

Sustainable Solutions for a Growing World

2022 ESG REPORT



As our world grows, our resources are constrained. To feed that world in the future, we need sustainable solutions today. JBT is committed to empowering our customers with those solutions right now.



A Message from Our President and CEO

Recently, the world's population reached 8 billion—a number that, in part, represents progress on a global scale. Improvements in social infrastructure have extended life. This milestone, however, also represents hurdles ahead. As our world grows, our resources are becoming increasingly constrained. To feed the future, we need sustainable solutions today.

JBT is committed to empowering our customers with those solutions right now. In 2022, we collaborated to streamline and optimize food and beverage production lines worldwide. In turn, this enabled our customers to enhance food quality and safety and reduce food and packaging waste. These customers also, in many cases, extended their products' shelf lives, reduced operational emissions, and increased yields.

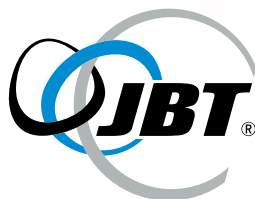
Two key macro challenges impacted our customers throughout the year: industry labor shortages and volatile energy markets, both of which contributed to limited product availability and higher costs. In response, we delivered integrated and automated solutions that helped them increase productivity and put their workers' skills to best use. Meanwhile, we rolled out a new generation of highly efficient and fuel-flexible products to help facilitate reductions in customers' usage of energy.

These innovations mark JBT's first year of progress under our Elevate 2.0 strategy for growth. Through this strategy, we are paving the way for JBT to evolve into a pure-play food and beverage leader. With this shift, we have gained a renewed sense of clarity in who we are and the impact we want to make—on our customers, our employees, and our neighbors around the world. We aspire to be an employer of choice for talented, purpose-driven individuals and we are creating a culture where every employee can feel that they belong. In the regions where we operate, our vision is to help build strong, vibrant communities by using our resources and time to give back.

As you will read throughout this report, JBT is dedicated to fostering a sustainable future. It's about doing right by our customers, employees, and communities, as well as the planet. The success of our customers and stakeholders is directly linked to the responsible use of the world's precious resources. That's why we are committed to providing solutions for circularity, process automation, energy and water conservation, and electrification. We are well-positioned within the market to affect meaningful change and leave a positive legacy that may truly impact future generations.

Brian Deck
President and
Chief Executive Officer

Corporate **PROFILE**



JBT's purpose is to help our customers succeed in the marketplace by giving them solutions to make better use of the world's precious resources. Through our food processing technologies, we design and manufacture solutions that enhance our customers' success and improve their sustainability performance. Optimizing the use of natural resources means doing business responsibly and wisely. We help our customers achieve both through automation, electrification, and efficiency. Whether it's designing safe and waste-smart packaging solutions or maximizing shelf life and yield, JBT is engineering solutions today that are moving our world toward a more sustainable tomorrow.

~\$2.2B
Global Sales

7,200
Employees

100+
Countries
In which JBT
equipment operates

702
Patents

26
Significant
Production
Facilities

End Markets We Serve



Warehouse Automation
& Other Categories



Pet & Companion
Animal Foods



Poultry, Red Meat,
Fish & Seafood



Fruits & Vegetables



Pharmaceuticals &
Nutraceuticals



Ready Meals,
Convenience &
Specialty Foods



Beverages, Juices,
Dairy & Alternatives



Plant-based &
Meat Alternatives



Airport Equipment

ESG at JBT



We see sustainability as a work in progress and part of our company's DNA. We maximize our positive impact by working closely with our customers to help them optimize food resources, conserve resources, and reduce greenhouse gas (GHG) emissions and waste.

These ambitions carry over into our own Environmental, Social, and Governance (ESG) program, where we are investing in new roles and resources to help our teams and customers succeed. In 2022, we created a new position—executive vice president, customer sustainability and market development—to support our customers' sustainability goals.

Our approach builds on a long tradition of prioritizing employees' health and safety, partnering with customers to optimize resources, and working to create a diverse and inclusive culture. We focus on topics deemed "critically important," based on our 2020 ESG materiality assessment. Our ESG focus areas include:

- Environmental & social impact of products
- Climate strategy
- Talent attraction & development
- Diversity, equity, inclusion & belonging (DEIB)

ESG Oversight

JBT's Board of Directors meets at least four times a year, and ESG is always on the agenda. The Governance & Sustainability Board Committee, which was renamed in 2023 to more accurately reflect the work streams the committee oversees and the increased oversight of sustainability matters, guides our program.

Aligning with the United Nations Sustainable Development Goals (UN SDGs)

The UN SDGs include 17 ambitious goals aimed at creating a more sustainable future for all. Based on our areas of expertise, strategic priorities, and key material topics, we have the biggest potential to contribute in the following areas:



In addition to these focus areas, we have developed a solid foundation for sustainable initiatives centered on three key pillars.

Our Sustainability Pillars

1

CUSTOMER SOLUTIONS

- Water, steam, energy & utility optimization
- Safe & quality food
- Food waste reduction
- Packaging waste reduction
- Equipment refurbishment & retrofits
- Development in sustainable foods

2

PEOPLE & COMMUNITIES

- Employee safety
- Satisfaction & retention
- DEIB
- Employee Network Communities (ENCs)
- Education & scholarships
- Local community support

3

RESPONSIBLE OPERATIONS

- Plant & office operations
- Reduction & reuse of consumables
- Relentless continuous improvement
- Recyclability & waste reduction
- Efficient use of energy & water
- Alternative sources of energy
- Sustainable supply chain

EMPOWERING Productivity

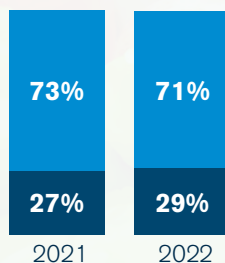
Partnering for Sustainable Solutions

The food and beverage industry that we serve gets to the heart of sustainability, touching on topics from water stewardship to food security to community health. Underpinning these areas is an urgent need for climate action and solutions to feed hungry people around the world. More than one third of GHG emissions caused by human activity are attributed to the way we produce, process, and package food.¹ In the face of supply chain, economic, and labor challenges, the time to work together for more sustainable, equitable food systems is now.

How Our Products are Making a Difference

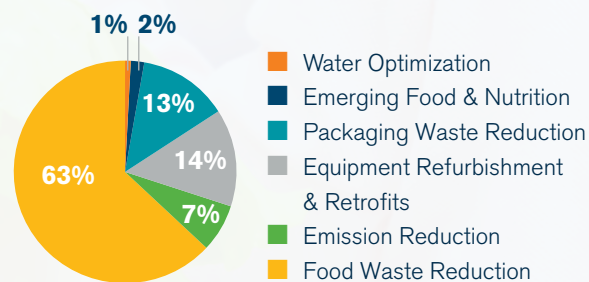
~71%

Estimated Product Revenue
from equipment that delivers environmental benefits



- Revenue from Products and Services with Beneficial Environmental Impact
- Revenue Outside of Environmental Impact Areas

Environmentally Beneficial Products by Benefit



To align with our Elevate 2.0 strategy, we have restated these metrics from 2021 by removing revenue from AeroTech solutions. We have also added solutions to our baseline and 2022 metrics, which caused these percentages to increase. The additions reflect an expanded definition of our "Food Waste Reduction" category (to include products such as retorts, hydros, and aseptic UHTs that extend product shelf life through sterilization) and a new category for "Emerging Food & Nutrition" that relates to equipment used in the alternative protein and dairy space.

¹ United Nations, "Food systems account for over one-third of global greenhouse gas emissions."



Launching a New Era of Growth and Technological Transformation

JBT is a pioneer in the food and beverage industry, known for developing and adopting breakthrough technologies early on. Building on that legacy, we recently launched Elevate 2.0—our new strategy for technology-driven growth. The strategy focuses on digital transformation, automation, and sustainable solutions, enabling us to deliver improved access to parts and service, advanced functionality, and measurable customer results.

Under this umbrella, we launched our OmniBlu™ platform, which combines best-in-class service, parts availability, and machine optimization. OmniBlu leverages machine learning, predictive analytics, artificial intelligence (AI), and other digital tools to address customer pain points while providing actionable insights through efficiency and sustainability related data collection.

