

AGENDA



	Topic	Presenter
BLOCK 1	Welcome, Key messages, FUCHS2025 culture	Stefan Fuchs, Lutz Ackermann
BLOCK 2	FUCHS2025 structure & strategy	Dr. Lutz Lindemann, Dr. Timo Reister, Dr. Ralph Rheinboldt, Dagmar Steinert
BLOCK 3	Long-term financial targets	Dagmar Steinert
BLOCK 4	Sustainability	Dr. Lutz Lindemann
BLOCK 5	Mobility transition	Dr. Timo Reister, Dr. Ralph Rheinboldt
BLOCK 6	Key messages	Stefan Fuchs

SUPERVISORY BOARD OF FUCHS PETROLUB SE





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Stefan Fuchs
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Marketing, Strategy



Dr. Lutz Lindemann
CTO; R&D, Technology, Product Management, Supply
Chain, Sustainability, EH&S, Mining Division, OEM Division



Dr. Timo ReisterAsia-Pacific, Americas, Automotive Aftermarket Division



Dr. Ralph Rheinboldt
Europe, Middle East & Africa,
Industry Division, Speciality
Division



Dagmar Steinert
CFO; Finance, Controlling, Investor Relations, Compliance, Internal Audit, Digitalization (IT, ERP systems, Big Data etc.), Legal, Taxes



Isabelle Adelt

- New Group CFO
- Starts in Q4
- Consulting and CFO experience
- Areas of expertise:
 Finance, Performance
 Management, IT/
 Digitalization
- International experience from stays abroad in Poland and China

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TODAY'S 6 KEY MESSAGES





Lubricants

Unique FUCHS business model based on strict application focus and tailormade solutions



Innovation Enabler

FUCHS has the solutions to help customers with their technology transformation



E-Mobility

Significant opportunities for FUCHS in fast developing markets



Sustainability

FUCHS enables its customers to lower their carbon footprint



Digitilization

FUCHS GOES DIGITAL as a basis for smart services, operational excellence and Business Model Innovation



Growth

FUCHS will exploit growth opportunities leading to an EBIT of € 500 mn by 2025

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LUBRICANTS:



UNIQUE FUCHS BUSINESS MODEL BASED ON STRICT APPLICATION FOCUS AND TAILORMADE SOLUTIONS

THE PRINCIPAL DUTIES OF A LUBRICANT: ENSURE THE EFFICIENT OPERATION AND PRESERVATION OF MOVING PARTS



Reduce friction and wear in moving systems



Separate surfaces and protect from wear



Cool machinery and equipment



Protect surfaces from corrosion



Transfer energy

LUBRICANTS PLAY A MAJOR ROLE IN THE 3 MEGATRENDS OF SUSTAINABILITY, MOBILITY CHANGE AND DIGITALIZATION

FUCHS' LUBRICANTS ENABLE INNOVATION



FUCHS HAS THE SOLUTIONS TO HELP CUSTOMERS WITH THEIR TECHNOLOGY TRANSFORMATION









E-MOBILITY



SIGNIFICANT OPPORTUNITIES FOR FUCHS IN FAST GROWING MARKETS



Mobility change is on a fast track: today main focus on batteries



~ \$3bn of new market for functional fluids of which we see on a conservative basis 50% relevant for FUCHS. E-lyte and cooling fluids are examples for FUCHS activities in this field.



Mobility change comes
with additional
requirements for
lubricants: good news for
FUCHS' highperformance product



Globally the number of combustion engines will increase over the course of the next 10 years:
European market to decline, growth (number of vehicles) especially in China.

E-mobility is a net opportunity with significant growth opportunities for the FUCHS Group.

