

Public Engagement Principles

Overview

GEA, as a global company, plays a role in public engagement and clearly states its position on issues, defends its interests and participates in technical discussions. We interpret our role as that of a solution provider enhancing factual knowledge in the decision-making process on regulatory matters that impact our business.

Participation in political engagements is at all times guided by the GEA values, based on GEA's Code of Conduct and is at no time intended to risk or harm compliance with applicable laws. The Code of Conduct and Integrity Policy form the foundation to fight corruption and apply to all employees of GEA. Any violation against these principles will be prosecuted and can lead to serious personal consequences for the employees involved.

GEA's purpose "Engineering for a better world" is based on understanding and respecting the impact we have on the world and how we can influence it in a positive way. Recognizing the critical role of lobbying and public decision making, GEA is committed to taking a responsible and well considered approach. While GEA has long been contributing to the reduction of environmental impacts such as greenhouse gas emissions, water consumption, and food waste, this guideline seeks to outline GEA's commitment towards responsible influencing in the political context.

Definition of Lobbying

In the German Lobby Register Act the following definition of the term is included:

"Lobbying is any contact made for the purpose of directly or indirectly influencing the decision-making process of the bodies, members, parliamentary groups or groups of the German Bundestag or for the purpose of directly or indirectly influencing the decision-making process of the Federal Government and certain associated units."

GEA applies this understanding equally for governments and decision-making bodies outside Germany.

Alignment of Lobbying

GEA aligns all lobbying activities (e.g. direct lobbying or via trade associations) with the framework policies and commitments on responsible business. These include the UN Global Compact – of which GEA has been a signatory since 2021 committed to do business responsibly and in line with their ten principles on human rights, labour, environment and anti-corruption – as well as GEA's general commitment to the Paris Agreement and the Sustainable Development Goals (SDGs) by the United Nations, especially SDG 6 Clean Water and Sanitation, which guide the Climate Transition Plan 2040 and other actions to achieve Net Zero by 2040.

Additionally, GEA is a member in various international industry associations. They represent the interests of their members and therefore also GEA's interests in the political debate. The memberships also promote the exchange of knowledge and engagement with other stakeholders to advance the industry and benefit all. In particular, memberships yield the following benefits:

- information exchange with other associations,
- stakeholder dialogue,
- cooperating on non-competitive technical developments and standards,
- supporting voluntary initiatives,
- education initiatives provided and promoted by associations,
- reputation building in our industries and beyond,
- general press and public relation activities and
- social partnerships with trade unions and collective bargaining agreements.

In addition to that, associations play an important role in promoting sustainability and to further develop solutions in the industry and for the society.

In case of a misalignment between the position of such an association and GEA's position, e.g. with regards to climate or human rights, GEA has defined the following escalation process:

- **Step 1:** engagement with the association and discussing concrete actions to overcome misalignment,
- **Step 2:** if necessary, public statements distancing GEA from the misalignment,
- **Step 3:** in case of unbridgeable differences, terminating the cooperation with the association.

Compliance & Transparency

In a first step, it is the responsibility of the local entities to choose relevant lobbying activities (e.g. suitable direct lobbying activities or associations) according to the global policies. In a second step, the membership in any association, as a subject of GEA's compliance approval processes, must be entered to GEA's Compliance Approval Tool and reviewed by the GEA Legal Department. In case the latter approves it, the membership can be pursued further. All memberships in associations are reviewed on a regular basis within the compliance processes. This ensures alignment of the activities with the Paris Agreement, as well as the Sustainable Development Goals (SDGs) and with the previously mentioned framework agreements and commitments of GEA.

Governance

This Public Engagement Guideline has been endorsed by GEA's Executive Board and is a testament to the company's commitment to a sustainable future. The guideline's measures will be implemented under the guidance of the Executive Board, which has the responsibility for running the international company's operations around the globe.

This guideline will be transparently communicated to all stakeholders, promoting a culture of shared accountability, responsibility and collaboration, where every individual's roles and responsibilities contribute to the successful execution of compliant and sustainable lobbying.