The platform captures data from the machine and optical sensors, which it visualizes through the user interface. Some insights are enriched through our data science models to alert users to actions that will improve the efficiency of our machines. For example, one JBT customer pairs OmniBlu with our DSI equipment to ensure their water jet is only operational when product is on the belt. This minimizes wear and tear to maximize the machine's lifespan while reducing water usage. Customers can also use OmniBlu to monitor and optimize clean-in-place processes to reduce water and energy usage for their freezers.

OmniBlu delivers:

- *Proactive maintenance* through easy-to-follow preventive maintenance plans, diagnostics, inspections, and training.
- *Frictionless parts & services* via a digital portal that allows customers to easily find the right part for their machine every time.
- *Data-based insights* driven by digital tools such as optical sensors, machine learning, and AI.
- *Machine performance monitoring* to ensure proper operation of the asset to generate optimal asset health and productivity across production lines.

Building Better Food Systems Together

For over a century, JBT has been breaking barriers in the food and beverage industry by offering high-quality, technologically advanced, and reliable solutions. Today, we're leveraging those strengths to help our customers and drive progress toward bold sustainability goals.

In 2022, we expanded our portfolio with an emphasis on sustainability, digitalization, and automation. Our solutions helped customers maximize efficiency, reduce food and packaging waste, and increased product shelf life and yields. We also helped our customers upskill their employees, streamline their processes, and reduce utilities and related costs. These efforts are core to our mission and add up to a shared vision to create food systems that better serve us all.

Where We're Making an Impact

Water, Steam, Energy & Utility Optimization

- Enhancing equipment efficiency & increasing run times
- Conserving water & energy
- Reducing emissions

Food Waste Reduction

- Reducing process losses
- Optimizing portioning
- Prolonging shelf life

Packaging Waste Reduction

- Increasing packaging circularity
- Reducing single-use plastics

Equipment Refurbishments & Retrofits

- Extending the lifespan of equipment and consumables
- Rebuilding, updating & recycling used equipment & materials

Development in Sustainable Foods

- Engineering solutions for plant-based protein & dairy alternatives
- Developing cell-based protein technology



Optimizing Utilities

Food, water, and energy have one thing in common: global demand for all three continues to rise. A confluence of factors is putting pressure on these resources, including population and economic growth, changes in consumer diets, and urbanization. For food and beverage manufacturers, enhanced management of utilities such as energy, water, and steam can reduce their overall operating costs and GHG emissions.

This became a heightened pressure for many customers in 2022, a year when global energy markets were especially volatile. For customers prioritizing projects to improve sustainability and reduce overall costs, initiatives related to water stewardship and energy management were high on the list. We supported them, in part, by improving existing products to make them even more efficient. For example, we updated our innovative DSI™ Adaptive 3D™ portioning system to be even more accurate and water-efficient. We also introduced several new solutions, aimed at systems-wide utilities reductions, for example:

Smarter Sanitization

Our new JBT SuperStatic™ retort is equipped with enhanced heating and cooling technology, which customers can use to sterilize a range of products. By shortening overall processing times, it enables customers to increase product output while simultaneously reducing their usage of energy, water, and steam.

Better Blanching

As popularity of frozen vegetables continues to rise, JBT Urtasun™ offers an innovative new blancher with an energy-saving solution. During the cooling process, the blancher stores energy released by the product, which it later uses to re-heat the water. The blancher's design also reduces steam consumption and water and chemicals needed for cleaning. For JBT customers such as Florette, a farmer-owned cooperative based in the U.K., our JBT FTNON™ blanching solutions have enabled reductions in steam and energy usage and more consistent cooking, which leads to improved product quality.

CUSTOMER SOLUTION

Reimagining the Modern Food Processing Factory with Norsk Kylling

When Norway's leading poultry producer, Norsk Kylling, planned its new production facility, the company had clear goals in mind, create a signature building that put sustainable food production, Norwegian agriculture, and animal welfare first.

JBT proved an ideal collaborator—providing a dedicated team to support the project at every step. Energy-smart solutions were core to the build, as Norsk Kylling wanted to leverage renewable solutions.

“Among other things, we invested in electrification and focused on energy flexibility, primarily through energy storage,” said Norsk Kylling's Project Leader Håvard Staverlökk. “The plant is built for zero emissions and uses only renewable energy, and we have reduced GHG emissions by 100% compared with our old factory.”

With energy savings in mind, JBT established two integrated, electric-fed production lines using products such as our JBT Stein™ M™ Fryers and JBT Frigoscandia GYROCOMPACT® Spiral Freezers. We even redesigned our JBT Stein™ TwinDrum™ Spiral Oven to be compatible with renewably sourced electric heat.

Pushing the partnership further, we helped Norsk Kylling develop high-yield recipes and trained its staff to optimize water, detergent, and energy while using the factory's Clean-In-Place system.

“During the whole installation and start-up phase, we were almost constantly at the site, which created a real team spirit and a lot of engagement,” said JBT Engineering Manager Teddy Svensson.

Functional Freezing

Efficient freezing solutions can help customers put their utility bills on ice. For example, compared with traditional drum freezers, our Frigoscandia GYROCOMPACT® self-stacking spiral freezer has been shown to reduce customers' energy usage by up to 60%. The freezer's easy-to-clean design enables further savings in water, chemicals, and labor. In 2022, we introduced our new JBT Frigoscandia GYROCOMPACT® 70, which has been updated with a smaller physical footprint, up to 20% more capacity, and oil reductions of up to 75%.

Heating with a Twist

Energy-flexible equipment gives customers the freedom to power their operations as they see fit. A prime example is our new, electric JBT Stein™ TwinDrum™ Spiral Oven, which gives customers the option to use renewable energy and forego oil and gas heating by plugging directly into the grid. Because the electric heater is fitted into the machine, it also offers better reliability and is easier to clean and maintain.



Diverting Food from Landfills

When good food goes to waste, it adds up to social and environmental problems on a massive scale. In 2021, the number of people affected by hunger reached 828 million—up 150 million since 2019.² That's why it's so disheartening that about 40% of all food produced goes to waste.³ As that food sits in landfills, it contributes to a warming climate, accounting for about a tenth of global GHG emissions.⁴

In 2022, food shortages and supply chain challenges brought concerns of food insecurity to the fore. In line with our purpose, we worked closely with food and beverage manufacturers to help them increase production and make the most of the products they produce.

Protecting Produce from Farm to Consumer

As a key source of vitamins, minerals, and fibers, fresh fruits and vegetables are a staple of good nutrition and health. JBT's Fresh Produce Technologies provide a range of postharvest solutions to protect these resources from going to waste.

Natural coatings are a cornerstone of our postharvest business, and we have extended our offerings in recent years. For example, our Endura-Fresh™ 9000 citrus coating acts as a biodegradable, renewable, and environmentally friendly barrier that protects citrus from moisture, dirt, bacteria, and spoilage. In 2022, we introduced our latest plant-based coating, Nature-Cote™ Avocado. The plant-based, edible coating—which we hope to expand for citrus application—enhances the product's natural ability to lock in moisture and stay fresh.

3 Landfill Diversion Solutions



Postharvest equipment aids in the cleaning and coating process while reducing water usage



Protective coatings & fungicides provide protection from farm to fridge



Labeling & identification minimizes food waste and profit loss by providing the proper location for each product

² World Health Organization, "UN Report: Global hunger numbers rose to as many as 828 million in 2021."

³ World Economic Forum, "Top 25 recycling facts and statistics for 2022."

⁴ UN Environment Programme, "UNEP Food Waste Index Report 2021."

Minimizing Product Loss and Maximizing Shelf Life in Bottled and Packaged Foods

To make a meaningful dent in food waste, we focus on comprehensive solutions that achieve savings from factory to shelf. For example, the JBT FVPGrow™, introduced in 2022, prevents product loss early on. Juice and puree producers use the FVPGrow to separate seeds, skins, and other materials from vegetables and fruits. The solution offers continuous, hygienic juice extraction at up to one ton per hour⁵ and minimizes product loss to maximize yield. Once the product is bottled or packaged, customers can dramatically extend its shelf life using High Pressure Processing (HPP) technology from JBT Avure®. Our HPP systems reduce the need for artificial preservatives while dramatically extending shelf life and enhancing safety.