SUSTAINABILITY



FUCHS ENABLES ITS CUSTOMERS TO LOWER THEIR CARBON FOOTPRINT



FUCHS drives sustainability along the entire value chain



We empower our customers to perform more sustainably leading to greater efficiency and additional value potentials



Lubricants are by nature a contributor to lower the CO₂ footprint along the entire value chain



The basic idea of sustainability comes with additional requirements for lubricants: good news for FUCHS' high-performance products

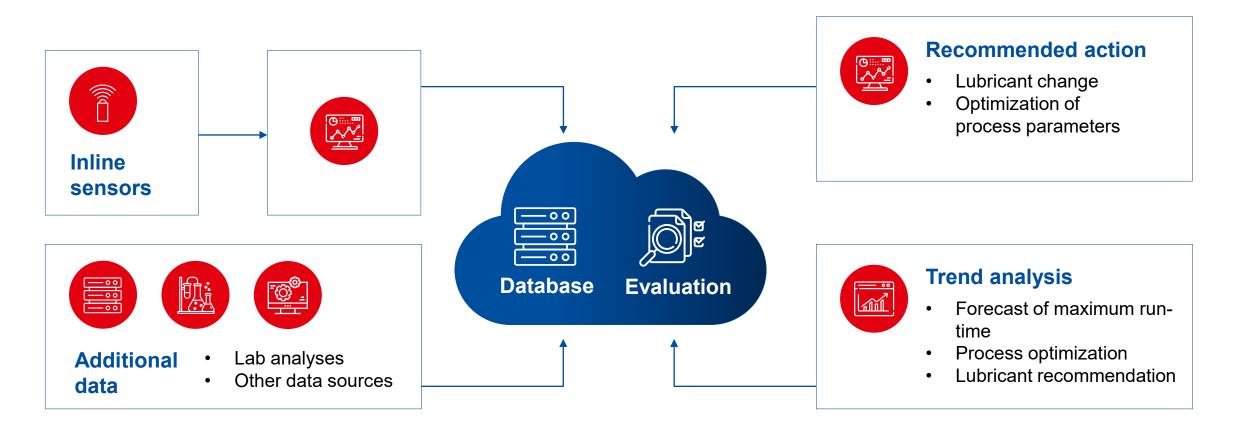
FUCHS products play a decisive role to help customers lower their CO₂ footprint.

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DIGITILIZATION



FUCHS GOES DIGITAL AS A BASIS FOR SMART SERVICES, OPERATIONAL EXCELLENCE AND BUSINESS MODEL INNOVATION

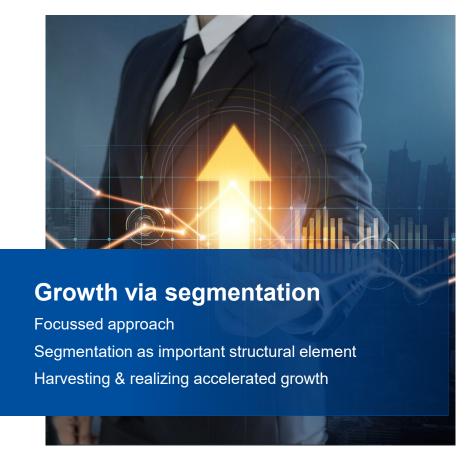


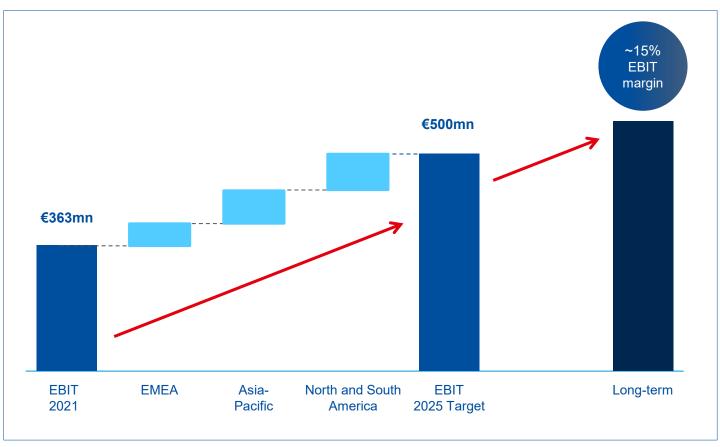
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GROWTH



FUCHS WILL EXPLOIT GROWTH OPPORTUNITIES LEADING TO AN EBIT OF € 500 MN BY 2025





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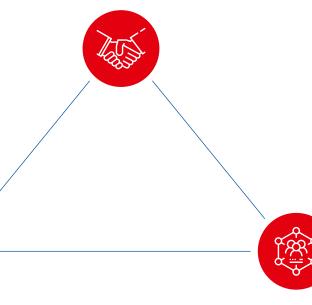
FUCHS 2025





Culture

High performance, open feedback & hierarchy-free communication



Structure

Organizational set-up & new positions

Strategy

Topline growth based on market segmentation

CLEAR VALUE PROPOSITION



VISION



Being First Choice

MISSION STATEMENT



Lubricants. Technology. People.

