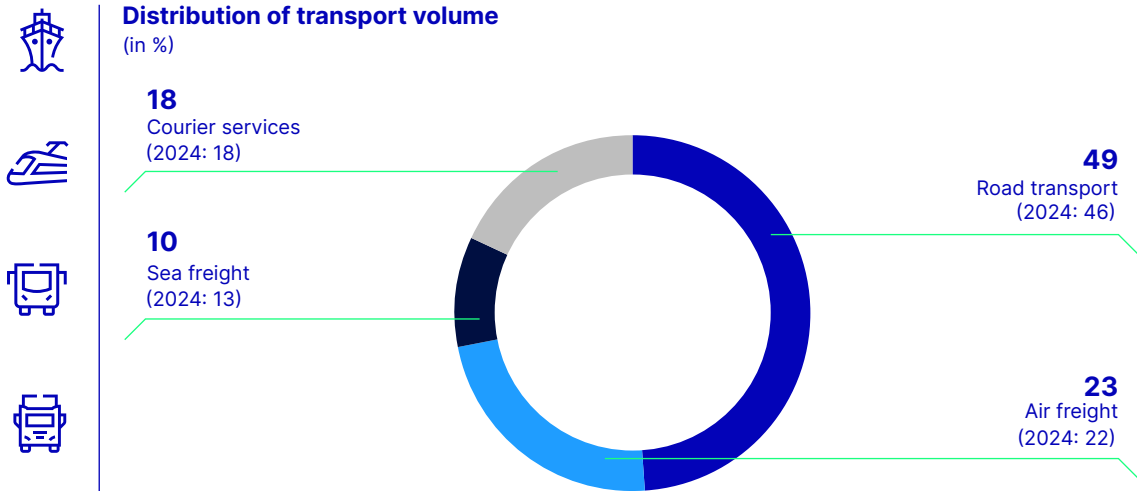
Transportation and logistics

On a group-wide basis, GEA gives preference to sustainable suppliers, thus creating an incentive for suppliers to act accordingly. The target of achieving net zero emissions by 2040 applies across the board (see ESRS E1 “Climate change”). The means of transport chosen for transportation and logistics depends on various factors.

- In order to minimize its greenhouse gas footprint, GEA is reducing the number of transportation operations to the bare minimum. Wherever possible, the company applies the Local for Local principle to support the economies of the communities close to its sites and to ensure shorter and more sustainable delivery routes with fewer emissions.
- The group's Air Freight Policy stipulates that air shipments must be approved and that shipment by sea should be given preference because of its more favorable carbon footprint. Logistics service providers must disclose the greenhouse gas emissions associated with air transportation to GEA.

Since 2023, GEA has been continuously implementing a global transportation management system that also takes account of greenhouse gas emission volumes when choosing the best possible route. Also since 2023, GEA has required all logistics service providers to be certified with ecolabels from the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification Schemes (PEFC).

Through these actions, the group ensures that a transportation operation is performed in line with its sustainability requirements. The current actions are not time-limited.





Sustainability assessment and auditing of suppliers

The assessment of sustainability performance is increasingly informing the selection of suppliers. This means that – in addition to payment terms, the supplier's financial situation, quality as well as delivery terms and conditions – a supplier's sustainability rating is a crucial factor when it comes to awarding contracts. GEA evaluates its suppliers with the support of EcoVadis.

Each year, EcoVadis canvasses suppliers on the topics of labor and human rights, the environment, ethics and sustainable procurement. The results are summarized in a comprehensive assessment. If deficiencies are identified, for instance, in human rights standards or environmental protection, GEA unequivocally demands their remediation. This, too, is verified in the context of the sustainability assessment. Following a successful audit, a supplier receives an evaluation sheet – the EcoVadis Scorecard – and at the same time is given access to the benchmarks for its industry and to the EcoVadis Academy.

It is not only EcoVadis that reviews improvement actions; GEA itself continuously conducts on-site supplier audits throughout the year (2025: 88; 2024: 110*). When planning on-site audits, sustainability is taken into account as a criterion for selecting suppliers. The results of the supplier risk assessment (described in ESRS S2 “Workers in the value chain”) are used in planning the audits. Unsatisfactory results may lead to the exclusion of individual suppliers or reveal the need for a more in-depth supplier audit. In addition, the audit process and the questions used are standardized across the group; sustainability constitutes a standard module to be audited. Corrective actions are agreed with the relevant supplier and recorded on the standardized questionnaire during the audit. All supplier audits are planned and documented on a central platform provided by the Quality department.

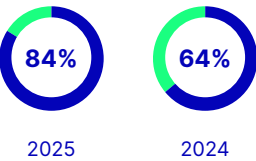
Since 2025, GEA has been working with external service provider Sedex in parallel to performing the on-site supplier audits described above. As part of this collaboration, six additional SMETA audits (Sedex Member Ethical Trade Audits) were performed in addition to the aforementioned supplier audits performed by GEA. This enables GEA to further sharpen its focus on sustainability and integrate audit planning directly into the process by way of the gross and net risk analyses that will be carried out by Sedex in the future. GEA hopes that integrated audit planning for 2026 will further improve the risk management process.

*) The number of on-site supplier audits conducted in 2024 has been adjusted, as 19 audits carried out in 2024 were subsequently recorded in the system in 2025.

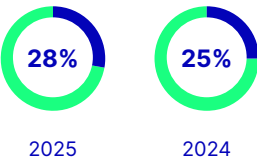
Metrics | ESRS 2 MDR-M

Compliance with sustainability criteria

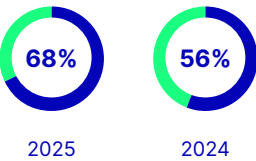
Rollout of the extended Code of Conduct* for Suppliers and Subcontractors



Science-based target for the reduction of greenhouse gas emissions



Sustainability assessment by EcoVadis



Population = Total procurement volume
■ Proportion of A-suppliers [% of procurement volume]

*) The extended version of the Code of Conduct for Suppliers and Subcontractors was published on January 1, 2023, in compliance with the German Act on Corporate Due Diligence in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG).

Methodology

The Working Group for Sustainability in Procurement and the Supply Chain continuously monitors the progress made in complying with the sustainability criteria. The progress in respect of the procurement volume covered by A-suppliers can be tracked by the stakeholder groups using dashboards; it is reviewed and discussed with the responsible stakeholders and decision-makers on a monthly basis. The Procurement department's central data consolidator delivers the data for this.

Code of Conduct for Suppliers and Subcontractors

The Procurement employees are responsible for ensuring that the Code of Conduct for Suppliers and Subcontractors is accepted and signed by suppliers and that the corresponding document is filed in the contract management program. The relevant suppliers and filed codes of conduct are reviewed on a monthly basis. The current status is transferred to the central dashboard. No estimates are made for the assessment.

Sustainability assessment by EcoVadis

The responsible Procurement employees invite the suppliers to participate in the assessment on the EcoVadis platform. The registration process and the subsequent sustainability assessment are supported by EcoVadis and the responsible Procurement employees. Every month, all relevant suppliers are compared against the EcoVadis sustainability ratings shared with GEA and the current status is transferred to the central dashboard. No estimates are made for the assessment. The data provided is validated by EcoVadis.

Science-based target for the reduction of greenhouse gas emissions

The responsible Procurement employees request that their suppliers commit to developing a science-based greenhouse gas emissions target by 2030, validated by the Science Based Targets initiative (SBTi). Each month, all relevant suppliers are compared with the list of undertakings with such targets published by the SBTi. The current status is transferred to the central dashboard. No estimates are made for the assessment. The data made available is validated by SBTi.

Entity-specific

Community Engagement



- Positive Impact**
- GEA **improves educational opportunities for children** and young adults.
 - GEA contributes to **better access to clean water, renewable energy and medical care**.
 - GEA contributes to **improving the living conditions of children** and is committed to combating child poverty.

⊕ = Positive Impact | ⊖ = Negative Impact | ⓘ = Risk | ⓘ = Opportunity



Entity-specific

Community Engagement

Always a good neighbor

As a multinational corporation and local employer, GEA is committed to supporting communities and thus contribute to a better world. Via the resilient operations and communities pillar, this is firmly anchored in the group sustainability strategy and in the Mission 30 impact claim.

To ensure that local communities are not disadvantaged by GEA's business activities, the company pursues clear objectives with regard to water treatment, waste management and greenhouse gas emissions. The protection of human rights, which is considered paramount and is firmly embedded in GEA's corporate principles, is also taken into account in all activities at the company's sites. In addition, GEA engages in regular dialogue with local communities to achieve mutually beneficial results. The group supports various charitable projects and initiatives, both local to its sites and worldwide.

In order to make a positive contribution over and above its own social and ecological impacts, GEA expressly fosters individual community engagement – both by local companies and by employees. The group supports any activity that uses knowledge and expertise to create sustainable added value for socially relevant topics.

As a solution provider, GEA seeks to contribute its expertise to public debate, also with a view to promoting the interests of its own industry.

As part of its sustainability strategy, GEA has enshrined this aspiration in specific targets and published a corresponding policy in 2021. Community engagement targets and their implementation are the responsibility of the Sustainability department headed by the Chief Sustainability Officer. The principles of business conduct and corporate governance cover community engagement to the same extent as all other sections standardized in accordance with ESRS. This structure ensures that community engagement is an integral part of the corporate strategy and is embedded at the same level as other sustainability topics. Further information can be found in ESRS 2 "General disclosures" under "Responsible governance."

Impacts, risks and opportunities in connection with community engagement

As part of the dual materiality assessment*, GEA conducted a comprehensive stakeholder analysis to identify and evaluate the actual and potential impacts, risks and opportunities in connection with community engagement. In this way, it is possible to involve relevant stakeholder groups along the entire value chain and consider perspectives outside the company's own value chain. Of special note is the motivation of local companies and employees to dedicate their time, capacity and skills to the community, over and above their work for GEA. The results of this assessment were then reviewed in light of GEA's business model. No external consultations such as discussions with affected communities were carried out in analyzing the impacts, risks and opportunities.

*) Further information on the materiality assessment and the application can be found in ESRS 2 "General disclosures" under "Double materiality assessment."



Targets | ESRS 2 MDR-T

Donating 1 percent of net profit

GEA has set itself the target of donating 1 percent of the company's net profit each year to charitable causes. This target applies collectively to all companies group-wide but not for each individual company. In the reporting year, GEA succeeded in reaching the 1 percent donation target.

In a resolution passed by the Executive Board on November 5, 2025, a new target for knowledge-based volunteering was defined. This target entered into force on January 1, 2026, and is intended to motivate employees worldwide to become involved and reflect GEA's global presence. The aim is for at least 10 percent of GEA employees in countries with local charity committees (the 10 biggest countries as of 2024 by FTE, in which GEA operates) are to be involved in knowledge-based volunteering by 2030.

The aforementioned targets are voluntary, based on standard market analyses and methods, and were not defined because of legal requirements. Performance development compared with the specified targets, monitoring and methodology are presented later in the chapter.

Actions | ESRS 2 MDR-A

Promoting local projects and initiatives

GEA is in close contact with its local communities with the aim of specifically improving educational opportunities for children and young adults as well as the living conditions of children. The type of interaction varies greatly and depends on the location and form of engagement. For instance, it may take place via the membership of an association or through direct contact with the individuals concerned.

Local communities are supported in a variety of ways. Over a period of three years, GEA is providing funding of EUR 740,000 for the construction of a new SOS Children's Village house for six children in Düsseldorf (in 2025: EUR 364,000, 2024: EUR 150,000).

The renovated building was occupied in the fall of 2025. The donation can also be used to finance a portion of the personnel costs incurred for social workers, educators and housekeepers until the end of 2026. The aim is to give children from the surrounding area access to education and to combat poverty.

In 2025, GEA established an independent GEA Foundation tasked with meeting the goal of donating 1 percent of the Group's net profit strategically and effectively. The GEA Foundation specifically targets long-term, sustainable projects in the areas of the environment, education, and social integration. It provides a structured framework to enable professional management of GEA's commitment to society and an efficient implementation of resources.

To specifically address local needs, local donation committees were set up in the summer of 2024 in the ten largest GEA countries (by FTE): China, Canada, Denmark, Germany, India, Italy, the Netherlands, Spain, the UK and the USA. Each committee consists of employees who support the committee on a voluntary basis. In some countries, local management is also involved. Each of the committees has its own budget for making donations to local organizations and initiatives in accordance with the Community Engagement Policy. Regular communication with the Sustainability department aims to ensure that funds are used quickly and effectively and that decisions are made in a targeted manner.

Policies | ESRS 2 MDR-P

Community Engagement Policy

Social responsibility is managed by the Sustainability department in accordance with GEA's Community Engagement Policy. Applicable to all local businesses worldwide, it aims to inform even more GEA employees about the potential offered by community engagement activities. The policy defines the targets and types of community engagement, fostering activities in the following areas:

- Acute disaster relief and aid for exceptional events
- Education, especially in the fields of IT, science, technology, engineering and mathematics (STEM)
- Combating child poverty
- Promoting access to clean water, renewable energy or medical care

The policy additionally defines the framework conditions and processes for donations and volunteer work. Group Works Agreement for supporting employees in emergency situations. In 2025, the Community Engagement Policy was expanded to include a new section entitled Employee Care Fund which has been applied worldwide ever since. This fund enables employees experiencing financial emergencies to receive unbureaucratic support from their employer. The Sustainability department is responsible for applying this Group Works Agreement and is monitored by the Executive Board.

Additional information on the monitoring process is provided in chapter ESRS G1 "Business Conduct."

The policy is available at www.gea.com.

Donations were made for various purposes in the reporting year. The Italian committee, for example, decided to donate to a hospital and equip an operating room. In Spain, EUR 26,400 were donated to the Isabel Enrique Diaz Foundation, which helps victims of the catastrophic flooding that occurred in the Valencia region in 2024. Our colleagues in China used their donation to provide a scholarship at the School of Bioengineering at Jiangnan University for the next four years.

New partnerships for education

In 2025, GEA once again supported various organizations that are committed to education. The partnership with the German University Foundation will be continued, enabling 20 scholarship recipients to study STEM subjects starting in the 2025 winter semester. A mentorship program was also launched. Under this program, GEA employees provide valuable insights into the career prospects and development opportunities of their respective fields to interested scholarship recipients. New partners in the area of education are UNICEF, Science on Stage Germany, the German Stifterverband initiative and Engineers Without Borders. UNICEF and GEA support STEM education programs in India and Peru. With GEA's help, Engineers Without Borders will build a vocational training center in Kapchowra, Uganda, to promote STEM education by providing better water, sanitation and hygiene facilities, solar power and new school supplies. Science on Stage develops STEM learning materials for teachers and students with support from GEA. The main topics are nutrition, energy, environment and healthcare.

GEA aids the German Stifterverband initiative in two regions of the MINTernational lighthouse competition, which aims to promote strategic alliances between universities, commercial enterprises and administrative institutions in order to integrate international MINT students and graduates into the German labor market.

Promoting global engagement through skills-based volunteering

Employees worldwide can use the digital GEA EngageHub platform to find volunteer projects that match their skills and interests and support charitable organizations in their region or internationally. At the December 31 reporting date, there were more than 85 skills-based projects and 4,000 other volunteering options to choose from (2024: more than 95 skills-based projects and 1,000 other volunteering options).

Participants in GEA's management development programs are encouraged to form groups and work together to develop a social or company-related project. One of these groups launched the Unforgettable Experiences social project in 2025. It aims to give hope, a better quality of life and prospects for the future to the world's youngest and most vulnerable citizens. In concrete terms, this means, for instance, giving traumatized, injured and sick children from war zones and areas of crisis a day of fun while also creating experiences that reflect GEA's values. The organization chosen was Peace Village International. So, in the reporting year, the children spent a day at the ZOOM Erlebniswelt Gelsenkirchen. Another group developed a toolkit designed to familiarize school-age students with STEM professions and pique students' interest in them. The toolkit containing presentation materials and visuals can be used by all GEA employees to ensure reaching as many children and young people as possible. Further information on the group's talent pipeline can be found in ESRS S1 "Own workforce."

All GEA employees can take one day of paid leave each year to actively promote community engagement.

Metrics | ESRS 2 MDR-M

2025 performance summary

GEA has set itself the target of donating 1 percent of the company's net profit each year to charitable causes. In 2025, this amounted to EUR 4,219,771, which corresponds to 1.0 percent of the net profit (2024: EUR 1,645,833 in donations, or 0.4 percent of net profit). As in previous years, the company supported initiatives such as “Ein Herz für Kinder”, which combats child poverty, and “Viva con Agua”, which helps ensure access to clean water. In 2025, GEA employees once again used their expertise to reach out to people through skill-based volunteering.

The organizations prepare quarterly status reports on the various projects and submit these to the Sustainability department to measure the effectiveness of these interactions in the affected communities. Proof of the use of donations must also be provided.

Types of charitable donations (in EUR)		
	2025	2024
Total	4,219,771	1,645,833
thereof financial donations	4,173,663	1,610,601
thereof donations of time (volunteering)*	27,608	10,482
thereof donations in kind	18,500	24,750
thereof management consulting	0	–

*1) Average daily salary in Germany (2025).

Donations in the current reporting year (in EUR)	
	2025
Total	4,219,771
thereof the 3 largest single donations:	
UNICEF	1,000,000
BILD hilft e. V. „Ein Herz für Kinder“	500,000
SOS-Kinderdorf e. V.	346,000

GOVERNANCE INFORMATION

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GEA places the highest importance on strong and responsible corporate governance, embedding it as a central element of the corporate identity.

Explore further

ESRS G1 | Business conduct

Corporate Culture, Corruption and bribery



Positive Impact

- GEA contributes to a **stable economic system as well as fair and open markets** by upholding the highest of standards for business conduct.

Opportunity

- Upholding the highest standards for business conduct fosters trusting business **relationships and facilitates access to capital from financial institutions** and investors.