Preserving Quality in Frozen Foods

Compared to fresh alternatives, frozen foods generate 47% less household waste.⁶ However, many frozen food processors face a common problem: During the slow freezing process, large ice crystals can form and leave protein products badly damaged. The JBT Frigoscandia ADVANTEC™ Impingement Freezer solves that challenge using innovative air jet technology. By enabling faster freezing times, the freezer avoids large ice crystals and helps customers prevent various protein products from going to waste. The freezer also can be used for crust freezing, which stabilizes the surface of thin-sliced deli products. The multitasking tool minimizes waste and maximizes conformity while improving throughput, hygiene, and yield.

⁵ Depending on the raw material.

⁶ The Frozen Advantage, "Frozen Food Helps Fight Food Waste."

CUSTOMER SOLUTION

Delivering Best-in-Class Quality and Growth—from Mexico to Belize

When the coconut water production company, Silk Grass Farms, wanted to grow their operations, JBT provided a turnkey solution. From technologies for fruit handling and production from JBT FTNON™ to HPP equipment from JBT Avure®, we supported them with a range of products and services tailored to meet their needs—both now and into the future.

“We were looking to invest and grow to become a sustainable agribusiness that can support the vision of the company: investing in our local community, our people, and creating a business that could preserve and protect a 27,500-acre tract of land located in Belize,” said Henry



Canton, executive director of Silk Grass Farms. "With our newly inaugurated plant, we are not only able to increase our production, but have expanded our product range into a wide variety of drinks, juices, and purees—not only for the Belizean retail market, but to export premium quality Belizean products to companies around the world."

Meanwhile, our customer, Good Foods Mexico, which produces a range of avocado-based products, recently purchased a third Avure, which they say gives their product a food-quality, safety, and shelf-life edge.

Compared to non-HPP processing, HPP improves shelf life by:

100+
DAYS

Orange juice
and sauces

75
DAYS

Creamy dip

25
DAYS

Guacamole

Increasing Packaging Circularity

Proper packaging can make food and beverages more accessible while enhancing safety and minimizing waste.

Packaging that isn't reused, composted, or recycled, however, can wreak havoc on our ecosystems and climate.

- About 36% of all plastic produced is used for packaging, with 85% destined for landfills.⁷
- Millions of tons are in the ocean, causing problems for communities and aquatic life.
- Approximately 98% of single-use plastic is made of fossil fuels.

The good news? Most consumers say they'd be willing to pay more for brands that implement sustainable packaging alternatives.⁸ Our customers are taking note, with many pursuing initiatives to increase packaging circularity and minimize waste. To help them with their commitments, we provide solutions that reduce plastic packaging and are compatible with recyclable or compostable paper-based materials. In 2022, we launched several high-speed, safe, and automated solutions for materials from netting to pouches to cans.



Our Comprehensive Sustainable & Automated Packaging Solutions



Acquired in 2019 to provide high-quality tray sealing machinery and bespoke turnkey production line solutions.

SUSTAINABILITY BENEFIT:
Enables plastic and packaging reductions.



Acquired in 2021 to provide software and hardware solutions for the automated set-up and control of complete packaging lines.

SUSTAINABILITY BENEFIT:
Uses barcode scanning to reduce the risk of product recalls and waste.



Acquired in 2022 to provide equipment and aftermarket support for beverage processors and packagers in the U.S.

SUSTAINABILITY BENEFIT: Provides resilient mix of rebuilds, aftermarket parts, and services, supporting product circularity.

Shrinking the Use of Single-Use Plastic

For customers looking to extend shelf life and seal in freshness while reducing their use of plastic, Proseal is an ideal solution. Compared to industry alternatives, such as plastic clamshells and clip-on lid containers, trays sealed with Proseal equipment use up to 45% fewer packaging materials. In recent years Proseal has played an active role in the development of plastic alternative packaging, and works with many leading tray and punnet manufacturers. As Proseal emerges at the forefront of sustainable packaging innovation, we were proud to see it recognized with several industry honors in 2022.

⁷ World Economic Forum, "Top 25 recycling facts and statistics for 2022."

⁸ McKinsey, "Sustainability in packaging: Inside the minds of US consumers."

Proseal U.K. 2022 Honors AgTech Breakthrough Awards

- FoodTech Equipment of the Year
- Best Health and Safety in Manufacturing
- Safer Logistics (nomination)
- Rising Star Award (commendation for HSE Coordinator Adriana Zwolan)



Pioneering Soft Fruit Packing Solutions

Out of all the produce categories, soft fruit is perhaps the one with the greatest variety of products, sizes, colors, and shapes. Packing berry cartons in cases can also be labor-intensive at a time when labor is in short supply. To meet both challenges, in 2022, Proseal introduced the new high-speed, fully automatic CP3™ case packing system. CP3 is a robotic solution that maximizes throughput and can handle multiple formats, such as pots and sandwich packs made from board and fully recyclable A-PET and C-PET plastics.

Meanwhile, within Europe's soft fruit sector, Proseal is a leader in the space, with many top-sealed trays in the U.K. sealed on Proseal machines. In 2022, many of our customers are now enjoying the benefits of recent developments in plastic alternative packaging, and are in many cases processing these new alternative packs on their existing Proseal units, often at the same performance levels as existing plastic packs.

Perfecting the Pouch

For pre-portioned products from pet food to soups, soft pouches are a popular trend. However, they can be difficult to control during the sterilization process, which poses a food safety issue. After three years of development, JBT introduced its solution: Continuous Sterilization for flexible packaging. The solution places pouches in a pocket within the carrier to ensure that they remain in position to facilitate food preservation in an innovative packaging solution.

Developing a Formula for Success

Safety, quality, and hygiene are crucial for any product—none more so than infant formula. Our brand PLF® International continues to exceed expectations in the development of the safest, most hygienic formula processing technology available. In 2022, we launched the JBT PLF VGS™ vacuum gassing seamer, an exceedingly sustainable gassing solution. It can process up to 30 cans per minute with low gas consumption and is designed to keep container rims clean for seaming and prevent powder from migrating out of containers.

10x

less packaging waste generated by using chub packaging compared to other containers when using JBT Tipper Tie equipment



Providing a Streamlined Approach

Worldwide demand for food products like turkeys, hams, and chickens has remained steady but the supply of labor has decreased. JBT Tipper Tie's clipping and packaging systems offer an automated solution to help keep production lines running strong. In 2022, Tipper Tie introduced the TN3004, which is ideal for traditional netted products like whole turkeys and spiral-sliced hams. It can also work for netting turkey breasts, bone-in or boneless hams, briskets, and even mortadella."

"The nice thing about the TN3004 is the operator simply places the product onto a conveyor, it's weighed, and then all that information is printed out," said JBT Tipper Tie's Director of Product Management, Conrad Faust. "The product is netted, a handle created, and a tag applied so everything is ready for sale in a grocery store."

Maximizing Product Lifecycles

JBT has long invested in high-quality engineering and components. Our products are designed to be durable and dependable, delivering top performance on high-yield processing lines for decades on end. To help our customers proactively maintain their equipment, we ensure superior service and care. We also have several circularity-focused initiatives to recover, upgrade, and remanufacture used machines.

These efforts boost the long-term value of our products and help us earn and maintain our customers' trust. They also reduce the amount of water, energy, metals, and other materials—as well as the GHG emissions—associated with manufacturing new machines.

Ensuring that No Good Machine Gets Left Behind

We work with customers throughout the machine lifecycle to prevent valuable materials and components from going to waste. We'll even recover end-of-life equipment to properly recycle its materials and put working components back to good use. Our programs include:

- Machine buy-back program for refurbishment and resale.
- Proseal's 'No Good Machine Left Behind' initiative, in which we proactively upgrade our customers' older machines so they can benefit from Proseal's latest performance enhancements, rather than letting their machines become obsolete.
- JBT's Customer Care Workshop, which provides complete machine refurbishment—known as model R equipment—to help customers keep machines in optimal condition.

CUSTOMER SOLUTION

Delivering Best-in-Class Value and Service for Universal Pure

With locations throughout the U.S., Universal Pure is a leading provider of third-party HPP, cold storage, and pre- and post-HPP services. They partner with companies to help them bring long-lasting, clean-label products to market.