VALUES



Trust, Creating Values, Respect, Reliability, Integrity

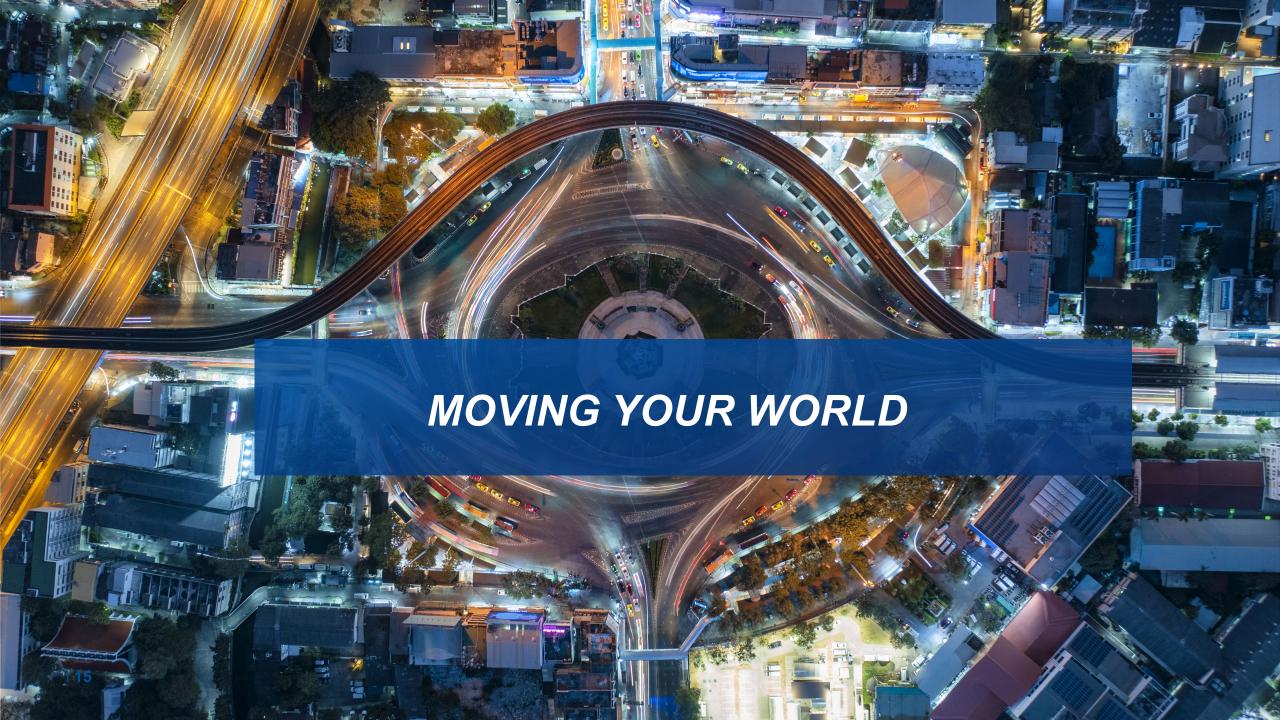
PURPOSE



Moving Your World