⊕ = Positive Impact | ⊖ = Negative Impact | ⓘ = Risk | ⓘ = Opportunity

ESRS G1

Business Conduct

Corporate culture

GEA's values shape the way people collaborate within the group and its cooperation with external stakeholder groups. They serve as guide-lines for day-to-day actions and reflect the company's high standards in how it deals with employees, customers, partners and the environ-ment. GEA takes responsibility as a global group, supports local communities and aims to be carbon-neutral by 2040. Integrity paves the way for trusting relationships with stakeholder groups, while diver-sity and inclusion are a central component of the corporate strategy. The passion and commitment of GEA's employees are pivotal to the company's ability to overcome demanding challenges. Through excel-lence in technology, service and innovation, GEA ensures continuous improvement and strengthens its position as a reliable partner over the long term.



Responsible and sustainable business conduct

With responsible and sustainable business conduct in mind, fairness, integrity and lawful conduct are given the utmost priority throughout the group. GEA also protects its reputation as a trustworthy business partner through ethical conduct and respect for the interests of all its stakeholders in dealings with employees, business partners and the general public.

It is important for GEA to be notified at an early stage of any serious violations of laws or internal guidelines. This is why the group values an open corporate culture and encourages its employees and external third parties to reach out in confidence to the designated contacts within the company if they become aware of compliance risks. Sus-pected cases or indications of possible violations can be reported via the company's own whistleblower system (further information on the whistleblower system, whistleblower protection and the associated guidelines can be found in ESRS S1 "Own workforce").

To avoid severe legal, financial or reputational risks, GEA maintains a Compliance Management System (CMS). The CMS ensures that both statutory and internal requirements are duly implemented and continu-ously monitored. Core policies and measures are developed centrally by the Compliance function at corporate headquarters and implemented throughout the group.

The Compliance Management System also helps to systematically identify and assess compliance risks and to implement suitable pre-vention and control measures.

Impacts, risks and opportunities in connection with business conduct

As part of the dual materiality assessment, GEA conducted a comprehensive stakeholder analysis to identify and evaluate the actual and potential impacts, risks and opportunities that arise in connection with business conduct and corporate culture. Under this approach, all relevant stakeholder groups – employees, applicants, customers, suppliers and other business partners – along the entire value chain were taken into account. GEA prioritizes compliance with laws, standards and policies within the group as this enables the company to guarantee the highest standards of business conduct while also contributing to a robust economic system as well as fair and open markets. Upholding the highest standards of business conduct paves the way for business partnerships in an atmosphere of trust and facilitates access to capital from banks and investors. This implies a high degree of integrity, responsibility, profession-alism and respect in all of the company's relationships and in everything it does.

The principles of business conduct and management as they pertain to sustainability are explained in greater detail in the "Responsible governance" section of chapter ESRS 2 "General disclosures."



In particular, the CMS addresses the sub-areas of anti-corruption, money laundering and antitrust law as well as ethical matters such as corporate culture. Reports received immediately undergo an objective review carried out by independent employees of the Compliance or other relevant department. The central Compliance department additionally ensures that the measures are applied in the respective local companies

The CMS underwent an independent effectiveness audit according to IDW PS 980 in 2021 that culminated in confirmation of the system's effectiveness and appropriateness. Since then, the CMS has been reviewed and refined on an ongoing basis to ensure compliance with the applicable legal requirements, recognized professional standards and relevant developments in the compliance environment. The CMS is also regularly realigned with standard market procedures, best practices and external benchmarks in order to ensure its suitability and effectiveness over the long term.

Targets | ESRS G1-4

Adherence to the rule of law as well as internal corporate policies

Compliance is defined as a group-wide principle established to ensure adherence to the rule of law as well as internal corporate policies.

GEA has a zero-tolerance policy with regard to bribery, corruption, child labor and forced labor – similar to the approach used in other areas of compliance such as the prevention of money laundering. The group expects managers, employees and business partners, including sales representatives, consultants and suppliers, to refrain from engaging in corrupt practices.

All GEA employees have a duty to ensure that no compliance violations are committed in their respective areas of responsibility. The compliance managers inform all employees every six months of the policies in effect at GEA, and the system also confirms once a year that the policies have been distributed to all employees. New compliance targets are defined and existing targets are reviewed and updated as part of a rolling three-year plan.

All of the targets mentioned are voluntary, based on standard market analyses and methods, and were not defined because of legal requirements. Performance development compared with the specified targets, monitoring and methodology are presented later in the chapter.

Policies | ESRS G1-1

Business conduct at GEA is based on the following principles, which are implemented by means of different policies and processes:

Group Code of Conduct

The GEA Code of Conduct describes the values, principles and policies that guide corporate conduct at GEA. The purpose of the Code of Conduct is to ensure company-wide compliance with standards along with a working environment characterized by integrity and respect as well as fair and responsible conduct. It applies to all GEA employees and corporate entities worldwide. The ethical and legal standards that are binding for all employees are integrated into the Code of Conduct. Consequently, it is also mandatory for all employees to conduct themselves in a manner that aligns with sustainability principles. This relates to human and employee rights, diversity and inclusion as well as human development and education. As a globally successful technology group with more than 18,000 employees and operating companies in 56 countries, GEA is committed to fair world trade as the most essential prerequisite for global economic growth. Together with the Integrity Policy, the Code lays the groundwork for combating corruption.

GEA has drawn up several compliance policies for the group based on the Code of Conduct. These include the Integrity Policy, the Third Party Policy and the Competition Policy, which address the topics of anti-corruption and anti-money laundering, conflicts of interest as well as antitrust and competition law. The Code of Conduct is available at www.gea.com.

Compliance Handbook

The Code of Conduct and the policies specified above are summarized in the GEA Compliance Handbook, which is available to all employees worldwide in at least 18 languages. The compliance policies are adapted regularly to reflect legal and strategic developments. When signing their employment contract, all GEA employees confirm that they have taken note of and accept the references to the group policies contained therein, including the Code of Conduct.

Compliance with the principles of the group policies is monitored by Internal Audit and the Compliance department. All policies are reviewed annually to determine whether they require updating. They are available online in the Policy and Procedure Center on the intranet. In addition, the respective local compliance managers inform employees about the policies.

Other compliance-related topics, such as quality, health, safety and environment (QHSE), tax compliance and export controls are dealt with by the relevant departments and are covered by the corresponding policies.

Human Rights Policy

The issue of human rights is defined in the “Human Rights Policy” both for the company’s employees and for workers in the value chain. This policy represents GEA’s commitment to respecting human rights in accordance with the German Act on Corporate Due Diligence in Supply Chains (LkSG) and underscores its aspiration to exert a positive influence by adhering to sustainable and fair business practices. Further information on the scope of application and responsibilities can be found in ESRS S1 “Own workforce.”

Governance regarding policies and procedural instructions

GEA has established binding requirements for all companies to ensure the effectiveness and distribution of the policies and procedures applicable within the group. This is governed by the “Policy Governance Policy,” requiring all GEA companies to adopt global and local policies and any amendments thereto by management resolution. Distribution is based on a cascade model, whereby each legal entity is responsible for forwarding the information to its employees. The person responsible for the respective policy monitors this process. The GEA Group Communications & Brand department can assist by providing information, including a brief explanation of the purpose and contact details if any questions arise.

The relevant policies form part of the employment contract for new hires and must be acknowledged and accepted by signature.

GEA Compliance & Integrity checks compliance with these requirements every six months. In the event of problems, the management of the respective unit must provide immediate feedback.

All guidelines are published in the GEA Policies and Procedures Center (PPC) on the intranet. This system ensures that the latest version is always available, that earlier versions are archived and that a uniform classification method is used. GEA Compliance & Integrity is responsible for maintaining and updating the system.

Compliance and integrity training

Compliance training is mandatory for all compliance-relevant employees within the company. An established system ensures that all compliance-relevant employees receive regular training. The Compliance & Integrity department is responsible for the content of these training courses. Training is offered in two formats – compliance e-learning courses and live compliance Teams training sessions. The e-learning courses comprise three online modules on the topics of anti-corruption, antitrust law and money laundering. The topic of whistleblower protection is also addressed as part of the live compliance Teams training sessions. The live compliance Teams training sessions are virtual face-to-face events presented by the Legal department in different languages via Microsoft Teams.

Participation in these training sessions is mandatory for all compliance-relevant employees. The respective line managers are responsible for correctly classifying employees on the basis of clearly defined criteria and regularly check whether all compliance-relevant individuals in their area have completed the training.

Training sessions are held on a regular basis: Compliance-relevant employees are trained every year, with the format alternating between e-learning and team training sessions. However, both types of training must be completed within the first year of employment. Employees receive invitations to the respective training courses, including clear instructions and deadlines, via the Workday Learning platform. Participants can also complete training sessions in another language, if necessary, since the e-learning courses are available in 18 languages. Additional targeted training is offered to address specific risks and needs.

Overall, GEA uses this structured training system to ensure that all employees receive regular and comprehensive training in the relevant compliance areas in order to ensure adherence to company policies.

Actions | ESRS G1-3

Training

More than 10,000 employees across the group are considered to be compliance-relevant. These include all members of the Executive Board, all members of the Supervisory Board, managers, sales and procurement staff, all employees representing GEA in industry associations or similar institutions as well as all other employees with decision-making authority and direct contact with customers or suppliers, including part-time employees. All compliance-relevant employees participate in one mandatory live compliance Teams training session and three mandatory e-learning courses within a two-year period. This is to ensure that 100 percent of employees potentially exposed to risks receive appropriate training. Employees who refuse to participate in mandatory training may face consequences under labor law. At the end of 2025, 99.4 percent of all compliance-relevant, active employees had received training on compliance-related topics in the last two-year cycle (2024: 98.8 percent).

Processes designed to prevent compliance violations, including corruption and bribery, play a major role in GEA’s compliance management system. That is why, for instance, third-party individuals in close contact with customers assisting the group in particular with order placement (sales agents) must undergo a strict risk vetting process for anti-corruption purposes prior to entering into a contract with GEA. Most notably, all sales agents are vetted and every contract with them is reviewed and approved in advance by the Compliance department.

The sales agents must also first complete compliance training via e-learning. Only once their participation has been confirmed are they approved in the Third Party Tool and allowed to work for GEA.



Other selected business partners in the purchasing area are reviewed as part of a human rights risk analysis, including with regard to compliance and sustainability issues. Risk indicators are identified in a structured and documented due diligence process that covers the expertise and integrity – including corruption prevention – of business partners.

Numerous other matters such as contracts carrying antitrust risks, invitations, gifts and conflicts of interest are similarly subject to strict internal approval and reporting requirements. GEA has introduced various IT tools to meet the approval and reporting obligations as well as to document the relevant issues in an audit-compliant format. A comprehensive, IT-based survey of potential conflicts of interest was also launched.

Another important check for avoiding compliance risks concerns, for instance, invitations and gifts. If the costs exceed the limits applicable at GEA, they will only be given the green light if the expenses have been approved in advance via the compliance approval process in the “Compliance Approval Tool.” Similar checks are performed before contracts are concluded, for instance, in situations where relevant conflicts of interest have been identified.

Compliance risk assessments – including the areas of anti-corruption and money laundering – are performed once a year in all operating companies. Compliance risk assessments are carried out in two different ways: In the first, the Compliance & Integrity team conducts interview-based risk assessments at selected GEA companies once a year. These are tool-based and use a structured questionnaire. In the second, the compliance managers of all other operating GEA companies perform an annual self-assessment. This also involves completing a tool-based questionnaire, the content of which largely corresponds to the questionnaire used for interview-based risk assessments. The results of the compliance risk assessment are analyzed in another tool-based approach. The goal is to analyze the effectiveness of compli-

ance measures taken and to mitigate any identified risks in a targeted manner. The individual sub-areas of the risk assessment are assigned a risk value, which can then be linked to corresponding compliance measures to be implemented by the respective GEA company. This enables targeted action to be taken based on the defined risk classification – particularly in areas rated as “high risk.” Compliance risk assessments with interviews were carried out in 16 companies and self-assessments in 161 companies during the reporting year (2024: interviews in 17 companies and self-assessments in 155 companies), achieving a coverage rate of 100 percent (2024: 100 percent). Observance of compliance requirements is likewise verified by means of extensive spot checks. A rolling system is applied to ensure that all companies are checked within a period of three years.

Internal Audit

Internal Audit examines compliance aspects as part of its standard and special audits. As an independent control function in the “three-lines” model of integrated corporate governance, risk and compliance, Internal Audit performs audits and offers advice on behalf of the Executive Board. It also delivers quarterly reports to the Executive Board, the extended management circle and the Audit and Cybersecurity Committee of the Supervisory Board. To this end, it agrees binding action with the audited units and monitors timely implementation. Aside from safeguarding assets and examining the efficiency and regularity of processes, Internal Audit’s remit includes verifying that documentation is complete. This additionally encompasses compliance investigations, either of a general nature or driven by a specific event, audits of export controls, sustainability, human rights and all of the group’s central functions. It submits a written report, including a final statement, to both the Executive Board and the audited unit immediately after the investigations.

Sanctions in the event of violations

Violations of group-wide compliance rules are met with sanctions appropriate to the degree of fault and severity of the misconduct. Sanctions range from reprimand through warning letters and reduced bonus payments to the (extraordinary) termination of employment. In particularly serious cases, GEA reserves the right to sue the individuals concerned for damages and/or to report the violation to the responsible authorities. The group expects all employees to promptly report any indications of compliance violations. Managers must ensure that serious misconduct, notably in the areas of corruption, competition law and data protection, is reported to the Compliance department. GEA takes action against any form of violence and discrimination – if necessary by legal means. This also includes gender-based violence and harassment in the workplace (further information about how (potential) violations are dealt with can be found in ESRS S1 “Own workforce”).

Metrics | ESRS G1-4

No convictions due to corruption or bribery

There were 26 cases of corruption and bribery in the reporting year, none of which were substantiated (2024: no substantiated cases). There were no convictions (2024: no convictions). Furthermore, no cases of money laundering or insider trading were recorded in the reporting year, whereas two cases involving conflicts of interest were reported.

GEA did not have to pay any material fines (EUR 10,000 or more) in this context (2024: no material fines). As in the past four years, no sanctions were imposed on GEA in 2025 for violations of anti-corruption regulations, nor were any employees convicted of bribery. Similarly, GEA had to pay no significant fines (EUR 10,000 or more) for non-compliance with laws or regulations governing economic, ecological and social matters or in connection with environmental aspects, as was the case in the past four financial years.

GEA is a member of the World Economic Forum's Partnering Against Corruption Initiative (PACI), a CEO-led anti-corruption initiative. PACI works with international organizations and government agencies to build and grow trust in companies and institutions. GEA sees this as an opportunity to contribute to this best-practice initiative and to help drive forward international developments in the field of anti-corruption.

Methodology

Methodology used to investigate and evaluate complaints, (confirmed) cases and convictions in the area of compliance

Compliance reports are recorded via the company's internal whistleblower system. The figures are based on the information in this system. No estimates are made.

Relevant issues can also be identified via other channels, such as personal discussions, emails or as part of compliance spot checks or internal audits. Depending on the outcome of the assessment, the issues are transferred to the case management system. The case management system maps all reports and relevant facts that, due to their severity, have been classified as a case following a plausibility check by the specialist department responsible.

GEA distinguishes between complaints, cases, confirmed cases and convictions:

- Complaints (or reports) are all information received via the GEA whistleblower system (BKMS tool and hotline).
- Cases are complaints that have been investigated and classified as plausible, as well as facts that have otherwise come to attention (see above) which, due to their seriousness, trigger an investigation and can be tracked (an example of a case that cannot be tracked is an anonymous complaint with no specific reference to a person or company).
- Confirmed cases are incidents that have been deemed substantiated with a probability bordering on certainty. Cases still under investigation at the end of the reporting period are excluded.
- Convictions are cases in which a state court has convicted GEA employees for violating bribery or corruption regulations.

The Compliance & Integrity department becomes aware of any convictions if these result from previously processed cases and the Legal department, to which the Compliance & Integrity department belongs, is involved in the legal proceedings.

Certain disclosures made in the previous year were not included in the current presentation due to immateriality. However, additional metrics were identified that are material for GEA in the area of corporate governance.

These include the disclosure of cases involving conflicts of interest. A (potential) conflict of interest exists when an employee's private interests conflict with GEA's interests or are affected by a business decision. A conflict of interest also exists when a business decision affects the known interests of persons closely associated with a GEA employee. Employees are required to report any conflicts of interest via the internal Compliance Approval Tool (CAT), and they are prohibited from influencing the business decision in question without prior approval. Conflicts of interest that are not formally cleared (through remedial actions) through the CAT system are logged as compliance cases.

Entity-specific

Data Protection and Information Security



Positive Impact

- GEA protects the information within its value chain, which contributes to a **stable and secure business environment**.

Negative Impact

- Intentional or unintentional release of confidential information** (such as GEA's intellectual property and trade secrets, data from customers and other stakeholders as well as personal or other data) caused in-house or externally (e.g. hacker attacks) and as a result of ineffective IT security controls.
- Improper or illegal handling of information** (such as customer data or promotional materials) or illegal data processing jeopardizes a stable and secure business environment.
- Security and data protection breaches** (including with regard to privacy rights) jeopardize a stable and secure business environment.

⊕ = Positive Impact | ⊖ = Negative Impact | ⓘ = Risk | ⓘ = Opportunity

Entity-specific

Data Protection and Information Security

Protecting company and partner information – enabling business potential

GEA processes and uses personal data worldwide on a daily basis. Protecting that data and safeguarding the personal rights of employees, customers, suppliers, other business partners and job applicants are crucially important to the group. The European General Data Protection Regulation (GDPR) and the national laws based on it, as well as international legal standards, form the basis for responsible Data Protection.

As digitalization advances, secure and compliant information handling represents a crucial aspect of GEA's responsibility and is subject to strict requirements. Violations of the GDPR can result in fines of up to EUR 20 million or 4 percent of group revenue and exclusion from public contracts.

Companies are increasingly having to deal with external attacks, such as cyberattacks including ransomware, phishing or failing Information Security control systems, as well as data misuse or the negligent handling of information. Incidents of this nature that involve hacking or internal errors, for example, can result in a data breach. GEA is required to protect the information of its customers and other partners at all times, just as it protects its own information.

The overarching goal of Information Security is therefore to protect information relevant to the group – both its own information and that of its customers and other business partners. Value creation processes are designed and optimized to ensure that information is always handled securely. A security incident can result in the breach of sensitive and confidential data. GEA has a comprehensive Information Security Management System (ISMS) in place to prevent incidents of this nature – not least to help ensure the stability and security of the business environment in which GEA, its customers and other stakeholder groups operate. The management system has given rise to several different policies as well as a clear procedure to follow in the event of an incident.