Recently, JBT's Avure® team worked with Universal Pure to help the company expand its capacity in Texas. Universal Pure invested in Avure's AV-X modular equipment to scale its business as its customers' needs grow. Improved design and technology also allows the AV-X series to reduce electricity costs by up to 50%.

According to Universal Pure CEO, Jeff Williams, the modularity, reliability, and lifecycle of Avure equipment stood out as differentiating factors. "Over time," he said, "the aftermarket cost of Avure machinery makes the total cost of ownership very beneficial."

Williams also mentioned sales and management support as "bright spots" for Avure. "I appreciate their willingness to jump on a call anytime with our team members or myself to work through any issues we are experiencing."

25

Years

since the first Proseal machine was built, which is still in operation today

20+

Proseal Machines

resold/returned to the rental fleet after refurbishment in 2022

OVER 100

Proseal Machines

that were upgraded in 2022 to extend the product lifecycle

Accelerating the Development of Sustainable Foods

As people gain awareness of the health and environmental ramifications of their diets, many are re-thinking the types of products they consume. In a recent U.S. study, 47% of participants identified as “flexitarians,” meaning they lean toward a plant-based diet, with moderate consumption of dairy and meat.⁹

In addition to already popular plant-based proteins and dairy alternatives, demand for culture-based proteins is expected to increase. The market was valued at over \$163 million in 2021, with a projected compound annual growth rate of 11.4% from 2022 to 2028.¹⁰ Because this production method eliminates the need to raise farm animals for food, cell-based proteins have the potential to revolutionize the way food is produced. The foods pose benefits to the environment and human health and can help customers bolster global food supplies while reducing costs.

As our industry advances the development and commercialization of these products, we're proud to lend our support and expertise. Many of our existing products can easily be adopted for protein and dairy alternatives. In other cases, we collaborate to develop technologies that meet our customers' specific processing needs.

Unlocking the Potential of Cell-Based Protein

While conventional animal agriculture is a major contributor to global GHG emissions and nutrient pollution, advancements in cell-based protein pose a sustainable, ethical, and safe solution. When produced via renewable energy, cell-based protein reduces global warming impacts by up to 92% and uses up to 95% less land, compared to conventional beef production. Based on scaling and renewable energy, by 2030, cell-based meat could also be cost competitive with conventional meat.¹¹

⁹ Sprouts Farmers Market, “47% of Americans describe themselves as flexitarians, with the dietary lifestyle proving more popular in younger crowds.”

¹⁰ Grand View Research, “Cultured Meat Market Size & Growth Report, 2028.”

¹¹ Good Food Institute, “New studies show cultivated meat can have massive environmental benefits and be cost-competitive by 2030.”



JBT's A&B Process Systems is stepping up to help food innovators bring cell-based protein to scale. In 2022, we launched the all-new READYGo Bioreactor, designed specifically to meet cell-based protein processors' needs. Manufactured for operational environments spanning from pilot to full-scale production, the READYGo Bioreactor meets global bio-processing standards and offers a flexible, tailored solution. The Bioreactor was designed to help industry processors address issues such as scalability, lead time, and capital expense—supporting market expansion while minimizing production-related costs.

In 2022, JBT acquired Alco Foods, a leading provider of further food processing solutions and production lines.

“The acquisition of Alco complements and expands our product offerings in further processing—in particular, expanding our offering in convenience meal lines, as well as alternative and plant-based protein technology,” said Bob Petrie, President of Protein and Executive Vice President of JBT.

How We're Leveraging Our Expertise to Scale Production of Cell-Based Meat

- **Process knowledge to help customers** nourish, cultivate & harvest cellular products
- **Expert engineering & fabrication** customized to meet customers' processing needs
- **Employing biopharma sanitary requirements** for new food applications
- **JBT Protein Division** provides downstream application support

Enhancing Plant-Based Protein— from Freezer to Oven

Compared to animal-based products, plant-based alternatives generally require less agricultural land and water and emit fewer GHGs. For example, plant-based burgers have been associated with up to 98% fewer GHG emissions than burgers made with beef.¹²

While plant-based foods have many sustainable qualities, processors can use efficiency-boosting strategies to further minimize the GHG footprint of the products they produce. For example, customers can use the JBT Frigoscandia™ Low Volume System (LVS) to optimize the freezing process—consuming 50% less refrigerant and boosting efficiency by 15%. We also see our electric ovens, cookers, and fryers as the future of plant-based processing. Electricity reduces gas use; can be sourced using renewable solar, hydro, or wind power; and can lower operational costs.

CUSTOMER SOLUTION

Saving Resources at HKScan

For our customer HKScan, a large producer of meat, plant-based, and ready meals based in Sweden, the LVS refrigeration system is an ideal energy-smart solution. The system has enabled HKScan to save on hot gas, leftover energy often available in large quantities in refrigeration systems, which can be used to defrost freezers.

“With its intelligent hot gas control, we use much less hot gas to defrost than our other freezers and we avoid having to place the freezer in queue system,” said Tobias Janson, technical manager at HKScan Sweden. The company can now defrost up to three freezers at a time, enabling quicker turnaround and water and energy savings.



Realizing Fresh Pastures for Alternative Dairy

Health and environmental factors are driving purchases of dairy alternatives around the globe. The market for dairy alternatives—such as oat milk, almond milk, and soya—is projected to reach over \$51.65 billion by 2028.¹³

For customers branching into these markets, the JBT Sterideal® HX SteriCompact UHT Sterilizer is a highly effective solution. Thanks to its innovative coil design, the Sterideal HX produces far less precipitation (fouling)—and therefore, better performance with longer production runs—compared to many traditional systems. This also preserves the product's naturally high protein content, which normally suffers when the precipitation is heated.

Another effective solution is the JBT Homogenizer, which creates a smooth liquid from plant-based sources. Making use of a powerful, high-pressure pump design for UHT sterilization systems, the Homogenizer forces the product through a narrow opening, with larger drops of fat broken up into smaller ones and spread evenly through the product.

CUSTOMER SOLUTION

Continuing our Legacy of Customer Service with COVAP

In 2022, COVAP, a cooperative of pork and dairy producers in Spain, acquired a new UHT Sterideal ST24k for its plant in Córdoba. The plant already had three UHTs purchased from JBT, which have helped the company continue to produce high-quality, safe products while improving energy efficiency, reducing their carbon footprint, and lowering costs.

Speaking to the sustainability and energy-saving advantages of JBT's indirect thermal treatment technology, Javier Pérez Amurrio, who is the Dairy Industrial Director at COVAP, remarked, “We have known JBT's technology for over 40 years—its efficiency, the performance of its equipment, and its service.”

¹² Future Foods, “Plant-based animal product alternatives are healthier and more environmentally sustainable than animal products.”

¹³ The Insight Partners, “Dairy Alternatives Market Forecast to 2028.”

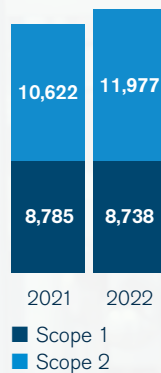
EMPOWERING

Efficiency

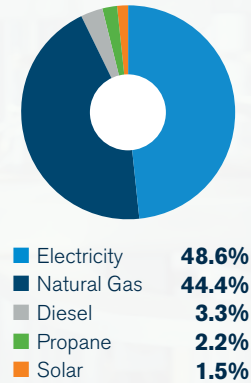
Sustainable Operations

Customers know we value relentless improvement, and we strive to model that value across JBT. We regularly seek opportunities to reduce our carbon footprint, optimize our resources, and give new life to what would otherwise go to waste. As part of a larger food and beverage ecosystem, we engage our employees, suppliers, and communities to collectively address environmental concerns. From small shifts to big innovations, we're motivated to lighten our environmental impact and effect broader sustainable change.

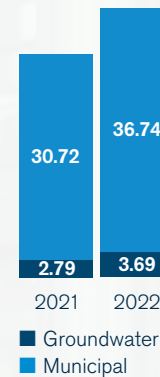
Scope 1 & 2 GHG Emissions¹⁴ (Metric Tons CO₂e)



Energy Use by Source¹⁴



Water Consumption¹⁴ (Million Gallons)



¹⁴ This footprint includes all significant manufacturing sites which represents more than 30 facilities. New acquisitions are added the first full year following their acquisition; as such 2021, does not include Prevenio or Urtasun. Metrics for 2022 acquisitions, Alco and BevCorp, will be included with our 2023 metrics.



