Greeting from the Managing Directors.

Our success has many faces. Our employees’ performance, the partnerships with our customers, our suppliers' input and our cooperation with experts and scientists are the basis of our technological leadership. Together, we create value and bring forth market-oriented products and solutions. Sustainability and innovation are the guiding principles behind our actions – and they drive our 900 engineers to continuously develop new, energy-efficient customer solutions. In our production facilities, we have directed our vision towards the future by implementing digitally interconnected processes. Doing so, we can inspire our markets and customers more efficiently and quickly. Our actions are always based on our obligation to uphold the values and basic principles of the ebm-papst Code of Conduct.
Milestones of **ebm-papst**.

**1963**
Founding of Elektrobau Mulfingen GmbH & Co. KG by Gerhard Sturm and Heinz Ziehl.

**1965**
Development of the first compact fan in EC/DC technology.

**1967**
Purchase of Landshut plant from ALCATEL.

**1992**
Takeover of PAPST Motoren GmbH in St. Georgen.

**1997**
Development of the first centrifugal and axial fans with integrated electronics. This development forms the basis for our EC fans and other products.

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**2007**
**2010**
GreenTech reflects **ebm-papst**'s commitment to resource efficiency and sustainability in products, processes and production.

**2013**
ebm-papst celebrates its 50th anniversary and wins the German Sustainability Award.

**2017**
Opening of the new distribution centre in Hollenbach and of two digital think tanks in Osnabrück and Dortmund.

**2018**
ebm-papst skips the second billion euro in sales and establishes its fifth location in China.

**2019**
ebm-papst strengthens its business activities in the North American market with the new production site in Tennessee.
The DNA of ebm-papst.

As a family-owned company, ebm-papst is immune to the short-term dictates of stock market-driven quarterly thinking. Profitability and liquidity safeguard our corporate existence and have top priority. With our EC technology, we are the technology leader in the fan and drive sectors. But our focus is on the future. Many of our innovative solutions are completely consistent with digitalization.

As the global market leader, we are present in all relevant regions with our own qualified sales team, application development and production sites. We rely on harmonized interplay with our partners, all qualified suppliers. Our diversification activity always targets our core competencies of motor technology, electronics and ventilation technology and can be quickly implemented in the existing sales network to take advantage of synergies.

We commit to environmental and resource preservation, and are extremely aware of our social responsibility to the regions in which we are active, as well as to our employees. We actively make our contribution in these areas.
Passion for ventilation and drive engineering.

We move air intelligently and quietly, setting new standards in drive engineering in the process. We strive for perfect application solutions for a wide variety of sectors. In addition to major product series, we produce to satisfy individual customer requirements. Ventilation systems and the perfect harmonization of motor technology, aerodynamics and electronics are our core areas of expertise.

We take an integrated view of entire applications and include the relevant requirement in our developments. In line with the Internet of Things, our development work is focused on interconnection and digital processes.
Expertise for our sectors.

As the worldwide innovation leader for fans and motors, ebm-papst and its over 20,000 different products provide the right solution for virtually every ventilation or drive engineering task.

Knowledge of our customers’ needs and our experience in their industries, enable us to develop highly specialized solutions that stand out from the competition. Our products can be used for applications ranging from household appliances and automotive to industrial air technology.
The company headquarters is located in Mulfingen, Germany. When the two plants in Niederstetten and Hollenbach are included, this is the Group’s largest location. Here, in the Hohenlohe region, which is the home of the Air Competence Center, we focus on ventilation, air conditioning and refrigeration. The product portfolio contains axial fans, centrifugal fans and blowers.

In the global world of drives and tubeaxial fans, St. Georgen in the Black Forest (plus the Lauf and Herbolzheim sites) is considered a pioneer and technology leader. The location provides intelligent system solutions for the automotive industry and industrial drive engineering. In the industrial air technology sector, ebm-papst St. Georgen offers a wide range of axial, centrifugal and diagonal fans.

By a series of strategic purchases in the heating sector and with start-ups, ebm-papst Landshut has developed from supplying heating and condensing technology to providing entire system solutions in recent years. Applications for gas and oil heating devices and fuel cells are as much a part of the product portfolio as household appliance solutions for dryers or refrigerators, for example.
As an internationally operating company, we have to be in a position to react ever more quickly to the local requirements of the various regional markets. This is why we are establishing development centers as well as production sites in core regions such as China and the US above and beyond our global sales network.

In this way, our local customers will have a development partner that can optimally satisfy their individual needs directly at their doorsteps. We have a workforce of around 8,000 employees at our development and production facilities outside Germany.
Closeness *creates markets.*

With an export share of more than 75 per cent and presence in nearly 50 countries, we are actively doing business around the world.

Engineers are on hand at all our sales offices in the various countries to offer advice on the entire product range and to liaise with our development centres. Our international sales organization supports the efforts of our customers to sustainably attain global climate targets. This means concentrating not just on energy efficiency, quality and ecological aspects, but also on industrial safety and economic viability.

We also involve our partners in an active transfer of knowledge and invest in comprehensive training measures and courses.
Sustainable value chain.

Our 28 production facilities in Europe, Asia and North America are committed to efficient resource utilization. To live up to this promise, we are constantly looking into and improving our manufacturing processes. We do not merely satisfy the binding global quality and environmental standards, we actually surpass these in every respect.

And we expect the same from our suppliers. The philosophy behind our products is: We only build low-emission, energy-saving motors and fans. They have long service lives and comply with the applicable regulations. In addition, we use environmentally friendly forms of shipping and packaging.
Research and development.

Our strategic aim is technology leadership. In order to safeguard the position we occupy today for tomorrow, we must remain competitive and fit for the future. In the process, our focus is on interconnection, efficiency and noise reduction. We have maintained our investment in research & development. In the fiscal year 2019/20, we again spent a record sum of more than € 100 million here.