Impacts, risks and opportunities in connection with Data Protection and Information Security

As part of the double materiality assessment, GEA conducted a comprehensive stakeholder group analysis to identify and evaluate the actual and potential impacts, risks and opportunities that arise in connection with Data Protection, which focuses on personal data in particular, and Information Security (the protection of all types of information assets). Using this approach, all relevant stakeholder groups along the entire value chain were included. When it comes to handling personal and business information, all data relating to employees, applicants, customers, suppliers, other business partners and GEA itself is highly sensitive. In contrast to Data Protection, Information Security protects all company assets and all types of information. Ensuring this protection is a priority and an indispensable aspect of governance in the digital age.

The principles of business conduct and management cover Information Security and Data Protection to the same extent as all other chapters standardized in accordance with ESRS. This structure ensures that Information Security and Data Protection form an integral part of the corporate strategy and are embedded at the same level as the other sustainability topics. More information on this is provided in ESRS 2 "General disclosures" under "Responsible governance."

Targets | ESRS 2 MDR-T

Data Protection targets

To protect data and safeguard personal rights, GEA has defined various company-specific Data Protection targets in addition to the requirements of the European General Data Protection Regulation (GDPR):

1. 100 percent of people with a computer workstation and a Workday account undergo training at least every two years.
2. 100 percent of the managing directors of all GEA companies must submit an annual Data Protection compliance declaration.
3. 100 percent of the companies in the scope of the data deletion project will have the data deletion solution for SAP systems introduced in the reporting year.
4. 100 percent of the Data Protection monitoring spot checks conducted by an external auditor will be completed at the selected companies by the end of the reporting year.

Performance development compared with the specified targets, monitoring and methodology are presented later in the chapter. The stakeholder groups are not directly involved in defining personal Data Protection targets. The group ensures that its targets are consistent with the requirements of the GDPR.

Information Security targets

Information Security at GEA aims to protect information relevant to the group by guaranteeing confidentiality, integrity and availability. This helps GEA ensure that it is able to provide products and process solutions that are both safe and efficient. Information is protected with the goal of preventing unintentional data releases, violations of legal requirements, negative impacts on the economy as well as legal and financial consequences. To that end, GEA has set itself the following goals:

1. All relevant locations and products are to undergo security certification by 2027. This comprises security certifications such as ISO/IEC 27001, IEC 62443 4-1, IEC 62443 2-1, IEC 62443 3-3, Cyber Essentials Plus, MLPS 2.0 compliance and ITAR compliance. Relevant sites are identified based on legal and customer requirements as well as GEA's business model and then re-evaluated once per year.
2. The global concepts and security measures under the Global Security Program are to be implemented by 2027.

While the objectives of this program are based in part on legal and customer requirements for security certifications, they actually go further than that and also include voluntary requirements. Performance development compared with the specified targets as well as monitoring and methodology are presented later in the chapter.

Actions | ESRs 2 MDR-A

Data Protection measures

Data Protection Management System

The group-wide, comprehensive Data Protection Management System is the central organizational framework that the group uses to minimize Data Protection impacts and risks. The Data Protection Management System has been audited in accordance with the IDW PS 980 audit standard and passed an effectiveness test in 2024. Compliance with organizational Data Protection requirements and applicable Data Protection laws is regularly reviewed by the relevant company Data Protection Officers, other departments that perform audits or by external auditors. Alongside the company Data Protection Officers, GEA employs a Group Data Protection Officer who coordinates and supports Data Protection initiatives across the group as a whole. The Group Data Protection Officer reports directly to the Executive Board, the Supervisory Board and the Audit and Cybersecurity Committee.

Cross-divisional collaboration

The Data Protection department has stepped up its strategic collaboration with areas of Procurement, IT, Business Process Management and Information Security. One example of this is the active role it is playing in the planned restructuring of the IT department. The important and effective collaboration is also evident in how the department implements sweeping digital regulations such as the EU Data Act or the EU AI Act with interfaces to Data Protection and Information Security. This is highly relevant in terms of technology transformation at GEA, such as when integrating artificial intelligence (AI) into products or AI systems into the working environment.

Policies | ESRs 2 MDR-P

GEA Data Protection Policy

GEA's Data Protection Policy includes guidelines and conduct recommendations that can help prevent data privacy incidents and violations. Relevant internal stakeholder groups, such as the IT department, Procurement and Information Security Officers, were involved in the policy's creation and revision. The policy explicitly mentions the legal requirements to protect stakeholder groups (e.g., the rights of data subjects) as set out under the GDPR. It forms part of the global compliance principles and is supplemented by global mandatory training for GEA employees.

Data Protection Management System Policy

The Data Protection Management System Policy (DPMS Policy) defines the principles, structure and responsibilities for GEA's Data Protection Management System. It covers all organizational aspects, such as processes, roles, tasks and responsibilities, involved in personal data processing. The DPMS Policy additionally establishes interfaces to certain areas including IT, Information Security, Internal Audit, Legal and Compliance & Integrity, which were also involved in the policy's creation and revision as relevant stakeholder groups.

The Executive Board is responsible for the policies. The Group Data Protection Officer as well as local Data Protection Officers and Coordinators monitor compliance with the requirements.

The policies are supplemented by documented Data Protection processes addressing matters such as Data Protection incidents, privacy by design (considering all Data Protection requirements during the project and software design phase of products and service offerings, for example) and consent (such as the requirement that personal data only be disclosed to third parties if, where required, the data subject has granted informed, unambiguous consent). Both the policies and Data Protection processes are available on the GEA intranet. As personal data is used in all subsidiaries (for instance, in connection with orders, communications or invoicing), the policies apply group-wide to all GEA employees as well as its business divisions, business segments and regions. They take into consideration the requirements of the European General Data Protection Regulation and other local laws.

Information Security Policy

GEA has many internal policies, methods, processes and tools governing Information Security in order to guarantee that information is protected. The Information Security Policy is the overarching guideline.

All companies and everyone with access to the GEA network fall within the scope of application of all Information Security guidelines. These guidelines are intended to ensure the confidentiality, integrity and availability of all group-relevant data from business partners and from GEA itself within the context of Information Security. They ensure that GEA products and process solutions are secure and efficient. Confidentiality means preventing unauthorized access to information. Integrity guarantees the reliability and accuracy of information. Availability means that authorized individuals and systems have timely and uninterrupted access to data, objects and resources. Information Security management takes all of GEA's stakeholder groups into account; this also includes, for example, the personal data of its employees. Accordingly, the interests of affected stakeholders were also included in the policy. The Information Security policies are aligned with the requirements of various national and international laws, frameworks and guidelines such as the EU's Network and Information Systems Directive 2 (NIS2), the ISO/IEC 27001 and IEC 62443 standards, and the NIST 800-53 Information Security standard. All Information Security documents containing instructions are updated as part of an annual review.

GEA's Chief Information Security Officer (CISO) is responsible for monitoring compliance with the policies as well as for all management tasks related to Information Security, Business Continuity and Crisis Management. The CISO reports regularly to the Executive Board and to the Supervisory Board's Audit and Cybersecurity Committee.

Losses due to business interruptions are insured. Within the global Information Security Management System (ISMS), all managing directors are responsible for ensuring that their respective company has an appropriate ISMS in place.

All policies are available on the GEA intranet, and some are available online.

Training

Two types of Data Protection training are offered: The first is mandatory Data Protection training for all employees, which must be completed every two years; the second is additional training for specific departments or functions, which is always defined by the Data Protection team at the beginning of the year and, if necessary, adjusted over the course of the year. Mandatory training is mainly held online and takes place over a period of three to six months. Additional training is offered in the form of remote sessions.

Deletion Solutions project for data deletion in SAP systems

The Deletion Solutions project, which implements data deletion solutions in SAP systems, was continued for all GEA companies across the group during the reporting year. This project ensures that personal data is deleted as stipulated by law.

The project to delete unstructured data in Microsoft was also continued in 2025. This project represents another milestone in the area of data governance and AI-based data management within the group. As part of the project, a concept, an operations model and a Data Governance Policy were created and an initial pilot run performed for the HR department. The rollout to the GEA organization began in the reporting year.

Data Protection on the part of suppliers

The ongoing group-wide vendor management project was continued during the reporting year in order to ensure that all suppliers acting as processors on behalf of GEA have the necessary data processing agreement in place. The term “vendor” refers to an external company

or service provider that provides products or services to GEA. Vendors can include IT service providers, cloud providers or other external partners who, by virtue of their activities, could gain access to the group's personal data. The main focus in 2025 was on reviewing new and existing vendors to establish whether data processing agreements needed to be amended or concluded and implementing this in compliance with Data Protection requirements. A total of 125 vendors were reviewed. The project will be continued annually to ensure regular monitoring and that up-to-date data processing agreements are always in place with all vendors, where necessary.

Data Protection monitoring

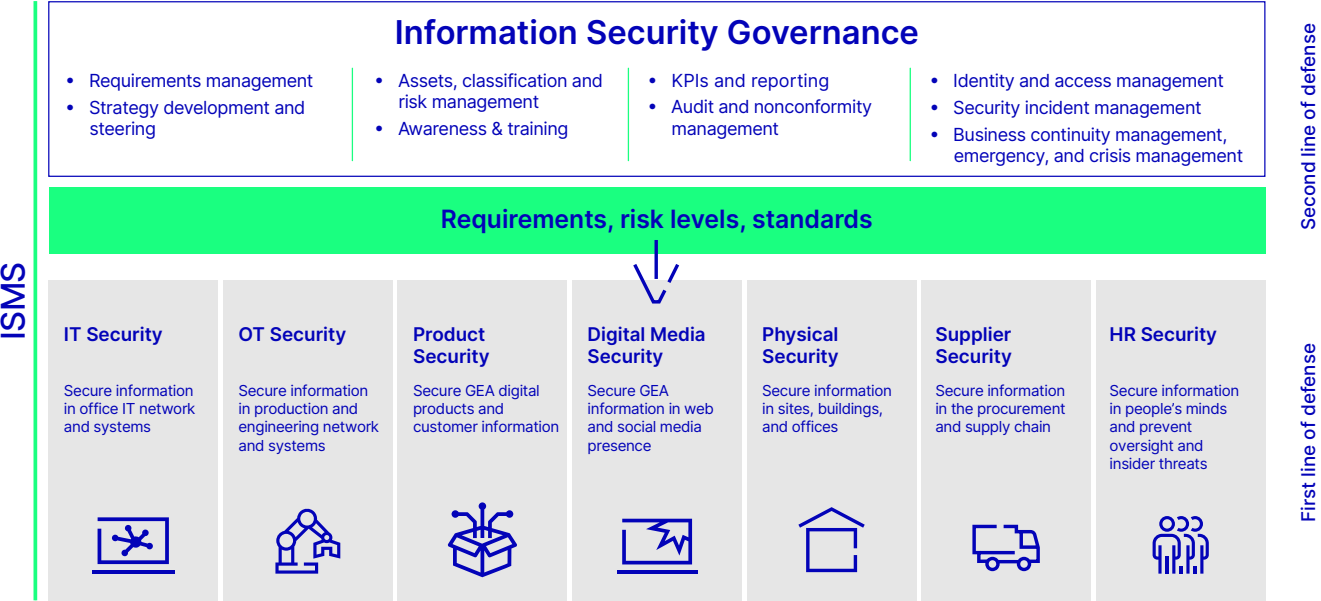
As part of Data Protection monitoring, risk-based checks are performed on a regular basis to ensure compliance with Data Protection requirements. GEA has implemented centralized and decentralized actions for this purpose. During the reporting year vendors and processing activities were reviewed in the Data Protection Management System to make sure that they were up to date. In addition, external auditors conducted spot checks focusing on local vendors and local video surveillance at 55 GEA companies.

Customer relationship management system
for secure customer data

Automated processes in GEA's global customer relationship management (CRM) system ensure that customer data is only used lawfully and, where required, only based on consent in compliance with Data Protection regulations (applicable in particular to marketing activities).

Measures in the event of violations

GEA attaches utmost importance to safeguarding strict adherence to Data Protection regulations across all companies. This is why the group reserves the right to take action against anyone who fails to comply with Data Protection laws. Such actions may, for example, include disciplinary measures under labor law or claims for damages. Information on Data Protection incidents can be reported via the central email address breachnotification@gea.com, the OneTrust Data Protection management tool, the Security Incident Response module in ServiceNow or confidentially via the GEA whistleblower system (for more information on the whistleblower system and how reports of human rights and compliance violations are handled, please refer to ESRS S1 “Own workforce” and ESRS G1 “Business conduct”).



Global Security Program continued worldwide

The total number of cyber-attacks has been continuously on the rise due to growing security risks. This in turn is prompting a growing number of government institutions, authorities and companies to require their suppliers – including GEA – to apply appropriate security measures and to demonstrate that they have market-specific certifications in addition to ISO 27001 certification.

GEA established the framework of the Global Security Program, which comprises around 80 projects, to meet this requirement and protect the group. The global concepts and security measures derived from it were successfully piloted at the first certification sites in 2023. The program's continuation in 2025 brought the global rollout of the security measures. It is scheduled to be concluded in 2027.

Enhancing the global ISMS, the cross-divisional security program helps the Executive Board, management and employees protect sensitive information. Preventive security measures minimize risks, while detective, reactive and corrective actions make it possible to identify and respond to attacks at an early stage.

New defined is the “GEA Security Partner” customer offering, which includes several different security products and services for GEA customers.

Successful certifications in 2025

Further certification projects were successfully carried out in 2025 in order to achieve the group's goal of having all relevant GEA sites and products security certified by 2027. A security risk assessment is performed each year to determine those locations where certification is needed.

ISO/IEC 27001:2022: global certifications

The GEA ISMS is based on the globally recognized ISO/IEC 27001:2022 standard. It takes industry-specific requirements into account, is continuously updated by the CISO organization and approved by the Executive Board. Some of the most comprehensive measures completed as part of the Global Security Program in the reporting year were the certifications of 98 GEA sites in accordance with the current 2022 version of the ISO/IEC 27001 standard. The scope of certification was expanded to cover 45 locations more than in the previous year and 75.1 percent of the GEA workforce.

IEC 62443 4-1 and IEC 62443 2-1:

Umbrella certifications and expanded scope

Umbrella certification with regard to product development in accordance with IEC 62443 4-1 Maturity Level 3 (ML 3) was extended in 2025 to include Duesseldorf and Oelde; that means a total of three locations, including Alcobendas, are now certified to this standard. Another seven locations underwent internal audits in accordance with ML 2.

The Oelde and Niederahr sites continue to maintain their certifications in accordance with IEC 62443 2-1 ML 3.

Cyber Essentials Plus certification in the UK

In 2025, the Information Security processes of GEA Mechanical Equipment UK Limited in Milton Keynes, UK, were again reviewed according to the “Cyber Essentials Plus” certification, which is required by the British government and overseen by the National Cyber Security Centre (NCSC). The successful recertification demonstrates to customers that GEA is able to adequately protect its own data and that of others. UK Cyber Essentials Plus certification is relevant across industries but especially to the shipping industry, which has strong ties to the UK's Royal Navy.

MLPS 2.0 compliance in China

The Chinese government is implementing numerous laws to strengthen cyber security within the country. As early as 2023, GEA reviewed the maturity of the security measures in place at its Chinese sites and companies in accordance with the Multi-Level Protection Scheme (MLPS) 2.0 in 2023 and took any necessary measures. Corresponding assessments submitted to the relevant Chinese authorities ensured compliance.

ITAR compliance in the USA

The International Traffic in Arms Regulations (ITAR) provide the framework for direct suppliers or contractors to ensure secure execution of orders for the US Department of Defense. ITAR compliance makes it possible for GEA to securely and reliably process the corresponding customer orders for marine separators.

Raising awareness of and training for security risks and measures

Cybercriminals, who are often financially motivated and sometimes state-sponsored, exploit new technologies such as quantum computers and artificial intelligence (AI) to manipulate people and engage in fraudulent activities. To thwart potential attacks, GEA continued its internal communications campaign – using measures such as intranet articles, Viva Engage posts, videos, manager newsletters and lock screen campaigns – across all locations in 2025. International Awareness Days and Cyber Security Awareness Month were used to raise awareness of current threats to Information Security. Another focus was on conducting targeted campaigns to flank technical changes, including upgraded information classifications or changes to multi-factor authentication. The Local Information Security Officers (LISO) participated in communication training and received practical toolkits in their respective national languages to improve communication at the local level. One highlight was the Global Security Conference, which was held as a hybrid internal community event. This event featured discussions on key topics as well as workshops where participants had an opportunity to share insights and discuss them in greater detail. The Information Security and GEA Digital Days also sought to intensify cross-departmental collaboration and foster in-depth professional dialogue.

In addition, a video series providing security tips for business and private use was expanded during the reporting period with the help of the Executive Board, members of the CISO Organization and employees from other departments. They include videos from the CEO and CFO that raise awareness about deepfake attacks, a motivational video from the CFO on Information Security, an interview with the CISO on Cyber Security Awareness Month and numerous videos on individual security topics, such as how to use social media safely, threats posed by AI and how to prevent and recognize attacks.

Regular phishing simulations helped employees around the world better recognize phishing emails and fend off phishing attempts by raising awareness and reinforcing cautious behavior.

All information, training materials, awareness-raising videos, explanatory videos and explanations of current security risks can be found in the Information Security Portal on the GEA intranet. GEA conducts these training courses, phishing simulations and communications campaigns to inform and educate its employees about the methods currently being used by cyber criminals and about what they can do to protect themselves. This guidance not only helps ensure prevention but also provides tips on how to proceed in the event of security incidents.

Mandatory Information Security trainings are also provided every year for all individuals with access to the GEA network. 2025 saw an expansion in the training opportunities on offer that focused, for instance, on mandatory training for specific target groups such as employees in the sales forces, (software) development, IT, purchasing, facility management and production. Additionally, a special NIS2 training course was provided for the managing directors in the European Union. Two mandatory training courses developed for the entire GEA workforce and all individuals with access to the GEA network – “Information Security Basics” and “Information Classification and Handling of Classified Information” – were completely revamped. These e-learning courses and in-person training sessions taught employees about security-related issues relevant to the work they do in their business units as well as about threats and safe behavior.