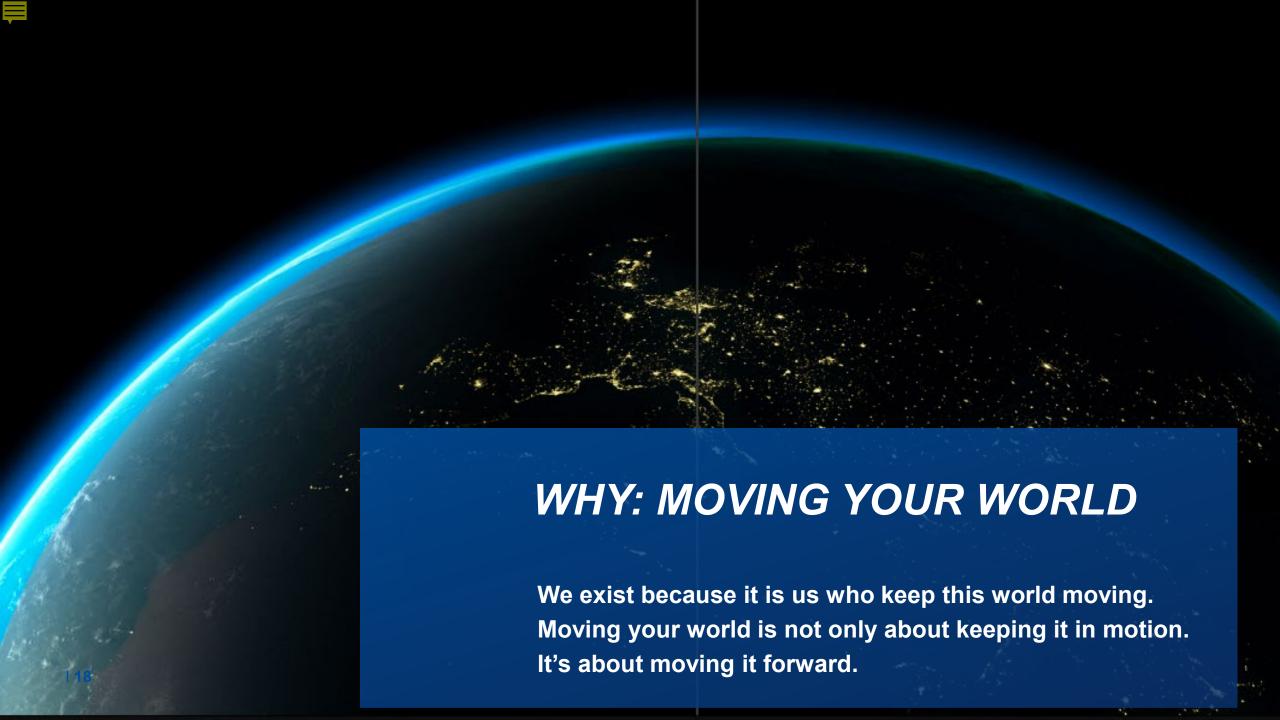


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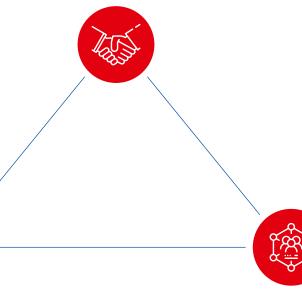
FUCHS 2025