Using Energy Efficiently

Energy-smart solutions drive emissions reductions and reduce operational costs. To optimize our energy usage, we invest in facility upgrades and process improvements as well as install solar panels at selected sites.

In 2022, our Sandusky, Ohio, facility participated in an Energy Demand Response program, which provided payments to heavy energy users that agreed to reduce their consumption during times of power grid stress. Our participation resulted in a capacity performance of 114%, and we reinvested the payments to implement better energy management software and tools. Additionally, at several sites, we replaced outdated boilers and invested in long-lasting, energy-efficient LED lighting.

Site Certifications

Three of JBT's sites hold the International Organization for Standardization's (ISO) 14001 certification for environmental management systems, and we hold CO2 reduction management certification for our site in Amsterdam, Netherlands. In 2022, we were proud to announce that our A&B Process Systems business, based in the U.S., achieved ISO 9001:2015 certification for quality management systems and performance.

Reducing Our Climate Impact

In addition to collaborating with customers on reduced-carbon product solutions, we are committed to measuring and reducing our company's GHG emissions.

In 2022, our Helsingborg, Sweden, site implemented two initiatives to reduce our transportation-based GHG emissions. They replaced the diesel pool car with an electric one that employees can book and lock/unlock using a mobile app. An electric bike was also purchased for employee use. These options are more environmentally friendly, and the bike provides an added health benefit for the employees. We also transferred some of our clip production to our Glinde, Germany, site for the European market. This increases local supply and also reduces air and sea freight, and their associated emissions, from our U.S. clip manufacturing site in Apex, North Carolina.



Managing Water Intelligently

Our operations are not water intensive, yet we strive to practice strong water stewardship and minimize use. We collect site-wide water data, which we use to monitor our usage and identify opportunities for improvement, particularly at facilities in water stressed areas.



Handling Waste Responsibly

With our eye for proper resource management, we are hard wired to minimize operational waste. We seek creative solutions to improve waste management and circularity, including the following initiatives, which we implemented at various sites in 2022:

- Installing a site compactor to replace smaller skips and bins, which also reduces the need for waste collection at the site, and therefore transportation-based emissions.
- Implementing an enterprise-wide digital sales collateral sharing platform to avoid paper, ink, and plastic waste created by unnecessary printing.
- Scheduling shredding and recycling for obsolete paper records at our Sandusky, Ohio, site which, since January 2022, has saved the equivalent of over 100 cubic yards of landfill space and 580 trees.



Inspiring Employee-Led Action

Driving sustainable improvements is a companywide effort, and we're excited to see many employees stepping up to do their part. Through our *You Did What?!* program, we document employee-led environmental and social initiatives to celebrate and share their success. Examples from 2022 include:

- Proseal U.K. employees launched a Plastic Free Department challenge to celebrate Waste Free July. The winning team received chocolates and priority access to the site's How to Recycle training, which it launched in September.
- Proseal U.S. employees trained their colleagues on sustainability, environmentalism, and social responsibility and established a Green Team and Sustainability Committee to discuss and promote green business solutions.
- JBT's Livingston, U.K., team enhanced the site's waste handling and energy reductions by installing a new trash compactor, boiler, and LED light fixtures.



Celebrating Sustainable Strides in Araraquara

Though Brazil holds more freshwater than any other country, its residents have been struggling in the face of severe drought.¹⁵ Understanding this, employees at our Araraquara facility have undertaken a range of environmental initiatives, demonstrating what it means to put sustainability to work.

The team installed a new water reuse system at its site in 2021. This system allowed the site to reuse water in their washing processes. They also produced and distributed water reduction flow parts to local JBT employees—a solution that generates an average of 10% in household water savings.

Additionally, the team launched numerous projects to reduce operational waste, such as replacing plastic water bottles and disposable cups with reusable versions and implementing a kitchen recycling program. For its ingenuity and dedication, the team earned JBT's 2022 Sustainability Award, which we grant to the team whose projects best represent our commitment to the environment.

¹⁵ Nature, "Brazil is in water crisis — it needs a drought plan."

EMPOWERING Potential

Vibrant Workplace

It's our people. That's what we hear again and again from employees who choose to grow their careers at JBT. Our strategy is to engage our employees to foster a diverse, equitable, and inclusive culture, creating an environment where people feel they belong and are inspired to succeed. When people come to JBT, they know they are joining a winning team. They have a common purpose with the autonomy to pursue their unique goals. The solutions they develop make a difference for food and beverage industry leaders—and for colleagues and communities worldwide.

7,200

Employees

1.33

**Net New
Hire Ratio**

76%

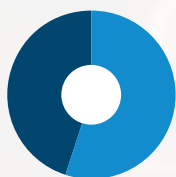
**Global
Retention**

7.6

**Years
Average Tenure**

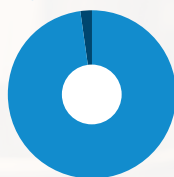
Employees Breakdown by

Region



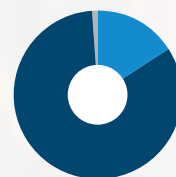
■ **55%** U.S.
■ **45%** Non-U.S.

Type



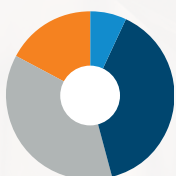
■ **98%** Full time
■ **2%** Part time

Gender



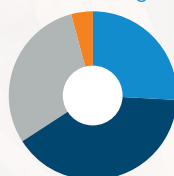
■ **16%** Female
■ **83%** Male
■ **1%** Chose not to disclose

Age Group



■ **7%** 18-24
■ **39%** 25-40
■ **37%** 41-56
■ **17%** 57-75

Business Segment



■ **26%** AeroTech
■ **40%** Diversified Food & Health
■ **30%** Protein
■ **4%** Corporate

Building a Highly Skilled and Engaged Workforce

Every JBT employee has a part in our story. Our goal is to empower them to help us shape each chapter as it unfolds. From our recruitment and development programs to the benefits we provide, we want every employee to be fulfilled at JBT.

That starts by engaging employees to ensure we're meeting their needs. We do so through an employee survey, which we administered for the first time in late 2021. Based on the results, each division developed a plan to make key insights actionable at the local level. Several divisions also administered shorter pulse surveys in 2022 to follow up on the least favorable responses from the original survey. We were encouraged that—compared to the original survey—53% of the pulse survey responses improved. We also hosted town halls during the year to engage employees around JBT's new corporate strategy, Elevate 2.0.

Recruiting Top Talent

Our talent acquisition strategy is integral to creating a diverse and inclusive workforce, and in 2022, we filled over 1,500 positions and welcomed nearly 600 new employees thanks to recent acquisitions. Embracing workplace flexibility in a challenging environment has helped us attract and retain diverse talent and allowed us to increase our talent pool for new roles.

Our Talent Acquisition team also has taken a more creative approach to promoting job postings online, both by launching a new career

page on JBT's website and by posting videos and diversity, equity, inclusion, and belonging (DEIB)-focused content on professional platforms. The team plans to further refine its recruitment processes in 2023, with a focus on women, U.S. minorities, and veterans.

Promoting Growth and Development

From leadership workshops to role-specific trainings, we provide opportunities for growth at every level. In 2022, several of JBT's businesses established online learning platforms to provide employees with on-demand classes and tools, as well as individualized development. Our human resources function was offered access to choose from multiple 2-week, graduate-level courses through eCornell to educate them on specific topics aligned to the JBT human resources career path. Overall, we are focused on placing a greater emphasis on onboarding, development and training to engage and retain generationally diverse talent.

Providing Competitive Compensation and Benefits

We strive to support our employees and their families with resources for physical, emotional, social, and financial health. In 2022, we moved our employees to a new insurance provider for medical and prescription drug coverage. This enabled us to expand our coverage to more regions and support members with innovative health and wellness programs and digital care management tools. We also updated some of our retirement plans to bring participants closer to retirement readiness and enhanced our web-enabled JBT Corporation Matching Gift Plan in the U.S.