New and improved security measures

GEA reviews its security measures and introduces new technologies every year to further optimize the protection of its information and digital systems. Some of the measures implemented in financial year 2025 include:

- Additional applications and systems were integrated to expand MyAccess (central identity and access management solution) and the user role and permission management functions were improved in order to enhance security and simplify administration.
- The use of passwordless authentication through facial recognition was further expanded.
- Removal of text messages and phone calls as second factor options to improve the use of multi-factor authentication (MFA).
- Increase in the number of systems monitored for attacks by the central security solution.
- The Security Operations Center (SOC), which had previously been operated by a third party, was fully insourced with 24/7 operation; this not only enhanced attack response effectiveness and efficiency but also reduced running costs.
- Introduction of new processes for evaluating the NIS2 significance of (security) incidents and for reporting significant incidents to European Information Security authorities.
- Improvements have been made regarding the external IT attack surface, the effect of which is also noticeable in external monitoring and assessment tools (such as BitSight); this positions GEA as one of the industry's foremost leaders, far ahead of its competitors.
- A default information classification has been introduced for new electronic documents including predefines the encryption only for GEA user accounts; this significantly reduces the risk of data leaks while also improving work efficiency.
- Further rollout of the solution for classifying and protecting information in ERP systems.

- The GEA malware protection solution has also been rolled out as standard to all business and private cell phones and tablets with access to the GEA network.
- Stricter technical compliance checks were introduced for devices such as computers, laptops, cell phones and tablets with access to the GEA network.
- Further improvements made to the approach used for analyzing and handling vulnerabilities, not only in IT and OT networks as well as IT and OT systems, applications and software but also in GEA products. Technical vulnerabilities are identified, classified, prioritized, handled and documented in a structured manner. These measures are complemented by a large number of technical audits, pentests and simulated hacker attacks, as well as the possibility of having vulnerabilities reported by an external third party.
- New global processes were introduced for the secure destruction of storage media.
- Compliance with the Cyber Resilience Act (CRA) has already been documented by all sites with software development regarding the creation of software bills of material (SBOM) and suitable software to handling of newly identified vulnerabilities.
- Inventory process for production machines was quantitatively improved and the inventory was completed.
- Vulnerability management was introduced for manufacturing equipment via a central IT tool.
- The use of external storage media (such as USB devices) in GEA factories is securely controlled by a special USB device scanner.
- This reporting year marked the first year of using a standardized GEA solution to perform data backups on critical servers in GEA factories.

- The introduction of patch management for GEA production machines is now governed by the maintenance and service contracts.
- A new global solution has been introduced to provide malware protection for production equipment in GEA factories.
- The detection of anomalies and malware in GEA factories has been improved by special alerting and response mechanisms.
- The solution used for internet, darknet and VIP monitoring has been expanded.
- New site security concepts and global access control solutions were introduced to further expand physical security.
- A new global visitor management solution was selected, and the global rollout has begun.
- Security was improved in the HR onboarding and offboarding processes, including with respect to contract content, exit checklists and security checks for employees in sensitive positions.
- Supplier security checks were expanded and updated supplier confidentiality declarations drawn up. Technical interfaces have been expanded between purchasing and security systems.

There was a further focus on internal ISMS audits, technical IT system audits, penetration tests and supplier audits to assess the effectiveness of security measures and ensure business continuity.

Procedure in the event of security incidents

The Executive Board, Chief Compliance Officer and CISO can order investigations into Information Security if security incidents occur.

In the event of internal security incidents, the compliance policy for internal investigations applies (additional information can be found in ESRS G1 “Business conduct”). In addition, the CISO, rather than the Chief Compliance Officer, appoints members of the investigation team from the ranks of the Information Security organization, rather than from the Compliance organization. Disciplinary measures are decided by the Information Security Compliance Committee.

Location-based business impact analyses and business continuity plans serve as preparatory measures for business interruptions, emergencies and crises, making them an important part of this. These location-based measures are supplemented by a global crisis management team, which can draw on prepared scenario-based playbooks in the event of a crisis. The business continuity plans and crisis management playbooks undergo regular reviews, validation and practical testing. The preventive measures enable GEA to appropriately respond to evolving geopolitical risks and other unforeseen events, such as IT security incidents, as well as to keep its business activities as stable as possible. IT incidents and interruptions are handled as part of business continuity management within the framework of IT Service Continuity Management (ITSCM).



[Assessment of security opportunities and risks](#)

Due to the constantly changing nature of the potential threat situation, GEA assesses both security risks and opportunities. These were not deemed material in this year's materiality assessment.

The global concepts and security measures of the Global Security Program, which are reported on in this chapter, aim to increase security opportunities and minimize security risks.

By the end of 2026, the cumulative potential impact of security risks is to be reduced to less than ten percent of the risks initially calculated at the start of the Global Security Program in 2020. Business-relevant security opportunities are to be leveraged as a means of boosting revenue based on the security maturity level and through the provision of security products and services.

The cumulative security risks have declined substantially since the 2020 base year. GEA has already seized its first security opportunities, generating its initial revenue through security products as well as on the basis of its achieved security maturity level.

The status of security opportunities and risks is evaluated on a quarterly basis and reported to the Supervisory Board's Audit and Cybersecurity Committee.

[Financial expenditures for Information Security and Data Protection](#)

GEA invested around EUR 22 million in Information Security and Data Protection measures in the reporting period (2024: EUR 18 million).

Metrics | [ESRS 2 MDR-M](#)

Data Protection metrics

[Data Protection training](#)

At the end of the 2025 reporting year, 17,921 active employees (94.5 percent) had participated in mandatory Data Protection training, which must be completed every two years (2024: 88.0 percent; 16,137 active employees). In addition, 207 employees from various areas such as management, Human Resources, Works Council, and the GEA Data Protection Community (local Data Protection Officers and Data Protection Coordinators) received remote training on Data Protection during the reporting period (2024: 354 employees from Procurement and 205 from the GEA Data Protection community). Moreover, 821 employees received training in Microsoft Copilot Chat, during which they were also instructed on the relevant Data Protection measures.

[Declaration of Data Protection Compliance](#)

93.3 percent of the managing directors of compliance- and Data Protection relevant GEA companies have issued a Declaration of Data Protection Compliance for 2025 (2024: 97.0 percent).

[Data deletion solutions](#)

Data deletion solutions for SAP systems were introduced in the reporting year at 100 percent of the companies covered by the 2025 project (2024: 100 percent).

[Data Protection monitoring](#)

100 percent of the Data Protection monitoring spot checks conducted by an external auditor at selected companies earmarked for the reporting year were completed. Findings and follow-up measures are defined and tracked based on information provided by the companies.

[Requests and Data Protection incidents](#)

During the reporting period, GEA again recorded a large number of internal reports regarding potential Data Protection violations in accordance with the applicable Data Protection laws as well as requests for advice. This is a welcome development as it shows that employees are aware of the issue of Data Protection and an indication that the quality of monitoring is improving. In 2025, there were no reportable Data Protection incidents reported to the relevant Data Protection authority (2024: three incidents).

Information Security metrics

Security certifications

85 GEA companies at 98 sites had security certification in accordance with the ISO/IEC 27001 standard at the end of the reporting year (2024: 43 GEA companies at 53 locations). This corresponds to roughly 33 percent of the sites and 75.1 percent of GEA's employees (2024: roughly 20 percent of sites and 43 percent of GEA's employees).

Information Security incident reports

GEA received no complaints regarding breaches or losses of customer data in 2025 (2024: none).

Methodology

Methodology used to calculate Data Protection training

Every new employee undergoes Data Protection training in their first six months, while all other employees receive training at least every two years. In order to calculate the percentage of employees who completed mandatory Data Protection training in a reporting year, participation in both virtual and in-person training is recorded via the Workday learning platform and evaluated at the end of the year. This metric measures the proportion of employees who have completed the mandatory training courses within a specified two-year period. As the deadlines for training courses expire at different times (in June of each year, for example), the figure as of the reporting date does not necessarily reflect 100 percent.

Methodology used to calculate compliance declarations issued

To calculate which percentage of the managing directors of GEA companies relevant in the context of compliance and Data Protection have issued a Declaration of Data Protection Compliance, actual responses are counted via Proxora, a compliance management software.

Methodology used to calculate the SAP data deletion solution

An implementation plan was drawn up to define the percentage of GEA companies where data deletion solutions must be introduced. The plan covers all group companies with the goal of implementing data deletion solutions by 2025. At the end of the reporting year, the number of companies with a solution implemented was compared with the total number of companies.

Methodology used to calculate Data Protection monitoring activities (spot checks)

The audit scope for the spot checks performed by the external auditor was defined in advance to ensure that coverage can be documented on the basis of the available audit reports.

Methodology used to calculate reportable cases

All Data Protection cases are taken from the internal Data Protection Management System, reviewed using a documented assessment and marked as reportable if necessary.

Methodology used to calculate data on Information Security

To calculate the extent to which GEA has implemented the Information Security Management System (ISMS) in accordance with ISO/IEC 27001, the proportion of certified sites, companies and employees that fall within the scope of certification are considered. These figures are then compared with the total number of sites, companies and employees in the form of a ratio. The result is not validated by external third parties, only by the certification itself.

At GEA, complaints received regarding data breaches and losses of customer data are documented in the Security Incident Response (SIR) module of ServiceNow as part of security incident management and reported at the end of the year.

No estimates or assumptions are needed to assess any of the metrics provided.

FURTHER DISCLOSURE REQUIREMENTS

Disclosures required by the HGB

This Sustainability Report fulfills the requirements for preparing the non-financial group statement in accordance with sections 315b to 315c of the German Commercial Code (HGB) and thus the reporting obligations under commercial law. The following applies in this context:

As the reporting framework pursuant to Sections 315c (3) in conjunction with 289d of the German Commercial Code (HGB), the European Sustainability Reporting Standards (ESRS) continued to be applied in full during the reporting year based on the significance of the ESRSs as reporting standards adopted by the European Commission for sustainability reporting.

Neither the group's own business activities nor its business relationships, products or services give rise to any material risks that are highly likely to have a seriously adverse impact on non-financial aspects in accordance with section 289c HGB.

Reconciliation of aspects pursuant to section 289c (2) of the HGB to ESRS sustainability matters	
HGB aspects	ESRS pursuant to the CSRD
Environmental matters	ESRS E1 Climate change, including the TCFD and the EU Taxonomy Regulation ESRS E2 Pollution ESRS E3 Water and marine resources ESRS E5 Resource use and circular economy
Employee-related matters	ESRS S1 Own workforce ESRS S2 Workers in the value chain
Social matters	"Community Engagement" (entity-specific)
Respect for human rights	ESRS S1 Own workforce ESRS S2 Workers in the value chain Cross-cutting chapter ESRS E1 & ESRS S2 "Sustainable procurement"
Combating corruption and bribery	ESRS G1 Business conduct "Data Protection and Information Security" (entity-specific)

In accordance with section 315c HGB in conjunction with section 289c (3) no. 6 HGB, GEA points out in connection with environmental matters that provisions exist as of December 31, 2025, for obligations stemming from previous business activities in the area of environmental protection and mining; see also section 6.2 "Provisions" and section 7.8 "Result from discontinued operations" in the notes to the consolidated financial statements. The obligations are expected to extend far beyond 2050.

ESRS 2, IRO-2

List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS 2 GOV-1 Board gender diversity Paragraph 21(d)	Indicator number 13 in Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816 ⁵ , Annex II		ESRS 2 General information > Responsible governance >> Reference to the annual report > Corporate governance statement > Succession planning and diversity policy governing the composition of the Executive Board and the Supervisory Board ESRS 2 General information > Responsible governance >> Reference to the annual report > Corporate governance statement > Compliance with minimum quotas pursuant to Section 96(2) of the AktG and commitment to promoting the participation of women in executive positions in accordance with Section 76(4) and Section 111(5) of the AktG
ESRS 2 GOV-1 Percentage of board members who are independent Paragraph 21(e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		ESRS 2 General information > Responsible governance >> Reference to the annual report > Corporate governance statement > Succession planning and diversity policy governing the composition of the Executive Board and the Supervisory Board ESRS 2 General information > Responsible governance >> Reference to the annual report > Corporate governance statement > Compliance with minimum quotas pursuant to Section 96(2) of the AktG and commitment to promoting the participation of women in executive positions in accordance with Section 76(4) and Section 111(5) of the AktG
ESRS 2 GOV-4 Statement on due diligence Paragraph 30	Indicator number 10 in Table #3 of Annex I				ESRS 2 General information > Double materiality assessment for ongoing transparency >> Reference to the annual report > Combined group management report > Opportunity and risk report > Opportunity and risk management system
ESRS 2 SBM-1 Involvement in activities related to fossil fuels Paragraph 40(d)(i)	Indicators number 4 in Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/24536, Table 1: Qualitative information on environmental risk/Table 2: Qualitative information on social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to chemical production Paragraph 40(d)(ii)	Indicator number 9 in Table #2 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable



SUSTAINABILITY REPORT
FURTHER DISCLOSURE REQUIREMENTS

Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS 2 SBM-1 Involvement in activities related to controversial weapons Paragraph 40(d)(iii)	Indicator number 14 in Table #1 of Annex I		Delegated Regulation (EU) 2020/1818 ⁷ , Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to the cultivation and production of tobacco Paragraph 40(d)(iv)			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS E1-1 Transition plan to reach climate neutrality by 2050 Paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	ESRS E1 Climate change > GEA Climate Transition Plan 2040
ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks Paragraph 16(g)		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Not applicable
ESRS E1-4 GHG emission reduction targets Paragraph 34	Indicator number 4 in Table #2 of Annex I	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: Alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		ESRS E1 Climate change > Net zero by 2040
ESRS E1-5 Energy consumption from fossil fuels, broken down by source (high climate impact sectors only) Paragraph 38	Indicator number 5 in Table #1 of Annex I and Indicator number 5 in Table #2 of Annex I				ESRS E1 Climate change > Energy consumption and mix metrics
ESRS E1-5 Energy consumption and mix Paragraph 37	Indicator number 5 in Table #1 of Annex I				ESRS E1 Climate change > Energy consumption and mix metrics
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors Paragraphs 40 to 43	Indicator number 6 in Table #1 of Annex I				ESRS E1 Climate change > Energy consumption and mix metrics
ESRS E1-6 Gross Scope 1, 2, 3 and total GHG emissions Paragraph 44	Indicators number 1 and 2 in Table #1 of Annex I	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)		ESRS E1 Climate change > Greenhouse gas emissions metrics for Scope 1, 2 and 3
ESRS E1-6 Gross GHG emissions intensity Paragraphs 53 to 55	Indicator number 3 in Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		ESRS E1 Climate change > Greenhouse gas emissions metrics for Scope 1, 2 and 3



Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS E1-7 GHG removals and carbon credits Paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	ESRS E1 Climate change > Climate Transition Plan 2040
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks Paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Use of phase-in provisions
ESRS E1-9 Breakdown of monetary amounts by acute and chronic physical risk Paragraph 66(a)		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			Use of phase-in provisions
ESRS E1-9 Location of significant assets at material physical risk Paragraph 66(c)					
ESRS E1-9 Breakdown of the carrying amount of the undertaking's real estate assets by energy efficiency class Paragraph 67(c)		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Use of phase-in provisions
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities Paragraph 69			Commission Delegated Regulation (EU) 2020/1818, Annex I		Use of phase-in provisions
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil Paragraph 28	Indicator number 8 in Table #1 of Annex I Indicator number 2 in Table #2 of Annex I Indicator number 1 in Table #2 of Annex I Indicator number 3 in Table #2 of Annex I				ESRS E2 Air pollution > Air pollutant emissions
ESRS E3-1 Water and marine resources Paragraph 9	Indicator number 7 in Table #2 of Annex I				ESRS E3 Water > Efficient water management
ESRS E3-1 Dedicated policy Paragraph 13	Indicator number 8 in Table 2 of Annex I				ESRS E3 Water > Policies
ESRS E3-1 Sustainable oceans and seas Paragraph 14	Indicator number 12 in Table #2 of Annex I				Not material
ESRS E3-4 Total water recycled and reused Paragraph 28(c)	Indicator number 6.2 in Table #2 of Annex I				Not material



Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations Paragraph 29	Indicator number 6.1 in Table #2 of Annex I				E3 Water > Water management metrics
ESRS 2 IRO-1 E4 Paragraph 16(a)(i)	Indicator number 7 in Table #1 of Annex I				Not material
ESRS 2 IRO-1 E4 Paragraph 16(b)	Indicator number 10 in Table #2 of Annex I				Not material
ESRS 2 IRO-1 E4 Paragraph 16(c)	Indicator number 14 in Table #2 of Annex I				Not material
ESRS E4-2 Sustainable land/agriculture practices or policies Paragraph 24(b)	Indicator number 11 in Table #2 of Annex I				Not material
ESRS E4-2 Sustainable oceans/seas practices or policies Paragraph 24(c)	Indicator number 12 in Table #2 of Annex I				Not material
ESRS E4-2 Policies to address deforestation Paragraph 24(d)	Indicator number 15 in Table #2 of Annex I				Not material
ESRS E5-5 Non-recycled waste Paragraph 37(d)	Indicator number 13 in Table #2 of Annex I				ESRS E5 Resource outflows related to products and services, waste > Waste volume
ESRS E5-5 Hazardous waste and radioactive waste Paragraph 39	Indicator number 9 in Table #1 of Annex I				ESRS E5 Resource outflows related to products and services, waste > Waste volume
ESRS 2 SBM3 S1 Risk of incidents of forced labor Paragraph 14(f)	Indicator number 13 in Table #3 of Annex I				ESRS S1 Own workforce > Human rights risk management in own operations ESRS S2 Workers in the value chain > Human rights risk management in the supply chain
ESRS 2 SBM3 S1 Risk of incidents of child labor Paragraph 14(g)	Indicator number 12 in Table #3 of Annex I				ESRS S1 Own workforce > Human rights risk management in own operations ESRS S2 Workers in the value chain > Human rights risk management in the supply chain
ESRS S1-1 Human rights policy commitments Paragraph 20	Indicator number 9 in Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				ESRS S1 Own workforce > Human rights > Policies



Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 Paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		ESRS S1 Own workforce > Human rights > Policies
ESRS S1-1 Processes and measures for preventing trafficking in human beings Paragraph 22	Indicator number 11 in Table #3 of Annex I				ESRS S1 Own workforce > Human rights > Policies
ESRS S1-1 Workplace accident prevention policy or management system Paragraph 23	Indicator number 1 in Table #3 of Annex I				ESRS S1 Own workforce > Occupational health and safety > Policies
ESRS S1-3 Grievance/complaints handling mechanisms Paragraph 32(c)	Indicator number 5 in Table #3 of Annex I				ESRS S1 Own workforce > Reporting and dealing with (potential) violations
ESRS S1-14 Number of fatalities and number and rate of work-related accidents Paragraph 88(b) and (c)	Indicator number 2 in Table #3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex I		ESRS S1 Own workforce > Occupational safety record
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness Paragraph 88(e)	Indicator number 3 in Table #3 of Annex I				ESRS S1 Own workforce > Occupational safety record
ESRS S1-16 Unadjusted gender pay gaps Paragraph 97(a)	Indicator number 12 in Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS S1-16 Excessive CEO pay ratio Paragraph 97(b)	Indicator number 8 in Table #3 of Annex I				Not material
ESRS S1-17 Incidents of discrimination Paragraph 103(a)	Indicator number 7 in Table #3 of Annex I				ESRS S1 Own workforce > Metrics on reports and (potential) violations
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Paragraph 104(a)	Indicator number 10 in Table #1 of Annex I and Indicator number 14 in Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		ESRS S1 Own workforce > Metrics on reports and (potential) violations
ESRS 2 SBM3 S2 Significant risk of child labor or forced labor in the value chain Paragraph 11(b)	Indicators number 12 and 13 in Table #3 of Annex I				ESRS S2 Workers in the value chain > Human rights risk management in the supply chain

Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS S2-1 Human rights policy commitments Paragraph 17	Indicator number 9 in Table #3 of Annex I and Indicator number 11 in Table #1 of Annex I				ESRS S1 Own workforce > Human rights > Policies
ESRS S2-1 Policies related to value chain workers Paragraph 18	Indicators number 11 and 4 in Table #3 of Annex I				ESRS S1 Own workforce > Human rights > Policies ESRS S2 Workers in the value chain > Policies ESRS E1 & S2 Sustainable procurement > Policies
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines Paragraph 19	Indicator number 10 in Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		ESRS S1 Own workforce > Metrics on reports and (potential) violations
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 Paragraph 19			Commission Delegated Regulation (EU) 2020/1816, Annex I		ESRS S1 Own workforce > Human rights > Policies
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain Paragraph 36	Indicator number 14 in Table #3 of Annex I				ESRS S1 Own workforce > Metrics on reports and (potential) violations ESRS S2 Workers in the value chain > Human rights in the supply chain
ESRS S3-1 Human rights policy commitments Paragraph 16	Indicator number 9 in Table #3 of Annex I and Indicator number 11 in Table #1 of Annex I				Not material
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines Paragraph 17	Indicator number 10 in Table #1 Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not material
ESRS S3-4 Human rights issues and incidents Paragraph 36	Indicator number 14 in Table #3 of Annex I				Not material
ESRS S4-1 Policies related to consumers and end-users Paragraph 16	Indicator number 9 in Table #3 of Annex I and Indicator number 11 in Table #1 of Annex I				Not material



Disclosure requirement and associated data point	SFDR reference ¹	Pillar 3 reference ²	Benchmark regulation reference ³	EU Climate Law ⁴	References within the GEA Sustainability Report
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines Paragraph 17	Indicator number 10 in Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not material
ESRS S4-4 Human rights issues and incidents Paragraph 35	Indicator number 14 in Table #3 of Annex I				Not material
ESRS G1-1 United Nations Convention Against Corruption Paragraph 10(b)	Indicator number 15 in Table #3 of Annex I				ESRS G1 Business conduct > Responsible and sustainable business conduct
ESRS G1-1 Protection of whistleblowers Paragraph 10(d)	Indicator number 6 in Table #3 of Annex I				ESRS S1 Own workforce > Human rights > Policies ESRS G1 Business conduct > Policies
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws Paragraph 24(a)	Indicator number 17 in Table #3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		ESRS G1 Business conduct > No convictions of corruption or bribery
ESRS G1-4 Standards of anti- corruption and anti- bribery Paragraph 24(b)	Indicator number 16 in Table #3 of Annex I				ESRS G1 Business conduct > Policies

1) Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).

3) Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

4) Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p. 1).

5) Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

List of disclosure requirements followed based on the results of the double materiality assessment

General information				
ESRS Standard		ESRS identification		References within the GEA Sustainability Report
ESRS 2	General disclosures		BP-1 – General basis for preparation of sustainability statements	ESRS 2 General information > General basis for preparation of the Sustainability Report
			BP-2 – Disclosures in relation to specific circumstances	ESRS 2 General information > General basis for preparation of the Sustainability Report
	Governance		GOV-1 – The role of the administrative, management and supervisory bodies	ESRS 2 General information > Responsible governance
			GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	ESRS 2 General information > Responsible governance
			GOV-3 – Integration of sustainability-related performance in incentive schemes	ESRS 2 General information > Remuneration linked to sustainability target attainment
			GOV-4 – Statement on due diligence	ESRS 2 General information > Responsible governance
			GOV-5 – Risk management and internal controls over sustainability reporting	ESRS 2 General information > General basis for preparation of the Sustainability Report ESRS 2 General information > Double materiality assessment for ongoing transparency
		Strategy and business model		SBM-1 – Strategy, business model and value chain
			SBM-2 – Interests and views of stakeholders	ESRS 2 General information > Interests and views of stakeholder groups
			SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS 2 General information > Material impacts, risks and opportunities
	Impact, risk and opportunity management		IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	ESRS 2 General information > Double materiality assessment for ongoing transparency
			IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	[this table]
Environmental information				
ESRS Standard		Sub-topic	ESRS identification	References within the GEA Sustainability Report
E1	Climate change	- Climate change adaptation - Climate change mitigation - Energy	E1-1 – Transition plan for climate change mitigation	ESRS E1 Climate change > GEA Climate Transition Plan 2040
			SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS E1 Climate change > Opportunities and risks arising from climate change
			IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	ESRS E1 Climate change > Opportunities and risks arising from climate change
			E1-2 – Policies related to climate change mitigation and adaptation	ESRS E1 Climate change > Policies ESRS E1 & S2 Sustainable procurement > Policies
			E1-3 – Actions and resources in relation to climate change policies	ESRS E1 Climate change > Implementation of the Climate Transition Plan 2040 ESRS E1 & S2 Sustainable procurement > Supply chain management
			E1-4 – Targets related to climate change mitigation and adaptation	ESRS E1 Climate change > Net zero by 2040 ESRS E1 & S2 Sustainable procurement > Supplier Sustainability Engagement Program
			E1-5 – Energy consumption and mix	ESRS E1 Climate change > Energy consumption and mix metrics
			E1-6 – Gross Scope 1, 2, 3 and Total GHG emissions	ESRS E1 Climate change > Greenhouse gas emissions metrics for Scope 1, 2 and 3

Environmental information

ESRS Standard	Sub-topic	ESRS identification	References within the GEA Sustainability Report
		E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	ESRS E1 Climate change > GEA Climate Transition Plan 2040 > Offsetting
		E1-8 – Internal carbon pricing	ESRS E1 Climate change > Carbon pricing within the undertaking
		E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Use of phase-in provisions
		Disclosures required by Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation)	Disclosures under the Taxonomy Regulation of the European Union
E2	Pollution	• Pollution of air	
		E2-1 – Policies related to pollution	ESRS E2 Air pollution > Policies
		E2-2 – Actions and resources related to pollution	ESRS E2 Air pollution > Survey of Scope 1 air pollutant emissions
		E2-3 – Targets related to pollution	ESRS E2 Air pollution > Lower air pollutant emissions each year
		E2-4 – Pollution of air, water and soil	ESRS E2 Air pollution > Air pollutant emissions
		E2-5 – Substances of concern and substances of very high concern	Not reported due to immateriality
E3	Water and marine resources	E2-6 – Anticipated financial effects from pollution-related impacts, risks and opportunities	Use of phase-in provisions
		• Water	
		E3-1 – Policies related to water and marine resources	ESRS E3 Water > Policies
		E3-2 – Actions and resources related to water and marine resources	ESRS E3 Water > Efficient water management
		E3-3 – Targets related to water and marine resources	ESRS E3 Water > Specific water conservation targets
		E3-4 – Water consumption	ESRS E3 Water > Water management metrics
E5	Resource use and circular economy	E3-5 – Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Use of phase-in provisions
		• Resource outflows	
		• Waste	
		E5-1 – Policies related to resource use and circular economy	ESRS E5 Resource outflows related to products and services, waste > Policies
		E5-2 – Actions and resources related to resource use and circular economy	ESRS E5 Resource outflows related to products and services, waste > Circular economy approach
		E5-3 – Targets related to resource use and circular economy	ESRS E5 Resource outflows related to products and services, waste > Targets related to sustainable solutions and own operations
		E5-4 – Resource inflows	Not reported due to immateriality
		E5-5 – Resource outflows	ESRS E5 Resource outflows related to products and services, waste > Durability of GEA products
		E5-6 – Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Use of phase-in provisions

Social information				
ESRS standard		Sub-topic	ESRS identification	References within the GEA Sustainability Report
S1	Own workforce	- Working conditions - Equal treatment and opportunities for all - Other work-related rights	S1-1 – Policies related to own workforce	ESRS S1 Own workforce > Diversity and inclusion > Policies ESRS S1 Own workforce > Occupational health and safety > Policies ESRS S1 Own workforce > Human rights > Policies
			S1-2 – Processes for engaging with own workers and workers' representatives about impacts	ESRS S1 Own workforce > Comprehensive codetermination and collectively agreed rules ESRS S1 Own workforce > Three pillars for diversity and inclusion ESRS S1 Own workforce > Improving employee satisfaction and corporate culture through targeted feedback ESRS S1 Own workforce > Conducting employee surveys and securing results
			S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	ESRS S1 Own workforce > Reporting and dealing with (potential) violations
			S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	ESRS S1 Own workforce > Three pillars for diversity and inclusion ESRS S1 Own workforce > Training and skills development ESRS S1 Own workforce > Conducting employee surveys and securing results ESRS S1 Own workforce > Ensuring occupational health and safety
			S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S1 Own workforce > Sustainable and diverse employment practices ESRS S1 Own workforce > Training and skills development ESRS S1 Own workforce > Employee satisfaction as a target ESRS S1 Own workforce > Reducing lost time injury frequency and severity rates ESRS S1 Own workforce > Strict zero-tolerance policy
			S1-6 – Characteristics of the undertaking's employees	ESRS S1 Own workforce > Characteristics of the employees
			S1-7 – Characteristics of non-employee workers in the undertaking's own workforce	Use of phase-in provisions
			S1-8 – Collective bargaining coverage and social dialogue	ESRS S1 Own workforce > Collective bargaining coverage metrics
			S1-9 – Diversity metrics	ESRS S1 Own workforce > Diversity and inclusion metrics
			S1-10 – Adequate wages	ESRS S1 Own workforce > Adequate wages
			S1-11 – Social protection	Use of phase-in provisions
			S1-12 – Persons with disabilities	Use of phase-in provisions
			S1-13 – Training and skills development metrics	ESRS S1 Own workforce > Training, apprenticeships and dual study programs
			S1-14 – Health and safety metrics	ESRS S1 Own workforce > Occupational health and safety performance
			S1-15 – Work-life balance metrics	Use of phase-in provisions
			S1-16 – Compensation metrics (pay gap and total compensation)	Not reported due to immateriality
			S1-17 – Incidents, complaints and severe human rights impacts	ESRS S1 Own workforce > Metrics related to reports and (potential) violations

Social information				
ESRS standard		Sub-topic	ESRS identification	References within the GEA Sustainability Report
S2	Workers in the value chain	- Working conditions - Equal treatment and opportunities for all - Other work-related rights	S2-1 – Policies related to value chain workers	ESRS S1 Own workforce > Human rights > Policies ESRS S2 Workers in the value chain > Policies ESRS E1 & S2 Sustainable procurement > Policies
			S2-2 – Processes for engaging with value chain workers about impacts	ESRS S2 Workers in the value chain > Human rights risk management in the supply chain
			S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	ESRS S1 Own workforce > Reporting and dealing with (potential) violations
			S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	ESRS S1 Own workforce > Reporting and dealing with (potential) violations ESRS S2 Workers in the value chain > Occupational health and safety in the supply chain ESRS E1 & S2 Sustainable procurement > Supply chain management
			S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S1 Own workforce > Strict zero-tolerance policy ESRS S2 Workers in the value chain > Binding supply chain targets ESRS E1/ESRS S2 Sustainable procurement > Supplier Sustainability Engagement Program
Governance Informationen				
ESRS standard		Sub-topic	ESRS identification	References within the Sustainability Report
G1	Business conduct	- Corporate culture - Corruption and bribery	G1-1 – Corporate culture and business conduct policies and corporate culture	ESRS G1 Business conduct > Policies
			G1-2 – Management of relationships with suppliers	Not reported due to immateriality
			G1-3 – Prevention and detection of corruption and bribery	ESRS G1 Business conduct > Training
			G1-4 – Confirmed incidents of corruption or bribery	ESRS G1 Business conduct > No conviction due to corruption or bribery
			G1-5 – Political influence and lobbying activities	Not reported due to immateriality
			G1-6 – Payment practices	Not reported due to immateriality
Entity-specific information				
ESRS Standard			ESRS identification	References within the GEA Sustainability Report
Entity-specific	Community Engagement		MDR-P	Community Engagement > Always a good neighbor > Policies
			MDR-A	Community Engagement > Promoting local projects and initiatives Community Engagement > New partnerships for education Community Engagement > Promoting global engagement through skills-based volunteering
			MDR-M	Community Engagement > 2025 performance summary
			MDR-T	Community Engagement > Donating one percent of net profit
Entity-specific	Data Protection and Information Security		MDR-P	Data Protection and Information Security > Protecting company and partner information – enabling business potential Data Protection and Information Security > Policies
			MDR-A	Data Protection and Information Security > Data Protection measures Data Protection and Information Security > Information Security measures
			MDR-M	Data Protection and Information Security > Data Protection metrics Data Protection and Information Security > Information Security metrics
			MDR-T	Data Protection and Information Security > Data Protection targets Data Protection and Information Security > Information Security targets

ESRS 2, GOV-4

List of procedures for fulfilling due diligence obligations

Core elements of due diligence	References within the GEA Sustainability Report
a) Embedding due diligence in governance, strategy and business model	ESRS 2 General information > Responsible business conduct ESRS 2 General information > Mission 30 ESRS 2 General information > Double materiality assessment for ongoing transparency ESRS 2 IRO-1 > Impacts, Risks and Opportunities in the individual chapters (E1, E2, E3, E5, S1, S2, Sustainable procurement, Community Engagement, G1, Data Protection and Information Security)
b) Engaging with affected stakeholders in all keys steps of due diligence	ESRS 2 General information > Interests and views of stakeholder groups ESRS S1 Own workforce > Social dialog, freedom of association, collective bargaining coverage ESRS S1 Own workforce > Employee surveys ESRS S2 Workers in the Value Chain > Sustainability in the value chain ESRS E1 & S2 Sustainable procurement > Responsible procurement and sustainable supply chains guarantee long-term business success Community Engagement > Always a good neighbor
c) Identifying and assessing adverse impacts on people and the environment	ESRS 2 General information > Double materiality assessment for ongoing transparency ESRS S1 Own workforce > Human rights risk management in own operations ESRS S2 Workers in the value chain > Human rights risk management in the supply chain
d) Taking action to address those adverse impacts	ESRS E1 Climate change > Implementation of the GEA Climate Transition Plan 2040 ESRS E2 Pollution of Air > Survey of Scope 1 air pollutant emissions ESRS E3 Water > Efficient water management ESRS E5 Resource outflows related to products and services and waste > Circular economy approach ESRS S1 Own workforce > Actions to ensure occupational health and safety ESRS S1 Own workforce > Reporting and dealing with (potential) violations ESRS S2 Workers in the value chain > Occupational health and safety in the supply chain ESRS E1 & S2 Sustainable procurement > Supply chain management Community Engagement > Promoting local projects and initiatives ESRS G1 Business conduct > Training
e) Tracking the effectiveness of these efforts and communicating	ESRS E1 Climate change > Implementation of the GEA Climate Transition Plan 2040 ESRS E2 Pollution of Air > Survey of Scope 1 air pollutant emissions ESRS E3 Water > Efficient water management ESRS E5 Resource outflows related to products and services and waste > Circular economy approach ESRS S1 Own workforce > Conducting employee surveys and ensuring that the results are acted on ESRS S1 Own workforce > Human rights risk management in own operations ESRS S2 Workers in the value chain > Human rights risk management in the supply chain ESRS E1 & S2 Sustainable procurement > Sustainability assessment and auditing of suppliers Community Engagement > 2025 performance summary ESRS G1 Business conduct > Responsible and sustainable business conduct ESRS G1 Business conduct > Internal audit

OPPORTUNITIES AND RISK REPORT

Opportunity and risk management targets

The objective of GEA's group-wide opportunity and risk management system (CRMS) is to identify, assess and manage material opportunities and risks at an early stage across all of its divisions, subsidiaries and central departments. Relevant impact drivers are systematically analyzed, and measures for capitalizing on opportunities and minimizing risks are defined and provided to the responsible decision-makers. The principles, framework, organization and responsibilities of the CRMS are governed by binding group-wide regulations.

The CRMS is an integral part of value-oriented corporate governance. It contributes to the group's long-term stability and future growth. GEA defines opportunities as positive deviations from planned operational, financial and strategic targets. Risks are defined as negative deviations from these same targets.

Opportunities and risks are assessed on the basis of two factors: the magnitude of the potential gain or loss and their probability of occurrence. Together, they determine the expected value of an opportunity or risk. Risks and opportunities are assessed from both a gross and a net perspective: the gross value is defined as the potential deviation from the plan without effective control measures, while the net value represents the remaining deviation after such measures are taken into account. Medium-term planning serves as the central reference framework for identifying and evaluating opportunities and risks.