Our two outstanding fields of research are aerodynamics and aeroacoustics, in which simulation tools and laboratories are essential. This is why we continuously invest in new measurement and testing facilities where we can measure and optimize components and entire customer devices based on their aerodynamic, aeroacoustic and electromagnetic properties. This is how we keep our innovation rate high.
Despite all the growth we have experienced, it is tremendously important for us to keep proving ourselves as guarantors of innovation. For this reason, the spirit of inventiveness is an essential component of our corporate structure.

Our establishment of a “digital think tank” in Osnabrück is an expression of this spirit. There, a small, innovative team works under start-up conditions to put together new solutions for electronic combustion controls.

A second creative nucleus is based in Dortmund, where new approaches for cooling, air conditioning and ventilation technology are developed.
Leader in technology.

We are technology leader. That is why one of our centrifugal blowers is helping astronauts get off the earth. Plus, our fans cool both particle accelerators and Formula One racing cars. All types of companies appreciate our system solutions.

Even before the hype surrounding the Internet of Things, we were aware of the importance of digital interconnection. This is why all of our EC products are capable of interconnection. A fan or drive motor is provided with decentralized intelligence, is network capable and can be controlled by an app at all times. The foundation for the future has long since been laid in our own production facilities as well. We are, for instance, considered a showcase for SAP ME, a software module which controls the productivity of machinery and systems and helps to shorten processing times.
Healthy growth.

We invest in healthy growth around the world. With acquisitions such as that of electronics specialist IKOR, we are expanding our position as a system supplier.

At the same time, our international sites are growing organically. In recent years we have added the distribution center in Hollenbach features state-of-the-art technology on 38,000 square meters, ensuring that customers everywhere receive their goods on time.

Furthermore, we are consistently expanding the regions of Asia and America according to the “Local for Local” principle and increasing our independence in the areas of development, sales and production.

In fiscal 2019/20, for example, we opened our second US production site in Tennessee and expanded our activities in the Asian market by building a new plant in Xi’an (China).
Energy efficiency and sustainability.

At ebm-papst, we think and act sustainably. Our GreenIntelligence philosophy stands for sustainability and digitalisation in products, production and processes. Whether we are talking about energy-saving EC fans, efficiency enhancement in energy management, building systems and logistics or the "Energy Scouts" trainee project – our aim is always to achieve maximum energy and resource efficiency and to keep our CO2 footprint as small as possible throughout the entire value chain.

Our motors and fans are extremely efficient. And we optimize our materials and processes right from the design phase to attain the best possible environmental compatibility, a positive energy balance, a significantly longer service life and recyclability.

Our products are tangibly more eco-friendly and fulfil even the most stringent standards. In many cases they now already more than satisfy the limit values set down for the future – to the benefit of both the environment and users.
People matter.

Without our responsible attitude towards people and society, we would not be the company we are. We depend on the united efforts of our employees and are fully aware of how important it is to arouse their enthusiasm for their work. Based on this realization, ebm-papst takes on social responsibility at all its plants throughout the world and supports sports, cultural and community projects. At the same time we are in the process of adapting to changes in the population structure: With the introduction of flexible working time models, schemes for older employees and steps to help balance work and family life, for example. Other examples include:

– Professorships and scholarships at universities
– Partnerships in projects such as “Young Researchers”
– Sponsorship of sports and cultural events
– Organization of the ebm-papst marathon and indoor football tournament
– Support for international aid projects and charitable organizations

www.ebmpapst.com/csr
Whether they are involved in sales, production, development, service or administration, our employees with their high qualifications, creativity and outstanding commitment are the key to our success – and we intend to keep it that way: A wide range of training programs gives our employees the chance to extend their knowledge throughout their working lives. In this way, we can be sure of always being one step ahead of the global competition with our expertise. But we are particularly keen to promote the next generation. These are just some of the ways in which we encourage young people to take an interest in technology:

– Partnerships with universities and cooperative state universities
– Work experience, internships and dissertation tutoring
– Above-average number of trainees
– Extra-occupational Master courses
– Work placements around the world

www.ebmpapst.com/career  training@de.ebmpapst.com
Our company’s distinctions speak for themselves: Outstanding energy efficiency, innovative design and the digital interconnectivity of our products, our dedication to climate and environmental protection, the GreenTech philosophy and our ideas around the Internet of Things have won over many experts worldwide. In 2018, for example, ebm-papst was awarded the German Computer Center Prize. In order to minimize disturbing harmonics during parallel operation of EC fans, ebm-papst developed a solution in which a current harmonic conductor is already integrated in the fan. www.ebmpapst.com/awards
ebm-papst worldwide.

### Facts and figures at a glance.

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<th>2017/2018</th>
<th>2018/2019</th>
<th>Difference in %</th>
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<tbody>
<tr>
<td>Sales</td>
<td>€ 2,046 million</td>
<td>€ 2,183 million</td>
<td>+6.7%</td>
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<td>Proportion of foreign sales</td>
<td>77 %</td>
<td>76 %</td>
<td>-1 Pp.</td>
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<td>Investments</td>
<td>€ 143.9 million</td>
<td>€ 131.8 million</td>
<td>-9.7%</td>
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<td>R &amp; D expenditure</td>
<td>€ 109.2 million</td>
<td>€ 107.9 million</td>
<td>-1.1%</td>
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<td>Employees (31 March)</td>
<td>15,115</td>
<td>15,058</td>
<td>-0.4%</td>
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<tr>
<td>Production sites</td>
<td>27</td>
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<td>Sales offices</td>
<td>48</td>
<td>48</td>
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<td>of which subsidiaries</td>
<td>41</td>
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