2022 Talent Recruitment & Retention Highlights

~2,100

Employees Joined the JBT Family in 2022

18%

FoodTech Global New Hires Were Female

24%

FoodTech U.S. New Hires Were Minorities



Leading the Way for Progress with CEO Action

Business leaders have an opportunity—and a responsibility—to help accelerate meaningful change and build a more diverse, inclusive, and equitable workforce at an unprecedented scale. In 2023, our President and CEO, Brian Deck, signed the CEO Action for Diversity & Inclusion pledge on JBT's behalf. Signatories commit to:

- Cultivating environments that support open dialogue on complex—and often difficult—conversations around Diversity, Equity & Inclusion (DEI).
- Implementing and expanding unconscious bias education and training.
- Sharing best-known DEI programs/initiatives—as well as those that have been unsuccessful.
- Engaging boards of directors when developing and evaluating DEI strategies.

Cultivating a Culture of Diversity, Equity, Inclusion, and Belonging

In addition to being a moral imperative, the case for companies to prioritize workplace diversity is clear. Diverse teams are better positioned to drive innovation, practice sound decision making, and boost financial performance.¹⁶

A critical underlying factor, however, often goes overlooked: Beyond creating an equitable and inclusive culture, it's a sense of belonging that makes employees feel connected, comfortable, and empowered to contribute toward common goals. For these reasons, in 2022, we evolved our DEI strategy to focus on Diversity, Equity, Inclusion & Belonging (DEIB).¹⁷ Throughout the year, our Global DEIB Council advanced this strategy through initiatives including the following:

- Launching our first two Employee Network Communities (ENCs) and creating an ENC governance structure
- Developing a listening session toolkit for business units
- Considering expansion of the Inclusive Leadership Series to include DEIB training for all employees
- Expanding and updating the DEIB intranet site and developing and managing a DEIB calendar to foster awareness
- Continuing to increase female and minority representation in leadership through acquisitions and inclusive hiring and promoting practices

¹⁶ Forbes, "Diversity Confirmed To Boost Innovation And Financial Results."

¹⁷ Deloitte, "Elevating the Workforce Experience: The Belonging Relationship."



Growing our ENC's

Our Employee Network Communities (ENCs) are voluntary, employee-led teams that foster a diverse and inclusive workplace aligned with JBT's values and strategies. ENC's bring together employees from traditionally underrepresented groups, along with allies who support those groups by working to promote and advance a culture of inclusion through intentional, positive actions. Each ENC is sponsored by a member of our Executive Leadership Team (ELT), with support from our cross-functional, cross-divisional Diversity, Equity, Inclusion & Belonging Council. After piloting our first two ENC's in 2021, we successfully launched and grew these communities in 2022.

Black ENC

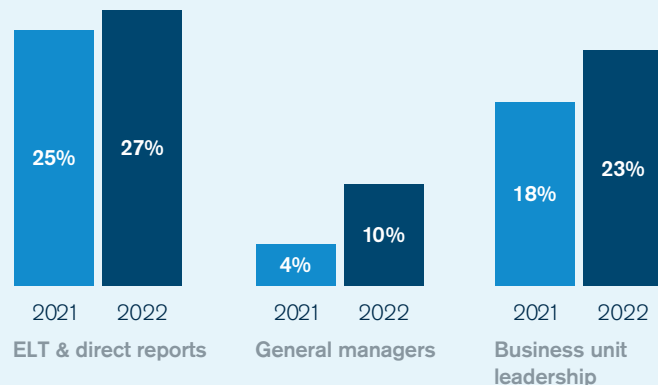
- **Recent activities:** Learning session for members and allies on professional tools for addressing microaggressions, honoring Martin Luther King Jr. Day and Black History Month, and hosting a session to help our employees cope with traumatic events
- **2022 growth:** From 18 to 100+ members and allies in the U.S.
- **2023 strategic goals:** Continue to inform JBT employees about the Black ENC and its initiatives with the intent to grow nationally and develop U.S. regional meetings through consistent engagement and increased awareness

Women's ENC

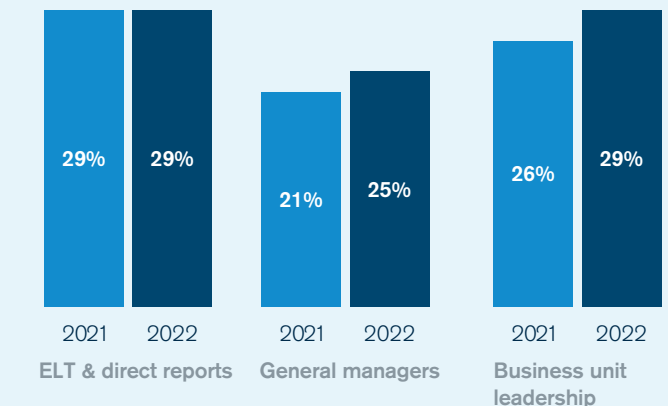
- **Recent activities:** Hosting internal and external speakers and launching a speed networking series to cultivate organic mentorship
- **2022 growth:** From 50 to 107 members and allies globally
- **2023 strategic goals:** Connect through networking opportunities, develop through career elevating opportunities, and cultivate belonging by building a safe, inclusive space

Increasing Diversity Among Our Leadership

% Female Leaders (Global)



% Minority Leaders (U.S.)



Prioritizing Health and Safety

Across our operations, we are committed to keeping our employees and communities safe. We hold ourselves to the highest standards of responsible operations and comply with health, safety, and environmental (HSE) laws and regulations to protect public health. We leverage our global HSE online management system to promote safety, reduce risk, and actively monitor industry leading best practices. The system is the foundation of our HSE risk management plan, which focuses on planning, implementation, checking/monitoring, and management review.

Pursuing Target Zero

Through our Target Zero goal, we strive to achieve zero incidents worldwide. Our Near Miss reporting program supports this goal by enabling employees to proactively identify and report unsafe conditions or behaviors before they result in an injury. In 2022, we set a goal for all employees to report at least two near misses and finished the year at 3.0. We also introduced behavioral-based observations (BBOs) to identify at-risk behaviors and provide direct employee feedback to intervene. Our goal is for each location to obtain up to five observations per employee, and we averaged over 5.3 observations per employee in 2022.

Auditing and Engaging Sites in HSE

JBT uses a comprehensive internal audit program to review HSE programs and processes and objectively evaluate performance across all sites. We audit each site at least once every three years and, in 2022, we resumed cross-functional, in-person HSE audits, which we plan to increase to pre-pandemic levels moving into 2023. Looking ahead, we will focus on preventing hand injuries, which represented 46% of employees' body part injuries in 2022. We plan to conduct organization-wide risk assessments, implement visual cues, and require at-risk employees to wear gloves. Our program will also focus on identifying and reducing potentially serious incident fatality risks.

In 2022, our Belgium-based customer, Lutosa SA—a worldwide potato product supplier—recognized JBT as one of their best partners for keeping their people safe.

2022 Safety Highlights

3.0

Near Miss Incidents

reported per employee, translating to 21,000+ incidents that were proactively identified and corrected

1,094

Internal Audits conducted globally

112%

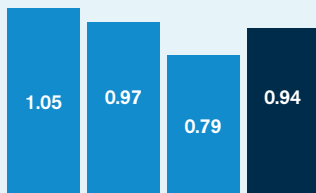
Lower Recordable Incident Rate

Compared to percentage difference from the Bureau of Labor Statistics (BLS) 2021 industry average of 3.3

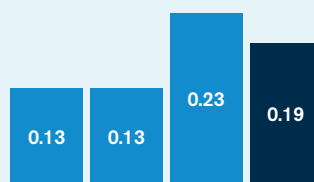
145%

Lower Lost Workday Rate

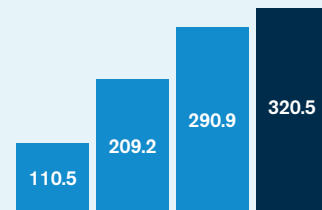
Compared to the percentage difference from the BLS 2021 industry average of 1.2



Total Recordable Incident Rate



Lost Workday Incident Rate



Near Miss Occurrences

(per 100 employees working a full year)



Giving Back to Communities Worldwide

Each year, JBT employees around the world put their passion and values to work for a variety of sustainability and corporate social responsibility (CSR) focused community events. Here's a snapshot of how our teams gave back in 2022:

- 1 RIVERSIDE, CALIFORNIA, USA**
 - No-sew blanket and food donations for Riverside County dog shelters
- 2 MADERA, CALIFORNIA, USA**
 - SPARK Committee partnership with Big Brothers Big Sisters Central California holiday family toy donation and on-site event
- 3 RICHMOND, VIRGINIA, USA**
 - Proseal America annual Special Olympic Truck Pool and Christmas Mother event to support local youth
- 4 KINGSTON, NEW YORK, USA**
 - SUNY Delhi partnership donating scrap raw material for their welding and machining programs and hosting interns (100% of our interns through the program have received job offers!)
- 5 ARARAQUARA, SÃO PAULO, BRAZIL**
 - Hygiene Material Collection Campaign for the Women's Cultural and Assistance Center to honor International Women's Day; Children's Day workshop, toy event, and milk drive for local orphanages; annual Solidarity Christmas Campaign to visit and donate gifts to local orphanages; and a donation of 70 judo uniforms to encourage the sport
- 6 CHESHIRE, ENGLAND**
 - Proseal Great Big Green Day employee event to clean up litter in the town of Poynton
- 7 ALCALÁ, SPAIN**
 - Employee donations in support of World Central Kitchen
- 8 PARMA, EMILIA, ITALY**
 - Employee sustainability event including knowledge building, waste pick up, lemon tree planting, and a BBQ with vegan products; non-competitive 10km marathon
- 9 CAPE TOWN, WESTERN CAPE, SOUTH AFRICA**
 - Meal preparation for donation to underprivileged local communities and schools; repainting of the staff break room and promotion of an internal ingredient gathering event for local support group, Shiloh
- 10 SHANGHAI, CHINA**
 - CSR Committee recycled materials art competition
- 11 SINGAPORE**
 - CSR Committee employee blood drive
- 12 BANGKOK, THAILAND**
 - CSR Committee wildlife conservation, tree planting, and "stop global warming" activities
- 13 WESTMEADOWS, VICTORIA, AUSTRALIA**
 - Put together a towel donation for Advanced Vetcare Kensington and hosted a collection container for the Good Friday Appeal Royal children's hospital appeal
- 14 SAN ANDRES CHOLULA, PUEBLA, MEXICO**
 - Donated toys to Casa Hogar del Sol; this house receives children who are removed from their homes for being in vulnerable situations



Amplifying Employee Efforts through Our Corporate Giving Program

We love to see our employees engage local communities by giving back, and we leverage our resources as a company to do the same. In late 2022, we started work on enhancing our corporate giving program that will be formalized in 2023. The program will align with the UN SDGs, support our DEIB initiatives—including our ENC— and focus on addressing food insecurity, underserved communities, and other issues that matter to our employees most.

The JBT Corporation Matching Gift Plan supports U.S. nonprofit organizations through employee contributions, company contributions, and employee volunteer hours. We provide a one-to-one corporate match—up to \$5,000 per employee annually for eligible organizations that align with our business objectives. Employees can also request that a \$10 grant be paid to eligible organizations for each volunteer hour, up to \$1,000 per employee per year. We now manage our U.S. Matching Gift and Volunteering programs through Fidelity online, making it easier for employees to donate their resources and time. We hope to expand the program to our global operations in the future.

Hosting Half Days of Service

JBT hosted two half days of service for our corporate office staff in 2022, with a focus on building awareness and community engagement. For the first day, which coincided with Juneteenth, we invited representatives from Unity Parenting and Counseling to visit our team and speak about how their organization supports struggling families and at-risk youth.

During our second event, held on Veterans Day, we invited the Illinois Department of Veterans Affairs to give our team a glimpse into the realities, struggles, and experiences of a returning veteran. In 2023, our Talent Acquisition team plans to implement a military hiring program that will provide veterans with career opportunities—both now and in the future.

In December 2022, we launched our first official giving campaign—raising more than **\$23,000 to help Feed the Children** realize their vision of a world where no child goes to bed hungry. This far exceeded our goal of \$10,000 and is just the start of broader efforts planned for 2023. The campaign was aligned with SDG 2, which promotes zero hunger.

SPARKing Hope for Big Brothers Big Sisters

In the community of Madera, Big Brothers Big Sisters of Central California (BBBSCC) has been a community asset for over 50 years, with a mission to create and support one-to-one mentoring relationships that ignite the power and promise of youth. For the past 15 years, they've done so with JBT's support—a partnership that started when the local site donated an office space adjacent to its facility.

Since the COVID-19 pandemic, JBT and BBBSCC have hosted several on-site drive-thru events to celebrate Halloween, back-to-school backpack distribution and, most recently, Read Across America. The holidays, especially, are a time many BBBSCC families look forward to all year, with JBT's SPARK Committee sponsoring toys, activities, and refreshments for the organization's Holiday Party.

Another highlight was the committee's support of BBBSCC's recent Ride for Kids event, an outdoor rodeo featuring 15 of the world's top bronco riders. These JBT employees have been instrumental in helping BBBSCC uplift local youth, and for that, they earned JBT's inaugural JBT Community Award.

Corporate **GOVERNANCE**

Above all, JBT is a purpose-driven organization. Our customers trust us to partner on transformative solutions because they see us doing business in a way that is responsible and wise.

Our Board of Directors is committed to performing its responsibilities consistent with sound governance practices, which it has codified in our [corporate governance guidelines](#). It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of our business.



Our Board by the Numbers

8

Directors

7

**Independent
Non-Employee
Directors**

37.5%

Women

7.75

**Years
Average
Tenure of
Directors**

62.5%¹⁸

**Gender, Racial
and Ethnic Board
Diversity**

Promoting Ethical Conduct

Our One JBT Guide to Ethical Conduct set the foundation for our responsible business practices. Employees receive training and participate in a certification program at the beginning of their employment and annually thereafter to ensure that they understand and agree to meet our expectations and our cross-functional Ethics and Compliance Committee provides guidance and acts as "ethics champions" to raise awareness organization-wide. Employees can use the JBT Hotline 24/7 to report ethical, safety, or other compliance concerns. Learn more about [ethical conduct at JBT](#).

Engaging Our Supply Chain

Our global supply chain of more than 14,000 suppliers are integral to JBT's business resilience and growth. We are focused on cultivating a diverse supplier pool to support our operational communities and provide solutions that meet and exceed our customers' needs. In 2022, we invested over \$27.8 million with over 42 diverse suppliers providing products and services to our North American manufacturing sites. Learn more about our [supplier code of conduct](#).

¹⁸ Three females, one African American and one of dual French and Spanish origin.

SASB Response

This disclosure marks JBT's second response to the SASB Industrial Machinery and Goods standard.

TOPIC	ACCOUNTING METRIC	CODE	2022 DISCLOSURE
Energy Management	(1) Total energy consumed	RT-IG-130a.1.(1)	322,449 gigajoules ESG Report > Sustainable Operations, p. 15
	(2) percentage grid	RT-IG-130a.1.(2)	48.6% ESG Report > Sustainable Operations, p. 15
	(3) percentage renewable	RT-IG-130a.1.(3)	1.5% ESG Report > Sustainable Operations, p. 15
Employee Health and Safety	Total recordable incident rate (TRIR)	RT-IG-320a.1. (1)	0.94
	Fatality rate	RT-IG-320a.1. (2)	0
	Near miss frequency rate (NMFR)	RT-IG-320a.1. (3)	319.9 near misses per 100 employees working a full year
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1.	Not applicable as we do not manufacture medium- or heavy-duty on-road vehicles.
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.1.	Given the diversity of our products and applications in which they are used, as well as the lack of industry standards to estimate on a per unit of work basis, JBT does not calculate sales-weighted fuel efficiency or emissions in this manner. We continue to invest in research and development aimed at products that generate fewer direct emissions and provide telematics and iOPS, which provide our customers instant access to performance data, including energy consumption. Read more about our efforts in the Sustainable Solutions section of our report. ESG Report > Sustainable Solutions
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.2.	
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.3.	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1.	Conflict Minerals Policy
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1.	Retrofits and refurbishments accounted for 15% of our overall product sales in 2022. Read more about related initiatives: ESG Report > Sustainable Solutions > Maximizing Product Lifecycles