Opportunities and risks are integrated into forecasting, management and reporting processes so that they can be aggregated at an early stage to increase planning certainty.

Overall assessment of the opportunity and risk position

The global markets in which GEA operates continue to offer a wide range of opportunities for sustainable and profitable business development. The systematic evaluation of internal and external sources of information is an integral part of the CRMS. These sources allow GEA to identify relevant trends and market potential at an early stage so that they can be systematically translated into measures that put the group in a position to exploit economic opportunities. In addition to assessing opportunities, GEA analyzes risks that may result from geopolitical developments and macroeconomic changes. International conflicts, geopolitical tensions and a volatile economic situation could have a negative impact on production sites and markets. These developments are continuously monitored throughout the group so that proactive countermeasures can be implemented to limit the potential financial effects of risks.

GEA's regionally diversified structure, broad industry presence, and diverse supplier and customer base continue to prevent individual risks

from aggregating into a risk that could threaten the company's continued existence. GEA expects to see a varied picture in terms of regional market developments in financial year 2026. Global inflation continued to ease over the course of the year and shows signs of stabilizing, but in some regions it still remains significantly above central bank target levels. Overall, the macroeconomic environment remains characterized by uncertainty.

The Executive Board's assessment of the group-wide opportunity and risk situation remains largely unchanged compared to the previous year. The group-level risk-bearing capacity and risk appetite analysis confirms that there are no individual risks or combinations of risks in the current forecast period that would jeopardize GEA's continued existence. No material new risk factors that would have required a different assessment were identified. The existing opportunities continue to offer the potential for even more positive business development, while the identified risks are addressed through proactive control measures.

Opportunity and risk management system

→GEA's CRMS is based on the international COSO II model (Enterprise Risk Management: Integrated Framework) and is an integral part of the company-wide governance system. It ensures structured identification, qualitative or quantitative assessment, management and reporting of opportunities and risks across all organizational levels and features the following key characteristics:

Organization and responsibilities

- **Supervisory Board:** supervises the activity of the Executive Board and performs regularly scheduled reviews of the appropriateness and effectiveness of the CRMS, in particular through the Audit and Cybersecurity Committee.
- **Executive Board:** bears overall responsibility for organizing and updating the integrated governance system. The CFO is responsible for the strategy and framework of the CRMS and ensuring compliance with the latest regulatory requirements.
- **Risk & Internal Control Management:** this central department supports the CFO with the development of the CRMS framework. It coordinates group-wide exchange of information and ensures the consistency of identification, assessment, management and reporting processes through standardized methodologies.
- **Divisions, subsidiaries and central departments:** responsible for identifying, assessing, managing and communicating opportunities and risks from an operational perspective. They ensure the implementation of CRMS requirements and report on a regular basis to the central department Risk & Internal Control Management.
- **Risk Assessment & Advisory Committees (RAAC):** the interdisciplinary bodies promote a sustainable culture of risk and opportunity management. They harmonize reporting and analyze material risks and opportunities, as well as the maturity level of measures taken across all organizational levels.

- **Risk Boards:** these boards review potential project-related and contractual risks prior to order acceptance and evaluate the opportunity/risk profile of projects undertaken by divisions.
- **Internal Audit:** responsible for regularly reviewing the CRMS instituted by the Executive Board in compliance with section 91(3) of the Aktiengesetz (AktG – German Stock Corporation Act).
- **External audit:** in accordance with section 317(4) of the Handelsgesetzbuch (HGB – German Commercial Code), the external auditor assesses whether the Executive Board has taken the measures required under section 91(2) of the AktG to institute an early detection system for risks that might jeopardize the company's continued existence and whether the early warning system fulfils its purpose effectively.↩

Tools

The group-wide CRMS is one pillar of GEA's corporate governance structure and is based on the following elements:

- →**Enterprise Risk Management Policy:** this group-wide policy defines the principles, framework, organization and responsibilities for the ERM system and is further specified in more detailed work instructions.↩
- **Category catalog:** a standardized catalog of opportunity and risk categories supports identification and categorization of all relevant topics.
- **Assessment methodology:** standardized assessment and reporting methods are used to assess opportunities and risks. As a rule, opportunities and risks are assessed for a one-year period in line with the budget planning.
- **Reporting thresholds:** are established across the group to ensure that all relevant data is collected. The minimum reporting threshold is EUR 0.1 million (gross EBIT effect, regardless of the probability of occurrence).

- **Internal ad hoc reporting:** If a materiality threshold of a EUR 3 million EBIT effect irrespective of the probability of occurrence is exceeded, an immediate risk report must be submitted outside of the regular reporting cycle. The increase of this threshold from previous EUR 1 million was approved by the Management Board during the financial year.
- **Training:** GEA's information and training concept promotes a group-wide culture of opportunity and risk and ensures that a goal-oriented approach is pursued for identifying, assessing and managing risks and opportunities.
- →**RMS cycle:** the opportunity and risk management system follows a standardized group-wide control cycle consisting of five phases:
 1. **Identification:** Continuous monitoring of the opportunity/risk situation with regard to recorded and those that have not yet been identified;
 2. **Assessment:** Determination of the forecast success or loss and probability of occurrence according to the gross and net methods, as well as analysis of possible changes in the opportunity/risk situation over time;
 3. **Management:** Development and implementation of specific measures and revisions to current measures to exploit opportunities and manage risks from a business perspective;
 4. **Monitoring:** Analysis of the opportunity/risk situation with regard to the value and timeliness of action plans and opportunities to optimize the existing opportunity and risk management process;
 5. **Reporting:** Regular communication of relevant opportunity and risk information to the management bodies of the divisions and central departments.↩

- **IT application:** The identification, analysis and evaluation of opportunities and risks as well as the definition of specific measures to exploit opportunities and mitigate risks, as well as their ongoing monitoring, are supported by an audit-proof IT application.
- →**Thresholds:** The following thresholds apply to GEA as a group in terms of their financial impact (effect on EBIT) and probability of occurrence:
 - low: < EUR 20 million
 - moderate: ≥ EUR 20 million and < EUR 70 million
 - significant: ≥ EUR 70 million and < EUR 120 million
 - major: ≥ EUR 120 million
- very unlikely: ≤ 2.5 percent
- unlikely: > 2.5 percent and ≤ 25 percent
- possible: > 25 percent and ≤ 50 percent
- likely: > 50 percent and ≤ 75 percent
- almost certain: > 75 percent

GEA has recognized adequate provisions for all identified risks whenever the relevant accounting requirements are met. Risks are assessed by taking implemented management measures into account (net value).

The group self-finances risks up to an amount that corresponds to its risk-bearing capacity. GEA transfers risks to the insurance market whenever possible and economically viable to protect the assets and ensure that forecasting remains reliable.

GEA continuously develops its CRMS to ensure that it always meets changing requirements and can address potential challenges proactively and at an early stage.

Key features of the accounting-related internal control system (ICS)

The accounting-related ICS is an integral part of financial reporting and group accounting. It ensures that financial information is compliant with regulations, transparent and reliable, thereby strengthening the integrity of both external and internal reporting.

The system is based on a group-wide system of policies, operating instructions, processes and controls that ensure compliance with legal and internal requirements. The purpose of the accounting-related ICS is to identify and reduce procedural and organizational risks related to financial reporting in a proactive manner. This ensures that the group prepares its consolidated financial statements and financial reports properly, consistently and on time. A uniform and effective control environment relies on clearly defined responsibilities, consistent separation of functions and preservation of confidentiality and data integrity.

Key control measures include accounting and account allocation policies, a uniform group chart of accounts, standardized consolidation and calculation guidelines as well as incorporation of the four-eyes principle into accounting processes. GEA performs regularly scheduled group-wide reviews of policies and IT systems to ensure they remain up to date and effective. It updates them to reflect legal, regulatory and business requirements whenever necessary.

→Risk management and internal controls in relation to sustainability reporting

GEA pursues a proactive approach in opportunity and risk management as well as in its internal control system within the scope of sustainability reporting. This also applies to sustainability reporting. Across departments, GEA continuously works on improving the identification and assessment of sustainability-related opportunities and risks, as well as on defining and implementing measures to seize such opportunities and mitigate risks. The ongoing development explicitly incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as well as requirements arising from the European Union's Corporate Sustainability Reporting Directive (CSRD).

In order to ensure accurate sustainability information, GEA has established group-wide control functions and responsibilities. Controls in the non-financial area are being continuously developed, analogous to the financial control environment. Standardized policies for collecting, validating and releasing data are used along with targeted training to raise awareness of the importance of data integrity and quality. This aims to mitigate the potential risk of data gaps or inaccurate reporting. These measures make sustainability reporting more transparent, credible and traceable, allowing GEA to minimize risks at an early stage. Opportunity and risk management and internal control procedures cover the relevant processes involved in sustainability reporting, particularly regarding climate change mitigation.↵

Key features of the internal control and risk management system and statement on the appropriateness and effectiveness of these systems*

The ICS and the CRMS are closely integrated and based on a continuous improvement approach. They are involved in the early identification, assessment and management of risks and opportunities that could materially impact the ability of GEA to achieve its strategic, operating and financial objectives. The ICS is specifically used to ensure the following:

- Reliability of financial and non-financial reporting;
- Prevention, detection and mitigation of deficiencies and irregularities;
- Compliance with relevant laws and regulations.

The Risk & Internal Control Management department continuously develops the group-wide ICS, which is based on the internationally recognized COSO model (2013 version, “Internal Control – Integrated Framework”). It regularly reviews and documents how the system is implemented by the companies. Local management reviews and confirms the implementation of the established controls and processes annually. The consolidated results are reported to the Executive Board as well as to the Audit and Cybersecurity Committee of the Supervisory Board.

The external auditor provides annual assessments according to section 317(2) of the HGB of whether the Executive Board has implemented an effective system for identifying risks that could threaten the company's continued existence at an early stage according to section 91(2) of the AktG. Internal Audit performs independent reviews of the appropriateness and effectiveness of the ICS and CRMS and reports the results on a regular basis to the Executive Board and the Supervisory Board. Additionally, an audit of the adequacy and the effectiveness of the risk management system in accordance with IDW PS 981 was carried out by an auditing company end of 2024. This did not result in any material findings.

The monitoring activities conducted by the Executive Board revealed no evidence indicating inappropriateness or ineffectiveness of the internal control system or the opportunity and risk management system in the period from January 1 to December 31, 2025.

The “Opportunity and risk management system” chapter includes management report-typical information marked with ➡ and ⬅, which also addresses the disclosure requirements of ESRS 2 GOV-2 section 26 a, GOV-5 section 36 and ESRS 2 sections 64 and 65 in connection with ESRS E1.

Opportunities and risks

Several main categories and subcategories are available to the operational and central business units for classification of opportunities and risks. They are used to provide structure to the group's opportunity and risk landscape.

GEA revised the system of main categories in 2025 to ensure a more consistent and balanced representation of opportunities and risks. Within this framework, the previous main categories of legal and compliance risks, project risks and sustainability-related risks were assigned to the corresponding new main categories. The new main category business environment & industry comprises all external factors and conditions that may have an impact on order intake and market position. As a result, sales and order risks as well as risks arising from trade restrictions, which were previously managed separately, were transferred to this main category. Depending on their characteristics, project risks were assigned to the main category of operational or financial opportunities and risks.

Neutral terminology was chosen for the main categories and subcategories to ensure that opportunities and risks are presented in a balanced manner. This integrated approach was adopted to ensure that internal and external impact drivers influencing operational business development are assessed in a transparent way.

*1) This statement of the Executive Board is a disclosure required by GCGC 2022; because this disclosure is extraneous to the management report, it is not subject to the audit.

Main category	Subcategories 2025	Subcategories 2024	Changes
Business environment & industry	• Market development • Competition • Regulation & politics	• Order risks • Sales risks • Risks arising from trade restrictions	The new subcategory market development essentially includes the risks formerly assigned to the subcategory order risks. The new subcategory competition essentially includes the risks formerly assigned to the subcategory sales risks. The new subcategory regulation & politics essentially includes the risks formerly assigned to the subcategory risks arising from trade restrictions.
Financial opportunities & risks	• Exchange rate effects • Interest rate effects • Credit & rating • Liquidity & financing • Taxes	• Currency risks • Interest rate risks • Credit risks • Reduced project financing options for customers • Liquidity risks • Tax risks	The new subcategory credit & rating essentially includes the risks formerly assigned to the former subcategories credit risks and risks from reduced project financing options for customers.
Operational opportunities & risks	• Procurement • Production • Order margins • Information technology • Information security • Personnel • Legal & compliance	• Procurement risks • Production risks • Margin risks for long-term contracts • Risks arising from information technology • Risks arising from information security • Personnel risks • Legal risks • Compliance risks	The new subcategory order margins essentially includes the risks formerly assigned to the subcategory margin risk for long term contracts. The new subcategory legal & compliance essentially includes the risks formerly assigned to the subcategories legal risks and compliance risks.
Strategic opportunities & risks	• Megatrends • Acquisitions, divestments & cooperations • Sustainability: environment/ social/ governance	• Risks arising from megatrends • Acquisition, divestment, and integration risks • Environment/ social/ corporate governance	
Emerging opportunities & risks	• Geopolitics & global development • Technology & artificial intelligence • Digitalization of the product portfolio	• Risks arising from geopolitical instability • Global health risks	The new subcategory geopolitics & global development essentially includes the risks formerly assigned to the subcategories risks arising from geopolitical instability and global health risks. The new subcategory technology & artificial intelligence includes respective risks formerly assigned to the subcategories risks arising from information security and risks arising from information technology. The new subcategory digitalization product portfolio includes respective risks formerly assigned to the subcategories production risks and risks arising from information technology.

Overview of material risks

	Probability of occurrence	Financial impact (net)
Business environment & industry		
Market development	possible	moderate
Competition	possible	moderate
Regulation & politics	possible	moderate
Financial risks		
Exchange rate effects	unlikely	moderate
Interest rate effects	unlikely	moderate
Credit & rating	possible	low
Liquidity & financing	very unlikely	low
Taxes	unlikely	major
Operational risks		
Procurement	possible	low
Production	possible	low
Order margins	possible	moderate
Information technology	unlikely	moderate
Informations security	possible	moderate
Personnel	possible	moderate
Legal & compliance	possible	significant

	Probability of occurrence	Financial impact (net)
Strategic risks		
Megatrends	possible	moderate
Acquisitions, divestments & cooperations	likely	low
Sustainability: environment/ social/ governance	possible	moderate
Emerging risks		
Geopolitics & global development	unlikely	moderate
Technology & artificial intelligence	unlikely	moderate
Digitalization of the product portfolio	possible	moderate

Business environment & industry

Market development

GEA is exposed to the overall economic and political opportunities and risks in the countries and regions where the group operates. As a supplier of process technology and components for the food, beverage and pharmaceutical industries, GEA faces market dynamics that are typical of the sector, such as changes in consumer behavior. However, it is proving more resilient to economic downturns than other industries.

If global growth slows, GEA could see a downturn in order intake, face price pressure or find that individual sites are underutilized in the medium term. GEA can cushion fluctuations in demand and stabilize its business performance because of its diversified product and customer structure as well as a global presence. The group counters potential fluctuations in orders by taking targeted measures, such as adjusting capacity selectively, using resources flexibly and actively prioritizing within the project business.

At the same time, opportunities arise from increasing demand in growth markets, the expansion of sustainable production methods, and the growing need for energy-efficient and digitally connected solutions.

By consistently implementing its digital strategy, GEA can expand its process and service offerings, tap into new data-based business models and strengthen customer loyalty. These developments have put GEA in a position to pursue additional growth in both existing and new markets.

Competition

GEA continuously develops its portfolio of products and solutions to ensure that it remains competitive in its core markets. The company continuously monitors developments affecting markets and competitors so that it can identify opportunities and capitalize on them at an early stage. GEA takes appropriate measures to counter growing competitive risks, such as pressure on prices and margins, technological innovations or new market entrants. These measures include promoting innovations, particularly in the field of sustainability, managing costs consistently and continuously optimizing processes and structures.

Regulations & politics

GEA operates globally and may therefore be affected by punitive tariffs, export restrictions or other economic sanctions. GEA was almost in full able to cushion the economic impact of such sanctions through its diversified market position and by taking contractual precautions in financial year 2025.

Geopolitical tensions and the ongoing political and economic decoupling of states aimed at securing long-term competitive advantages pose additional risks for GEA, particularly in the event of further escalation. In such a case, punitive tariffs or economic sanctions could negatively impact GEA's business. A reduction in trade restrictions, however, could ease the situation. Overall, no material monetary impacts from existing or newly introduced tariffs are expected for 2026, as was also the case in 2025. GEA monitors these developments closely so that it can identify the appropriate course of action.

Certain technologies are becoming increasingly challenging to procure for companies that operate worldwide. At the same time, GEA is well-positioned to benefit from opportunities as regulators focus more on sustainability, energy efficiency and local value creation. This is because GEA's products and solutions contribute directly to decarbonizing and optimizing industrial processes.

Financial opportunities and risks

As an international group, GEA is continuously exposed to financial trends that can affect its net assets, financial position and results of operations. The primary factors in this area are effects related to exchange rates, interest rates, as well as credit and ratings, liquidity and financing, and taxes. While developments of this nature may pose risks, they can also create opportunities for the group to improve its financial performance.

Overall, GEA is set up to seize additional financial opportunities because of its global presence and solid balance sheet structure. GEA's strong equity base and stable credit rating ensure favorable refinancing conditions. This provides the flexibility needed to pursue strategic growth initiatives, M&A activities and investments in future technologies.

Exchange rate effects

GEA generates a substantial portion of its revenue in foreign currencies, such as the US dollar, British pound and Chinese Yuan. Consequently, changes in exchange rates have the potential to materially impact the group's revenue and earnings. GEA has a central hedging policy in place to limit these effects. Foreign currency positions are generally hedged as soon as they arise.

The subsidiaries are required to report all outstanding exposures relating to transactions in goods and services or to financing transactions in major transaction currencies to GEA's central Corporate Treasury department. This hedges material positions by entering into matched-maturity derivative contracts with external banks. Hedged items include recognized underlying transactions, firm commitments, and probable transactions. Hedging periods usually last up to twelve months.