Culture

High performance, open feedback & hierarchy-free communication



Structure

Organizational set-up & new positions

Strategy

Topline growth based on market segmentation

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WE ARE WHERE OUR CUSTOMERS ARE IN OVER 50 COUNTRIES



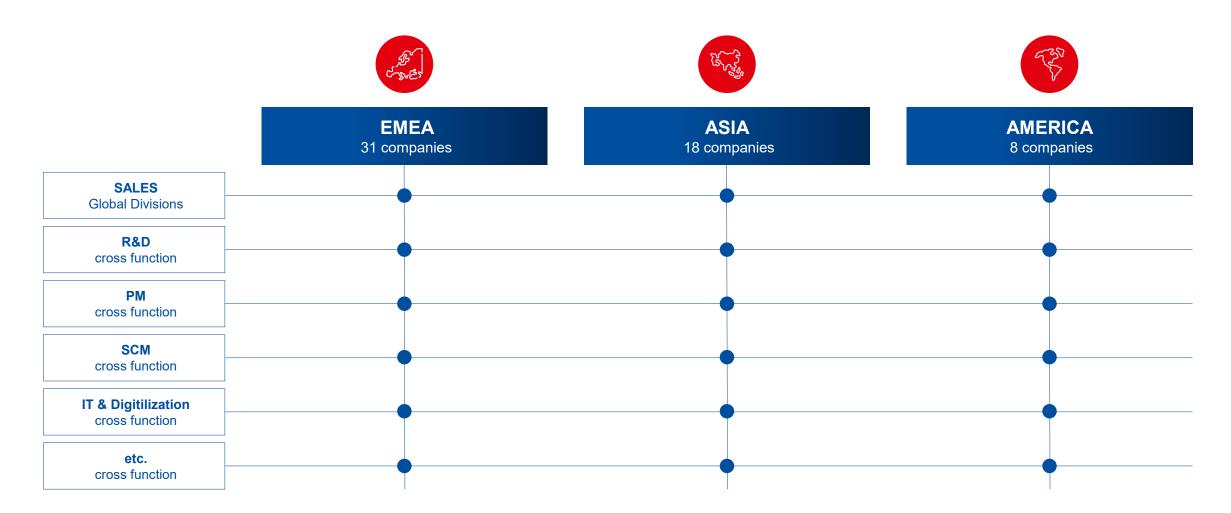


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OUR ORGANIZATIONAL STRUCTURE



GUIDING PRINCIPLES "ENTREPRENEURSHIP" & "ACT GLOBAL"



FUCHS: WORKING IN AGILE NETWORKS





Our three principles for an open feedback culture

I. Describe a concrete situation*

- Colleague should be able to identify the behavior or situation you are referring to
- Avoid generalizations



II. Have a basic attitude of goodwill*

- Be descriptive- not judgemental
- · Try to reduce the time between the situation and the feedback



III. Define "I" statements*

- · Describe your own perception
- Use "I" statements
- · Provide examples for improvement

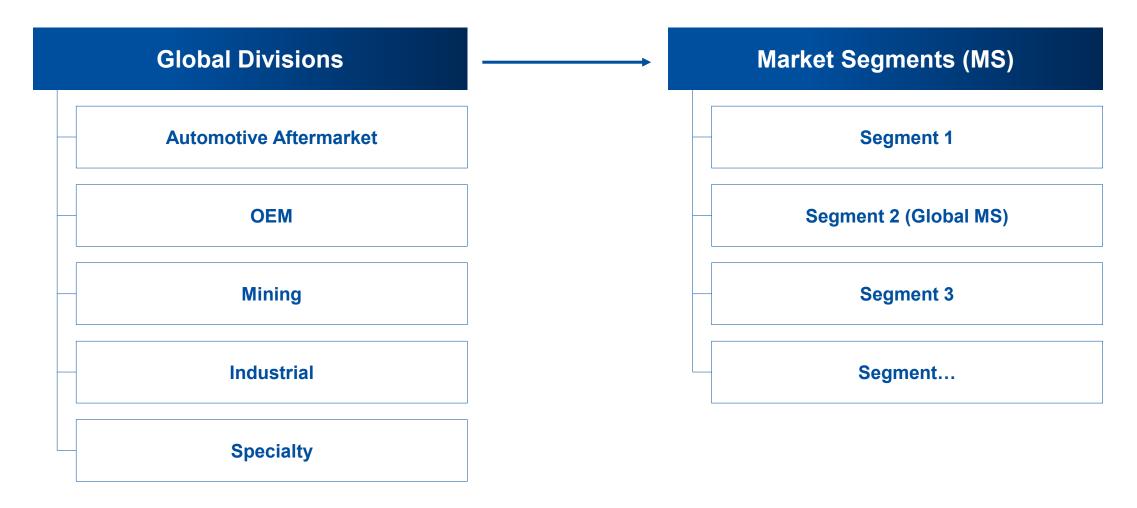


Hierarchy free communication



GROWTH VIA SEGMENTS





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GROWTH VIA SEGMENTS

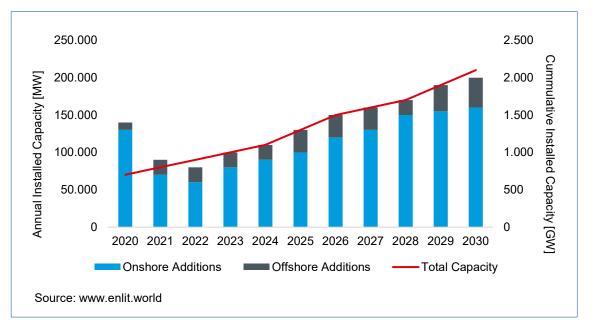


Market Segments **Global Divisions** Specialty Cement (Global MS) Wire Rope Food (Global MS) Semiconductors Glass (Global MS) **Construction Materials** Wind (Global MS) Medical Railway ...