ACTIVITY METRICS	CODE	DISCLOSURE
Number of units produced by product category	RT-IG-000.A	FoodTech revenue accounted for 73% of total revenue and AeroTech accounted for the remaining 27% of our total revenue in 2022. We do not calculate a breakdown of revenue by number of units.
Number of employees	RT-IG-000.B	Approximately 7,200

TCFD Response

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	COMMENTS
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	JBT's Governance and Sustainability Committee of the Board of Directors has oversight over management's processes to identify, assess, manage, and disclose climate-related risks and opportunities. The committee meets quarterly, and our executive vice president, general counsel, and secretary along with our executive vice president, customer sustainability and market development report on the progress of our Environmental, Social, and Governance (ESG) program including the management of key issues identified by our materiality assessment, which included climate strategy.
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate-related risks and opportunities are a significant factor in management's assessment of the the long-term viability of our current product offerings and in the research and development of new technologies and services to meet our customers' sustainability objectives. Climate change is not currently built into our formal Enterprise Risk Management process, but we plan to incorporate it in the future.
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>JBT anticipates that climate risks may negatively affect its customers and their food production. Customers will need equipment to help them meet changing regulatory and other requirements and will look to JBT to provide solutions. As a result, we have identified several climate opportunities: product solutions focused on sustainable food & production, energy management & emissions, and food, packaging & machinery waste. We have integrated strategies into our operations to advance these opportunities.</p> <p>Sustainable Food & Production:</p> <ul style="list-style-type: none"> • Engineering solutions for plant-based protein & dairy alternatives • Developing cell-based protein technology <p>Food, Packaging & Machinery Waste:</p> <ul style="list-style-type: none"> • Reducing food process losses • Optimizing food production portions • Prolonging food shelf life • Increasing packaging circularity • Reducing single-use plastics • Extending the lifespan of equipment and consumables • Rebuilding, updating, and recycling used equipment and materials <p>Energy Management & Emissions:</p> <ul style="list-style-type: none"> • Enhancing equipment efficiency and increasing run times • Conserving water and energy in operational use • Offering energy-efficient freezing solutions • Creating energy-flexible equipment that can be powered as needed
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	JBT has not performed a full enterprise climate-related scenario analysis, but plans to do so in the future. Disaster recovery plans have been developed and, in some cases, utilized for North American production facilities likely to be impacted by hurricanes and other extreme weather events.

TCFD Response

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	COMMENTS
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>Potential climate-related risks and opportunities were identified through a robust due diligence process, which involved:</p> <ul style="list-style-type: none"> • Conducting a preliminary assessment of risks by reviewing our current Enterprise Risk Management Process to identify any elements related to climate change • Consulting with leaders from our Internal Audit, Risk & Insurance and Health, Safety & Environment functions • Holding discussions with leaders from our three main business units, FoodTech (Protein and Diversified Food & Health) and our AeroTech business • Examining risks already identified during strategy review sessions • Benchmarking findings with key climate risks identified by peers and customers
	b) Describe the organization's processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	The management of climate-related risks is not currently built into our formal Enterprise Risk Management process, but we plan to incorporate it in the future.
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In addition to measuring our own climate impact, we also offer a suite of products that reduce the operational environmental impact of our customers, enabling our customers to meet their environmental targets. Approximately 71% of our revenue in 2022 was from products and services with beneficial environmental impact. While we aren't reporting metrics for equipment that optimizes energy use, these products are of the utmost importance to JBT. These considerations are part of our value proposition and always included in ongoing design processes, and, therefore, they are difficult to track separately.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>ESG Report > Sustainable Operations</p> <p>ESG Report > Sustainable Solutions</p>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	At this time, JBT does not have any external targets to disclose.

JBT ESG Data

ENVIRONMENTAL* (In MMBtu except intensity data)	2021	2022
Electricity	111,869	148,515
Natural gas	125,175	135,721
Fuel Use	19,453	16,812
Diesel	13,850	10,047
Equipment Propane	5,603	6,765
Solar Energy	4,182	4,575
Renewable Energy % of Total	1.60%	1.50%
Total Absolute Energy Consumed	260,679	305,622
Energy Usage Intensity (MMBtu per million revenue)	139.53	141.15
Electricity Usage Intensity (MMBtu per million revenue)	59.88	68.59
Total Energy Use by Region		
United States	189,249	212,769
International	71,431	92,853
Total Energy Use by Business Unit		
AeroTech	82,174	94,154
Diversified Food & Health	91,929	97,134
Protein	88,525	114,334
Electricity Use by Region		
United States	73,821	90,403
International	38,048	58,111
Non-Renewable Fuel Use by Region		
United States	106,970	119,279
International	37,658	33,253
Total GHG Emissions (metric tonnes CO2e)		
Scope 1 GHG Emissions	8,785	8,738
Scope 2 GHG Emissions	10,622	11,977

JBT ESG Data

ENVIRONMENTAL* (In MMBtu except intensity data)	2021	2022
GHG Emissions by Region		
United States		
Scope 1 GHG Emissions	6,468	6,951
Scope 2 GHG Emissions	8,524	9,878
Outside of United States		
Scope 1 GHG Emissions	2,317	1,787
Scope 2 GHG Emissions	2,098	2,099
GHG Intensity (Scope 1 & 2) (metric tonnes CO2e per million revenue)		
Scope 1 GHG Emissions Intensity	4.70	4.04
Scope 2 GHG Emissions Intensity	5.69	5.53
Total GHG Emissions Intensity	10.39	9.57
Water Withdrawal (million gallons)	33.50	40.43
Groundwater	2.79	3.69
Municipal	30.72	36.74
Total Water Withdrawal Intensity (million gallons per million revenue)	0.018	0.019
Total Water Discharge (million gallons)	33.50	40.43
Public Owned Sewer System	33.39	39.98
Irrigation	0.12	0.45
Facilities attested to ISO 14001	3 sites/8%	3 sites/8%
Proportion of Product Revenue from Products and Services with Beneficial Environmental Impact	73%	71%

*This footprint includes all significant manufacturing sites which represents more than 30 facilities. New acquisitions are added the first full year following their acquisition; as such 2021, does not include Prevenio or Urtasun. Metrics for 2022 acquisitions, Alco and BevCorp, will be included with our 2023 metrics.

JBT ESG Data

SOCIAL	2021	2022
Number of Employees	6,600	7,200
Net New Hire Ratio	1.42	1.33
Global Retention	80%	76%
Years Average Tenure	8.0	7.6
Employee Breakdown		
Region		
United States	56%	55%
Non-United States	44%	45%
Type		
Full time	—	98%
Part time	—	2%
Gender		
Female	15.8%	16%
Male	84.1%	83%
Chose not to disclose	—	1%
By Age Group/Generation		
18-24	6%	7%
25-40	40%	39%
41-56	38%	37%
57-75	17%	17%
Business Segment		
AeroTech	27%	26%
Diversified Food & Health	39%	40%
Protein	30%	30%
Corporate	4%	4%
Diversity Among Our Leadership		
% Female Leaders (Global)		
Executive Leadership Team and Direct Reports	25%	27%
General Managers	4%	10%
Business Unit Leadership	18%	23%
% Minority Leaders (United States)		
Executive Leadership Team and Direct Reports	29%	29%
General Managers	21%	25%
Business Unit Leadership	26%	29%

JBT ESG Data

SOCIAL	2021	2022
Safety Performance		
Average Near Miss Incidents Reported per employee	2.8	3.0
Internal Audits Conducted Globally	657	1,094
Total Recordable Incident Rate <i>(total number of injuries and illness per 100 employees working a full year)</i>	0.79	0.94
Lost Workday Incident Rate <i>(injuries resulting in days away from work per 100 employees working a full year)</i>	0.23	0.19
Near Miss Occurrences <i>(per 100 employees working a full year)</i>	290.9	320.5
Fatality Rate	0	0

GOVERNANCE	2021	2022
Board of Directors		
Number of Directors	10	8
Independent Non-Employee Directors	9	7
% Women on our BOD	30.00%	37.5%
Average Years Tenure of Directors	7	7.75
Gender, Racial and/or Ethnic Board Diversity	50.0%	62.5%
Supplier Diversity		
Number of Diverse Suppliers	55	42
Spend with Diverse Suppliers	\$29.3 million	\$27.8 million



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