Interest rate effects

Like changes in exchange rates, changes in interest rate levels on international money and capital markets can also affect interest expenses and investment income. Corporate Treasury monitors all positions continuously and uses derivative hedging instruments when necessary.

If interest rates fall or capital markets remain stable, GEA can refinance existing debt on more favorable terms. However, this may also result in a downturn in interest income from invested cash and cash equivalents. Conversely, higher interest rates may improve investment returns while having a negative impact on refinancing costs. GEA manages interest rates proactively and applies flexible hedging strategies to reduce the volatility of financing costs and stabilize margins.

Credit & rating

Credit risks arise if business partners fail to meet their payment obligations. To limit the risk of default, GEA performs credit checks before accepting orders. It also manages receivables actively, maintains a counterparty limit system and uses credit insurance, guarantees and letters of credit.

Cash and cash equivalents are predominantly invested with banks or financial institutions that are rated with an investment grade rating of A+ to BBB- by a rating agency.

GEA's project business depends significantly on its customers' creditworthiness and access to financing. A credit squeeze or a significant rise in borrowing costs could make it more difficult to implement such projects. This can lead to existing orders being postponed or even canceled. GEA addresses this risk by diversifying its operations across different regions and industries. At the same time, large-scale projects can inherently give rise to further individual risks due to their scale.

Many customers see an improvement in their creditworthiness in periods of economic recovery or when customers are more willing to invest. This reduces default risks and increases the likelihood that GEA can secure long-term partnerships and follow-up orders.

Liquidity & financing

GEA may be exposed to liquidity risk if it is unable to meet payment obligations because it has insufficient cash funds available at its disposal. Corporate Treasury ensures that the company remains solvent at all times and manages liquidity centrally through cash-pooling structures in 17 countries. Operating cash flow remains the primary source of liquidity.

The group can further strengthen its liquidity position by optimizing receivables management and managing inventories more effectively. A stronger free cash flow increases the group's capacity to finance itself and ensures flexibility for investments.

Taxes

GEA has appreciable tax loss carryforwards in certain countries, which will reduce its tax liability in the short to medium term. Changes to national or international tax rules may affect the use of tax loss carryforwards and thus the recoverability of deferred taxes and current taxes.

Furthermore, changes to the ownership structure may restrict or completely prevent the use of tax loss carryforwards under section 8c of the Körperschaftsteuergesetz (KStG – German Corporate Income Tax Act) and section 382 of the US Internal Revenue Code (Change of Ownership; USA).

Ongoing reforms, particularly the introduction of a global minimum tax (Pillar Two) are increasing the level of uncertainty surrounding tax planning in Germany and internationally.

At the same time, GEA can benefit from opportunities related to the harmonization of group-wide accounting systems as well as the increasing digitalization and automation for efficiency improvement of tax-related processes. The GEA Group could potentially improve its competitive edge over the coming years by simplifying its legal structure. This could involve merging companies while taking tax regulations into account.

Operational opportunities and risks

Procurement

The global procurement organization purchases raw materials and input materials for production across the divisions. GEA sources both semi-finished products and fully assembled components from selected suppliers. Market-driven fluctuations in the price and availability of raw materials and supplies can have temporary positive or negative effects on the cost structure and competitiveness of GEA products.

Prices on the raw material and industrial markets may well fluctuate in financial year 2026, just as they did in 2025. The markets for stainless and carbon steel, aluminum, chemicals and logistics services are particularly likely to see a certain level of volatility.

The ongoing global demand for semiconductors and electronic components as well as trade barriers continue to affect delivery capabilities and cost structures across numerous industries. GEA is also reliant on these components being steadily available for specific product segments, such as sensors, automation and control technology. GEA works closely with strategic suppliers and technology partners to secure supply chains, using long-term agreements to reduce bottlenecks and price volatility.

The Engineering & Procurement Excellence department monitors leading commodity indices for raw materials using sources such as MEPS, London Metal Exchange (LME) and Bloomberg. It analyses price trends and their impact on the cost structures and margins of GEA products.

The procurement organization defines specific measures on this basis to stabilize earnings, including:

- using long-term framework agreements to ensure availability and price stability,
- developing suppliers strategically and bundling volumes,
- conducting targeted price negotiations with suppliers,
- using dual- and multi-sourcing policies to reduce risk,
- adjusting technical specifications to use alternative designs,
- agreeing to pass costs on to customers dynamically, especially in the project business.

GEA does not expect a significant negative impact in relation to purchase prices in financial year 2026. The Engineering & Procurement Excellence department actively monitors the market on a continuous basis and initiates targeted countermeasures to manage costs and secure supplies whenever necessary with the support of the global procurement organization. GEA aims to identify price trends early and make agile procurement decisions by increasing its use of digital procurement tools, predictive analytics and AI-based market analysis.

Furthermore, GEA is strengthening its position with customers who have high ESG requirements and fostering long-term partnerships with suppliers by increasingly integrating sustainable supply chains and green procurement strategies.

Production

Production risks may arise from local events such as technical malfunctions, infrastructure failures or natural disasters. These events can cause value chain disruptions, property damage or temporary shutdowns of individual sites, potentially impacting the ability of GEA to meet its contractual obligations on time.

GEA maintains a group-wide Business Continuity Management (BCM) system that includes preventive, reactive and recovery measures to limit these risks. This system involves performing regular risk analyses and site assessments, preventive maintenance for critical installations, structured emergency evacuation plans and clearly defined communication processes during a crisis.

GEA strengthens the operational resilience of its production and supply chains by intentionally building redundancies into its manufacturing and procurement structures. This shall allow the company to use alternative capacities or sources at short notice if production is disrupted. GEA also maintains adequate insurance policies that cover some of the financial effects of property damage or production downtime, shoring up the group's financial stability.

GEA can adjust capacities flexibly to meet changing demand and supply conditions thanks to its global network of production sites. This flexibility improves delivery reliability and increases our competitiveness while being consistent with the strategic goal of maintaining an efficient, robust and sustainable production organization.

Order margins

In addition to component and service business, long-term orders – in particular customer-specific projects – make up a material part of GEA's business. This is particularly the case with the complex solutions, machinery and installations produced by the Liquid & Powder Technologies division (since January 1st, 2026: Nutrition Plant Engineering), which cannot always be tested in their entirety prior to roll out due to their size and customized design. Financial risks can occur when GEA enters into multi-year warranty obligations after projects are accepted.

Costs may exceed estimates if technical defects occur, unexpected quality issues arise or project milestones are delayed. GEA manages order-related risks through a group-wide risk management system implemented at group and divisional level. This process begins before the company submits binding bids. Appropriate provisions are made for all foreseeable risks in this area.

Alongside these risks, GEA can benefit from opportunities as it increasingly standardizes modular plant components, uses digital forecasting and simulation tools and expands semi-automated project management processes. These developments ensure that costs and schedules remain reliable, improve margins and support operational excellence as part of the Mission 30 targets.

Information technology

GEA's business processes are highly dependent on the stability, security and scalability of the global IT infrastructure and business-critical systems.

If systems fail or are disrupted due to technical defects, cyberattacks or user error, the availability, integrity or confidentiality of data could be compromised. This has the potential to temporarily interrupt key business processes.

GEA has implemented several extensive infrastructure measures over the past few years. This includes standardization and modernization of IT devices, migration to the cloud, replacement of outdated network technologies and introduction of advanced infrastructure security measures. These measures form the basis for a scalable and secure platform for the digitalization of business processes, the development of digital products and the optimization of operational efficiency. Furthermore, GEA is consistently advancing long-term programs to develop harmonized, integrated IT applications in areas including sales, logistics and engineering. While harmonizing business processes globally is a long-term endeavor, GEA's efforts are already improving efficiency, transparency and quality.

GEA is implementing S/4HANA globally through the Transform360 program to ensure that it can meet customer requirements with greater speed and precision, promote innovation more effectively and increase operational excellence. This initiative aims to increasing the efficiency of GEA's processes, shortening lead times, reducing costs and improving how the company makes data-driven decisions. At the same time, this transformation involves typical project-related risks, such as time-lines and budgets being exceeded, as well as implementation risks that, given the scale and relevance of the program, could have substantial consequences. In addition, any necessary adjustments to processes and organizational structures entail additional effort.

By pursuing digital transformation through Transform360, GEA aims to make value streams more transparent, to use resources more efficiently and to accelerate its decision-making processes.

Information security

GEA protects the confidentiality, integrity and availability of information and information assets by means of a global Information Security Management System (ISMS) based on the ISO/IEC 27001 standard. Furthermore, the company's BCM aims to ensure that time-critical business processes continue and are restored as quickly as possible if a security incident occurs. GEA uses crisis management to complement these approaches to ensure that the company takes appropriate measures to manage crises whenever significant incidents occur. Nevertheless, the occurrence of security risks cannot be completely ruled out due to the continuously changing potential threat situation.

By implementing international security standards consistently, GEA strengthens the trust of customers and partners while creating competitive advantages for its products, services and tenders. This approach also improves compliance and reinforces GEA's position as a reliable technology partner in sensitive industries.

Personnel

To ensure that enough staff members are available over the long term and to address the impact of demographic change, GEA is implementing a comprehensive set of measures designed to attract, develop and retain qualified specialists and managers. Interdisciplinary teams monitor developments continuously and draw up plans to address potential shortages in key skills at an early stage.

GEA uses an integrated talent and succession management system in combination with targeted development and retention programs to mitigate the risk of key positions remaining vacant. The purpose of these actions is to position GEA as an attractive employer and generate long-term employee loyalty by offering clear career paths and flexible work models.

The increasing internationalization and digitalization of the workplace are generating opportunities by opening up new talent pools and flexible working methods.

GEA is committed to enhancing its appeal as an employer and its capacity for innovation through modern training programs and employer branding initiatives. GEA's rise to the DAX 40 stock index strengthens its status as an attractive, stable and future-oriented employer.

This milestone, combined with a resilient and strong presence in global sales markets, is strengthening GEA's reputation as an employer. It also increases the group's visibility in the global talent market, which may help it attract highly qualified specialists and managers more effectively.

Legal & compliance

GEA Group Aktiengesellschaft and its domestic and foreign subsidiaries may become involved in legal disputes or administrative proceedings as they conduct their business. These incidents could potentially result in financial obligations, but they could also generate income.

Because these events are inherently uncertain, GEA cannot reliably predict their outcome. If the recognition criteria are met, appropriate provisions are recorded for probable obligations. However, actual expenses or income may still differ from these provisions.

GEA operates a group-wide Compliance Management System (CMS) to minimize legal and regulatory risks. This system focuses on preventing corruption, money laundering, antitrust violations and data protection violations. The CMS is designed to identify risks early, implement countermeasures and address violations consistently. This helps reduce potential financial losses and reputational damage.

By consistently developing and digitalizing the CMS, GEA improves efficiency and strengthens the trust that investors, customers and public authorities place in the company's integrity. These efforts also contribute to increasing the company's value over the long term.

Strategic opportunities and risks

Megatrends

GEA's market success as an engineering group is built on consistently leveraging global technological megatrends, such as automation, digitalization and AI. These technologies are used to enhance the availability, productivity and sustainability of the production processes of GEA's customers.

At the same time, the group may be exposed to risks if competitors develop technological innovations more quickly, as this increased competition could put pressure on margins. GEA makes targeted investments in decentralized innovation structures and key technologies so that it can identify developments early and bring them to market effectively.

Digital solutions and AI are an integral part of GEA's value proposition, for example in the form of intelligent assistance systems for the operation and maintenance of machines and installations or fully autonomous process optimization through the application of AI. The high rate of innovation in the field of AI is opening up significant opportunities for GEA, particularly in the form of performance partnerships and new business models. However, the group needs to scale these solutions including associated investments quickly to ensure that its competitive position remains secure over the long term. Using these technologies consistently plays a strategically vital role in the company's future viability.

At the same time, the fact that digitalization in the industry is increasingly being regulated is shaping GEA's target markets. Regulations such as the EU Data Act, the EU AI Regulation, the Cyber Resilience Act and similar international regulations promote data security and transparency while ensuring that competition remains fair in the digital environment.

The EU's expanded Ecodesign for Sustainable Products Regulation (ESPR) has been requiring companies to introduce digital product passports for industrial installations since 2025. This regulation requires companies to document the material composition, repairability and recyclability of their products seamlessly throughout the entire product lifecycle. GEA introduced digital nameplates as the basis for the digital product passport in the most recent financial year and has already delivered more than 100,000 units with these nameplates. GEA is consistently introducing AI-based solutions and expanding data-driven business models so that it can capitalize on these opportunities and minimize risks. The group is strengthening its competitiveness and creating a foundation for recurring revenue by developing digital service platforms, integrating predictive maintenance functions and ensuring that all digital products incorporate the principles of "privacy by design." These initiatives strengthen GEA's operational resilience, promote sustainable growth and aims to secure the company's market position over the long term.

Acquisition, divestments & cooperations

Company acquisitions, divestments and cooperations involve risks from the integration or separation of employees, IT systems, contracts, processes, technologies (including intellectual property rights) and products. Because these processes are organizationally and technically complex, the group may only partially achieve planned synergies or project goals, or it may experience delays in doing so. Transactions of this nature can lead to higher costs for administration, integration and consulting. Adjusting the portfolio can also temporarily increase the need for financing and affect the capital structure. GEA counters these risks by taking a structured approach to integration and transaction management. This process ensures that internal experts are involved and that employees in relevant functional areas receive targeted training.

When GEA divests a business, it typically provides the buyer with representations, indemnities and warranties as part of the purchase agreements. These are clearly limited in terms of their scope and duration. If a buyer later claims that GEA has breached these contractual obligations, the company may face financial liability. GEA limits these risks by including clear contractual provisions regarding the duration of the contract, the maximum amount of liability and how risks are shared. Whenever it is economically viable, the company uses insurance solutions to transfer liability risks associated with divestments.

When GEA acquires a company, it receives similar representations, indemnities and warranties from sellers. If sellers breach these obligations, GEA can claim damages based on the liability terms defined in the contract. GEA can also use insurance solutions in these cases to provide additional protection.

GEA can realize synergies, integrate new technologies and expand its vertical integration by optimizing its portfolio and making strategic acquisitions in high-growth markets.

→ Sustainability: environment/social/governance

GEA follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and integrates physical and transitional climate opportunities and risks into its CRMS. When assessing physical risks, the group focuses on how climate-related changes impact its own production sites and supply chains.

GEA maintains an active environmental and energy management system, invests continuously in measures to protect the environment and climate and communicates on a regular basis with public authorities regarding its progress and measures.

GEA carries out appropriate containment and remediation measures for identified environmental and contaminated site risks with the help of internal and external specialists. The company also recognizes provisions for future obligations whose valuation is influenced in particular by changes in interest rates and costs.

In accordance with TCFD principles, GEA analyzes climate-related opportunities and risks on a regular basis while distinguishing between different time horizons: short-term (up to 2030), medium-term (up to 2035) and long-term (up to 2050). The scenario analyses are based on two temperature scenarios with different development paths in relation to climate change. In the scenario analysis, GEA comprehensively covered the most important business activities along the entire value chain, including the most important production locations, customer markets, supplier industries and sourcing countries.

The analysis covers physical risks and opportunities that arise as the economy transitions to a lower-carbon model. GEA also analyzes physical climate risks based on the requirements of the EU Taxonomy. GEA monitors natural hazards, such as storms, floods or earthquakes as part of its insurance-related risk management processes. The risk assessment considers the total insured values of the sites to determine potential loss scenarios and their financial effect.

GEA uses group-wide insurance programs to transfer risk and limit the financial effect if a loss occurs. The property insurer classifies individual sites into hazard classes, which are used to develop appropriate risk minimization measures. GEA continuously improves the risk level of its locations by implementing appropriate measures, which further supports risk management.

GEA is convinced that the company's sustainable and climate-friendly positioning enhances the business model's resilience while simultaneously generating growth potential. Sustainability is a central pillar of the group's strategy and links ecological responsibility to economic value creation. As a solution provider, GEA helps its customers transition to more sustainable operations by offering products and process solutions that use energy and resources more efficiently than their existing options.

The Add Better label has been applied to solutions – ranging from machines and processes to digital tools and entire installations – that are significantly more efficient and environmentally friendly than previous models since 2023. Assessments are based on industry standards and meet the requirements of the ISO 14021:2016 environmental label and are validated by TÜV Rheinland.

The innovations of GEA to control Greenhouse Gas (GHG) emissions are in demand in industries such as glass, steel and cement. Particularly promising opportunities are available in auspicious markets such as New Food, with plant-based alternatives to meat and dairy products, where GEA solutions are already being used.

The application of the “local-for-local” principle in procurement shortens transport routes, lowers emissions and strengthens regional supply chains. By consistently focusing on sustainability, GEA is making an important contribution toward addressing global challenges, which has been well received by external stakeholders. ←

The “Sustainability: environmental/social/governance” chapter includes management report-typical information marked with → and ←, which also addresses the disclosure requirements of ESRs 2 GOV-5 section 36c.

Emerging opportunities and risks

Identifying emerging opportunities and risks at an early stage in a dynamic and complex market environment plays a central role. The topics are classified as emerging opportunities or emerging risks if they have the potential to impact the group strategically over the long term. They are characterized in particular by the fact that, unlike industry or market risks, they are not derived from existing patterns but arise from new developments that can unexpectedly change the business environment. These risks are classified based on the following metrics:

- **Novelty and growth in significance:** Events or developments that have either been newly identified or whose relevance for GEA have increased markedly due to technological, regulatory or societal changes or other factors.
- **Exogenous factors:** Opportunities or risks arising due to external developments outside of GEA's direct sphere of influence. These include geopolitical developments or macroeconomic trends.
- **Long-term prospects:** Events that GEA expects to have an impact within three to five years, such as demographic shifts, technological disruptions or long-term climate change.
- **Significant impact:** Topics that could significantly impact value creation, reputation, customer relationships or GEA's ability to innovate.

GEA systematically monitors and manages these topics as part of its CRMS. By conducting regular analyses, the company can identify changes in the opportunity and risk landscape at an early stage. This allows GEA to develop appropriate measures that minimize risks and seize opportunities.