INSIGHT – SPECIALTY / WIND



FUCHS Key Success Factors Technological leadership with a global, holistic and approved product program Extend product lifecycle Tailor-made solutions as one-stop-shop provider Lubrication expertise and out-of-the-box thinking Global customer orientation & state of the art production facilities New markets and niche application

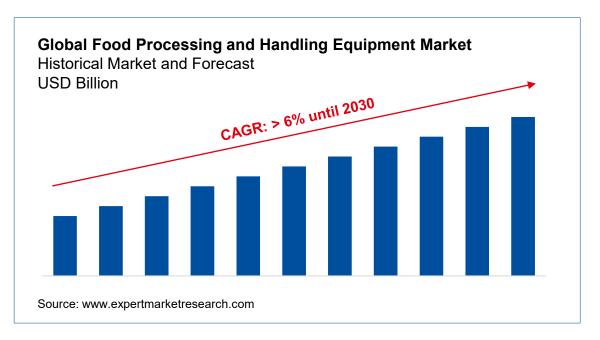


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INSIGHT – SPECIALTY / FOOD

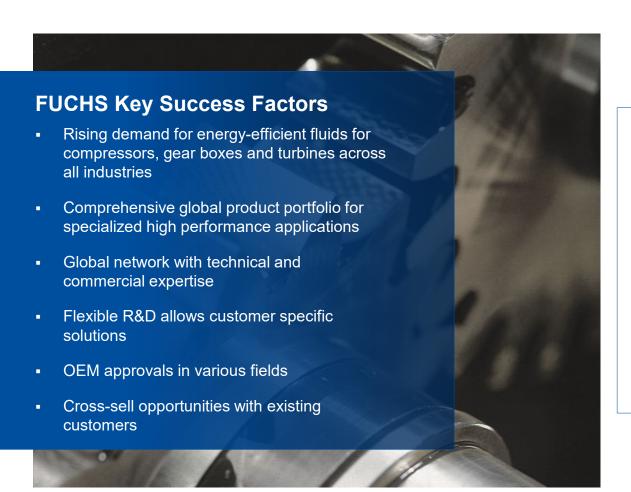


FUCHS Key Success Factors FUCHS recognized as global market leader for food-grade lubricants Global product portfolio covering all food safety standards Experienced and knowledgable global food partner network Focus on beverage & brewing, meat & poultry as well as animal food segments Further growth potential in packaging, pharma & robotics segment



INSIGHT – INDUSTRY / ROTARY MOTION







Industrial Air compressor CAGR ~ 3,1 %¹



Industrial Gearboxes CAGR ~ 4,60 %³



Refrigerant CAGR ~ 6,1 %²



Gas turbine CAGR ~ 4,8 %⁴

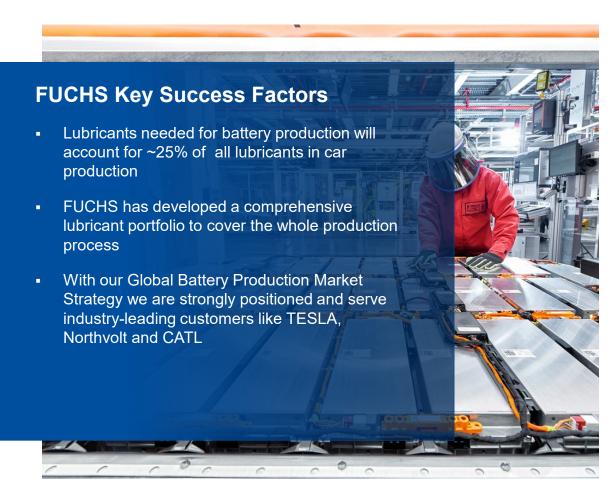
1-4 CAGR 2022 - 2030

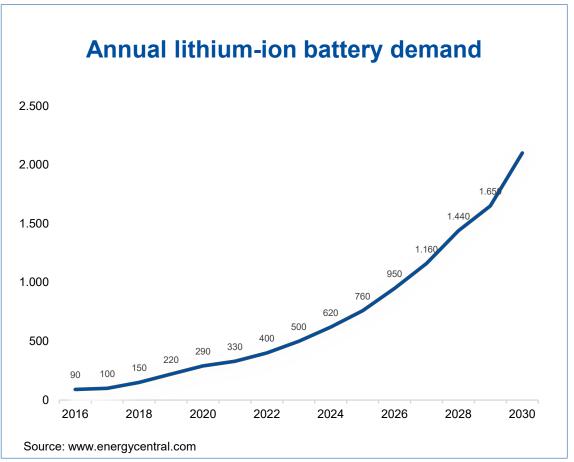
¹ globenewswire.com – 04/22, ² Report Ocean – 05/22,