Geopolitics & global development

Geopolitical developments have become significantly more important in recent years and are having an ever-increasing impact on global and regional markets. They are now among the key factors that can shape the strategic decisions of international companies.

Conflicts, political tensions, resource scarcity and trade barriers can impact supply chains, markets and investment decisions worldwide. Because geopolitical risks are highly dynamic, they are difficult to predict. Conflicts of this nature can lead to diplomatic tensions, trade restrictions or military confrontations that threaten regional stability or international supply chains. The most relevant issues for GEA include the tension between China and Taiwan, ongoing conflicts in Eastern Europe and the Middle East and the impact of geopolitical trade disputes, such as those related to US foreign and economic policy. At the same time, there are counteracting effects resulting from the reduction of trade barriers – for example between the EU and India – which could have a positive long-term impact on the business.

GEA also classifies global health risks, particularly pandemics, as emerging risks because of their potential worldwide impact.

To mitigate these scenarios, GEA's BCM and crisis management conduct location-based business impact and business continuity analyses, plans and scenario-based playbooks that outline necessary measures and it ensures that GEA is in a position to respond quickly. The group maintains an established and globally coordinated crisis management system that can mobilize a group-wide crisis management team, if necessary. Standardized processes, communication structures and specialized emergency teams are in place to support local units. Business Continuity Management also addresses less predictable scenarios relying on location-based business impact analyses and business continuity plans. This framework allows to make decisions on an ad-hoc basis by considering relevant dependencies. This feeds into the decision-making processes of the crisis management team and makes it easier to prioritize specific actions.

The central Health, Safety & Environment (HSE) department frequently receives situation reports from International SOS so that it can respond proactively to global health developments. By closely integrating BCM, crisis management and risk control procedures, GEA is strengthening its resilience against increasing volatility in global markets, complex supply chains and regulatory requirements.

This integrated approach provides the foundation for making fast, well-informed decisions in critical situations, minimizes potential damage and ensures that business operations can continue.

Technology & artificial intelligence

AI is driving efficiency, innovation and data-driven decision-making while also transforming value chains across numerous industries. AI is also transforming the mechanical and plant engineering sector. It is having an impact on all of the company's value creation processes, from engineering and software development to purchasing, production, supply chain, sales and service. AI will also significantly increase the efficiency of other processes such as in corporate finance, HR or legal. Additionally, GEA uses AI in its products and digital solutions to increase the availability, productivity and sustainability of production processes. This allows the company to tap into significant growth potential in numerous markets.

GEA uses AI directly in its machines and installations for purposes including image processing in food production. Digital solutions based on the GEA Cloud® range from intelligent assistance systems for the operation and maintenance of installations through to fully autonomous process optimization. Examples include GEA InsightPartner® Separation, GEA OptiPartner® Spray Drying and GEA OptiPartner® Intellicant, which leverage data-driven optimization to improve efficiency, productivity and sustainability. In addition, GEA DairyNet Cloud® Live-stock Monitoring uses AI-driven monitoring to improve herd health and productivity. This software-as-a-service (SaaS) model strengthens customer loyalty for the benefit of both parties.

GEA has launched a group-wide program to fully exploit the potential of AI. Under the name GEA AHEAD AI for Human Empowerment, Automation & Digitalization, the company is centrally coordinating the internal and external scenarios mentioned above to maximize efficiency gains and market potential.

Digitalization of the product portfolio

Digitalization is opening up significant opportunities for GEA to improve its efficiency and expand into new markets. A market study conducted by GEA in 2023 showed that digitalization is gaining in importance in the Pharma and Food and Beverage industries. The requirements of GEA customers are aimed at further increasing installation availability, productivity and product quality as well as sustainability in their own production.

The group maintains a specialized organization (GEA Digital) to seize digital market opportunities and develop cloud-based platforms for data-driven solutions. GEA Digital has been a member of the Industrial Digital Twin Association (IDTA) since 2023 and is committed to driving standardization. The company established a digital unit (GEA Digital China) as part of its localization strategy to adapt and enhance digital solutions specifically for the Chinese market. Consequently, GEA Digital shall tap into further growth potential in this market over the next few financial years.

In November 2025, GEA announced that it would be establishing a joint venture to develop software for the process industry. The company is forming this venture alongside a long-standing nearshoring partner. Developing software more efficiently and quickly for industrial customers shall lead to harness additional growth potential for its digital solutions.

REPORT ON EXPECTED DEVELOPMENTS

- Global economy is expected to grow by 3.3 percent in 2026
- GEA expects accelerated organic sales growth and further increase in profitability in 2026

GEA's Report on Expected Developments considers relevant facts and events that were known on the preparation date of the management report and that could influence the future development of its business.

Economic environment in 2026

As outlined in the "Report on economic position" in the section "Macroeconomic and sector-specific conditions," GEA, as a global industrial technology company, considers growth in global gross domestic product (GDP) and respective forecasts made by the IMF to be key indicators for its own performance.

	Projection	Estimation
	(percentage change)	
	2026	2025
World Economic Outlook IMF (January 2026)		
Worldwide	3.3%	3.3%
Advanced Economies	1.8%	1.7%
Emerging Market and Developing Economies	4.2%	4.4%

The IMF expects the **global economy** to grow by roughly 3.3 percent in 2026, continuing the general development seen in 2025. Although the dynamic in high-tech sectors is expected to slow, it will continue to partially offset declines in other sectors. In its forecast, the IMF assumes that the negative impact of tariffs and trade policy uncertainties will gradually ease over the course of 2026. The forecast is based on the trade policy established at the end of December 2025 and assumes that the introduced measures are permanent. Accordingly, the IMF predicts that the suspension of higher tariffs will remain in place even after their expiration date and that higher rates will not be enforced. The forecast also assumes that fuel prices will drop again and that interest rates in the major economies will remain stable or continue to decrease. It should be noted in particular that the recent developments in the Middle East (military actions between the various parties to the conflict) could not yet be taken into account in the IMF's forecast.

According to the calculations, growth for **advanced economies** is expected to reach 1.8 percent, which would be slightly higher than in 2025. In the USA, economic growth of 2.4 percent is forecast for 2026. This projection is supported by the loose fiscal policy and declining key interest rates, while the impacts of higher trade barriers should gradually ease. In the eurozone, growth is expected to remain stable at 1.3 percent in 2026. The impact of the planned increase in defense spending is not expected to be felt until the coming years.

Compared to other regions, the euro area is also expected to benefit less from the recent technology-driven investment surge. The ongoing impact of the war in Ukraine is expected to continue to weigh on production, with additional pressure coming from the real appreciation of the euro.

In **emerging markets and developing economies**, growth is expected to remain just above 4 percent in 2026. Economic output in China is forecast to increase by 4.5 percent. This outlook is based on lower effective US tariffs on Chinese goods stemming from the one-year trade truce agreed in November 2025 as well as on economic stimulus measures. Growth in India is expected to slow to 6.4 percent as cyclical and temporary factors wear off.

Global inflation is expected to decline further from an estimated 4.1 percent in 2025 to 3.8 percent in 2026, supported by the continued overarching trends of easing demand and lower energy prices. The divergence between the USA and most other countries is expected to continue. The inflation forecast continues to assume that inflation in the USA will return to the 2 percent target more slowly than in other major economies, since the impact of higher tariffs will only be noticeable with delay.

According to the IMF, the outlook is subject to risks of potential investment downturns, for example due to changes in productivity expectations related to AI. There is also a chance of a renewed flare-up of

trade tensions. This could disrupt the global economy through its effects on financial markets, supply chains, or commodity prices. Higher budget deficits and elevated public debt could put pressure on long-term interest rates and, consequently, on overall financing conditions. Positive impulses from AI, on the other hand, could result from broader adoption, leading to strong productivity gains and increased business dynamism. Similarly, the global economy could be supported by sustained easing of trade conflicts.

→Sector-specific development

For financial year 2026, GEA also expects the long-term trends in the food, beverage and pharmaceutical industries described in the “Fundamental Information about the Group” section to continue to have a positive impact on business development. The continued growth of the world’s population and the rise of the global middle class are driving up the global demand for food. At the same time, quality demands on food products are also rising. In addition to an increased need for healthy, functional, and safe food, manufacturers are increasingly demanding efficient production methods that also conserve valuable resources.

In the medium to long term, the UN expects the global population to grow from 8.2 billion in 2024 to over 10 billion by the mid-2080s. By then, people aged 65 and older will likely also make up the largest share of the population. Concurrently, the proportion of the population considered at least middle class will presumably continue to increase. The strongest growth is expected in the Asia Pacific region, where the number of people in the middle class is projected to rise to around 3.5 billion by 2030. Furthermore, continuously expanding urbanization means that an ever-increasing proportion of the population is expected to live in cities.

With that in mind, GEA expects the number of people who can afford processed foods, beverages, and dairy products to continue to grow in the future. The same applies to pharmaceutical products, demand for which is also likely to benefit from demographic and structural developments.

Based on its own latest estimates, as well as external reports and analyses conducted by institutions and industry associations, GEA expects the following developments for its most important customer industries:

Food

Oxford Economics forecasts global **food production** to grow by 3.1 percent in 2026. Global production in several key agricultural segments shall continue to increase, supported by a recovery in inventories and robust consumption growth. At the same time, international food markets are expected to remain sensitive to external influences such as extreme weather and trade policy uncertainties, which would continue to shape the production environment.

The OECD (Organisation for Economic Co-operation and Development) and FAO (Food and Agriculture Organization of the United Nations) predict that low- and middle-income countries will make the largest contribution to the increase in production and demand in the future, because of their younger populations, faster population growth and increasing economic dynamics. While food production in advanced economies is only expected to grow by about 0.9 percent, emerging markets and developing economies are projected to see significantly stronger growth of 4.9 percent. China is expected to grow by 5.6 percent and India by 12.5 percent compared to the previous year.

In the food industry, there is also a growing trend toward plant-based and sustainable foods, especially in Europe. This trend is driven by growing consumer awareness of the environmental impact of traditional meat production and the desire for healthier, more ethically sourced foods. Consequently, companies are investing in alternative protein sources and developing innovative plant-based products.

Milk production and dairy processing

In their joint forecast for 2026, the OECD and FAO assume that global **milk production** will continue to grow moderately. Projections show that productivity gains in many emerging markets and developing economies are supporting the production increase. These regions should continuously improve their yields per animal and increase investing in more efficient production systems. At the same time, demand should remain high in populous, rapidly urbanizing markets, which would further boost production expansion.

Rising pay levels and changing consumption patterns in middle-income countries are expected to further increase demand for milk and dairy products. Demand for **dairy products** is therefore expected to remain stable or increase slightly in 2026. According to the OECD/FAO outlook, demand for fresh milk products and processed products such as cheese, butter and milk powders is to remain high, particularly in populous emerging markets. The strong demand also supports global market dynamics. Food security considerations will likely cause some countries to increase their domestic production capacity, especially in countries that have been heavily dependent on milk imports, such as China. At the same time, emerging markets in Southeast Asia, the Middle East and North Africa shall increasingly drive the growth in global milk consumption.

Beverages

Oxford Economics expects **beverage production** to increase by 2.8 percent in 2026. Growth in advanced economies will likely be relatively moderate at around 1.2 percent, while a significantly stronger increase of 4.0 percent is expected for emerging markets and developing economies. China's development is expected to be particularly dynamic with a forecast growth of 4.2 percent, while production in India is expected to rise by 9.9 percent compared to the previous year.

The global market development in the alcoholic and non-alcoholic sectors shall be driven by fundamental macroeconomic trends. Rising disposable incomes along with changing consumption and lifestyle habits are expected to increase consumer spending on beverages. Furthermore, continuously expanding urbanization, especially in fast-growing emerging markets, shall create a favorable environment for additional market growth and promoting increasing demand for a diverse range of beverages.

Pharma

According to Oxford Economics, global **pharmaceutical production** is expected to increase by 1.6 percent in 2026 after strong growth in 2025. In addition, in the coming years, industrial policies along the global value chain for pharmaceutical products will likely become increasingly important, since the COVID-19 pandemic and geopolitical tensions exposed weaknesses in national healthcare systems, especially the high dependence on imported pharmaceutical active ingredients. This would have triggered numerous government initiatives aimed at reducing import dependency, promoting local investment, and building strategic stockpiles. Given that information, it can be assumed that supply chains for drugs and medical devices will become increasingly fragmented due to geopolitical developments.

Globally, there is on top of that a clear trend toward high-quality and more differentiated pharmaceutical products. Demand for GLP-1 drugs for weight loss is expected to remain high. Manufacturers expect this class of drugs to grow to about USD 80 billion by 2030. Moreover, AI is expected to further increase productivity in the pharmaceutical sector in the coming years, primarily through efficiency gains in preclinical research and in R&D within the production pipeline.

In the medium and long term, demand for medicines in advanced economies shall remain a key driver of global demand, as an aging and increasingly overweight population would continue to drive up demand for high-quality specialty products for chronic diseases as well as generic drugs. In emerging markets, structurally robust and growing demand is expected to be ensured through greater health insurance coverage, broader access to diagnostics and the increasing treatment of chronic diseases.

The section „Sector-specific development“ includes management report-typical information marked with “→” and “←”, which also addresses the disclosure requirements for the ESRS 2 SBM-1 § 42 of the ESRS.

Business outlook

The forecast is based on “Economic environment 2026” described above as well as on other assumptions explained in the management report, including the opportunities and risks described therein. Beyond the presented statements, the forecast does not factor in any significant deterioration or improvement in the described parameters that could have a negative or positive impact on global economic development or GEA’s business performance. It should also be emphasized that, at the time the forecast was prepared, the military confrontations in the Middle East were not expected to have any material impact on business performance.

Based on the described macroeconomic conditions and the current assessment of the GEA-relevant industries, GEA expects organic sales growth of between +5.0 percent and +7.0 percent in 2026. Based on these revenue assumptions, continued expansion of the service business and additional progress in implementing efficiency programs, the EBITDA margin before restructuring expenses is expected to be between 16.6 percent and 17.2 percent. GEA expects the return on capital employed (ROCE) to be between 34.0 percent and 38.0 percent.

Outlook financial year 2026	Forecast for 2026	FY 2025
Revenue development (organic ¹)	+5.0% to +7.0%	EUR 5.495 million
EBITDA margin before restructuring expenses	16.6% to 17.2%	16.5%
ROCE ²	34.0% to 38.0%	36.2%

1) Adjusted for portfolio and currency translation effects.

2) Capital Employed as average of the last four quarters.

GEA expects the investment level for the group to drop slightly below the value for financial year 2025 of EUR 255.3 million. Growth in revenue and investments shall be reflected accordingly in the development of capital employed (2025: EUR 1,884.5 million). The planned organic growth will be primarily financed from ongoing operating cash inflows. Apart from that, a comfortable net liquidity position is expected to remain (2025: EUR 378.9 million), which should ensure adequate financial flexibility and risk hedging.

The outlook for business development in the divisions takes into account the reorganization that has been in place since January 1, 2026 (see the section “Fundamental information about the Group”):

Revenue development (organic*)	Forecast for 2026	FY 2025
Pure Flow Processing	+2.5% to +5.0%	EUR 1,953 million
Nutrition Plant Engineering	+7.0% to +9.0%	EUR 1,955 million
Pharma & Food Applications	+5.5% to +7.5%	EUR 1,058 million
Farm Technologies	+3.0% to +5.0%	EUR 763 million
Others/Consolidation	–	EUR -234 million

*) Adjusted for portfolio and currency translation effects.

EBITDA margin before restructuring expenses	Forecast for 2026	FY 2025
Pure Flow Processing	26.5% to 28.5%	26.7%
Nutrition Plant Engineering	11.0% to 13.0%	11.4%
Pharma & Food Applications	13.5% to 15.5%	13.3%
Farm Technologies	14.5% to 16.5%	14.8%
Others/Consolidation*	-1.5% to -1.0%	-1.7%

*) In percentage of total revenue.

ROCE ¹ (3rd Party)	Forecast for 2026	FY 2025
Pure Flow Processing	37.0% to 43.0%	40.5%
Nutrition Plant Engineering ²	–	–
Pharma & Food Applications	19.0% to 23.0%	19.3%
Farm Technologies	28.0% to 33.0%	28.9%

1) Capital Employed as average of the last four quarters.

2) Due to negative capital employed ROCE is not meaningful.

Overall presentation of the expected development of GEA

Based on currently available information, GEA expects global economic growth in financial year 2026 to remain at previous year's level. Of course, significant uncertainties may still arise from the potential impact of international trade conflicts, for example in the context of the foreign and economic policy of the USA. From today's perspective, however – and as was the case in the previous year – GEA does not expect any material financial impacts in aggregate from existing or potentially newly introduced tariffs.

Furthermore, there are potential risks related to international conflicts, particularly in the Middle East, the tension between China and Taiwan, and due to the war in Ukraine. Any potential escalation of these conflicts could impact global supply chains and weaken the global economic environment. GEA's forecast assumes that there will be no further significant escalation of these conflicts.

With regard to raw material and industrial markets, GEA – similar to 2025 – continue to expect price volatility in financial year 2026. However, as in the past, GEA will counter potential price increases with measures to minimize their impact on earnings. Therefore, GEA does not expect any significant negative effects in financial year 2026.

According to current estimates, the industries relevant to the GEA Group will continue to experience stable to growing demand in 2026. Having secured large orders and thus increased the order backlog compared to the previous year, GEA has started the new financial year with confidence. Overall, based on the current conditions, GEA expects its business operations to develop positively in 2026.

The strategic priorities will continue to be largely determined by the implementation of Mission 30. It provides guidelines for the medium-term financial targets to be achieved by the end of financial year 2030. GEA will continue to work on implementing these targets in 2026, which include:

- average organic revenue growth of more than 5 percent per year,
- EBITDA margin ranging from 17 to 19 percent as well as
- return on capital employed (ROCE) of over 45 percent.

GEA's robust business model proved its stability again in 2025, enabling the group to continue its profitable growth. Negative factors such as punitive tariffs, export restrictions and economic sanctions had no material impact on business development. Combined with its solid balance sheet structure and liquidity, GEA believes it is well positioned to achieve its forecasts for 2026 as well as its medium-term financial targets for 2030.

Düsseldorf, March 4, 2026



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