³ globenewswire.com – 05/22, ⁴ Market Research Future (MRFR) – 05/22

INSIGHT – INDUSTRY / BATTERY PRODUCTION MARKET



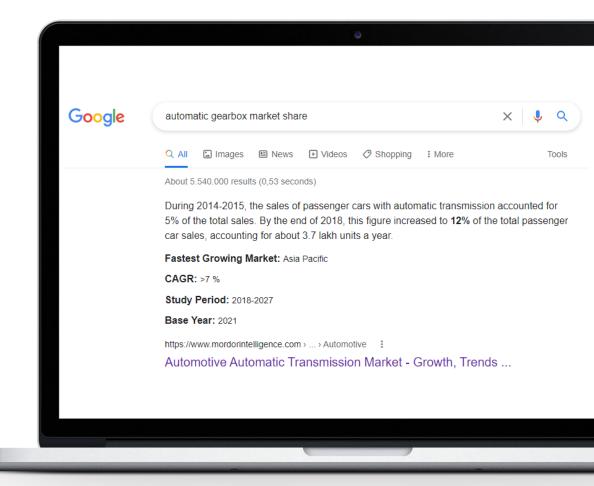




INSIGHT – AAM / GEAR BOX AFTERMARKET







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INSIGHT – OEM / EDF FLUIDS

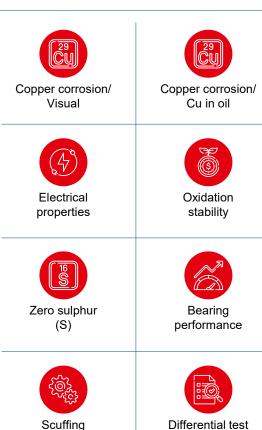


(3SSS)

FUCHS Key Success Factors

- FUCHS Transmission Oil Technology already in use in a high number of first generation E-Drives
- Tailormade FUCHSBluEV Technology in serial production @European and Asian OEM's for second generation E-Drives
- In-House testing capabilities incl. 3-E-Drive Test-Rig
- Strong cooperation with several Tier 1 supplier
- In region production facilities





performance







EFFICIENT LUBRICATION SOLUTIONS BY IMPLEMENTING THE FUCHS SMART SOLUTIONS ECOSYSTEM

CUSTOMER FOCUS

- FUCHS listens carefully to customers all around the world and understands the specific customer needs
- Our lubricants enable our customers to deliver an outstanding performance
- We have the knowledge how to develop those chemical products as per the requirements of our customers

THE GOAL OF ALL SOLUTIONS IS ADDRESSING THE THREE MAJOR CUSTOMER NEEDS:



Protection:

maximize equipment life and availability (machines, equipment and tools).



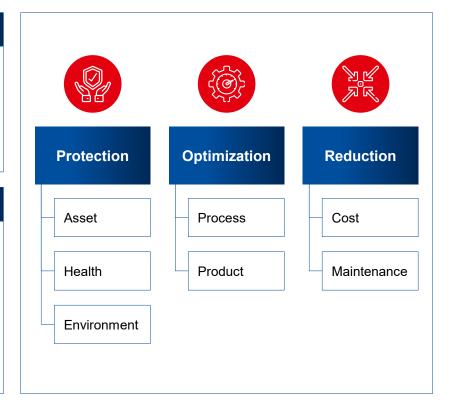
Optimization:

maximize customer performance (maximize output, increase quality, minimize input)



Savings:

reducing the use of ressources (raw materials, maintenance, ...)



FUCHS to act as a solution-oriented partner with our customers to manage movable/rotating assets in a sustainable way

FUCHS SMART SOLUTIONS OUR INPUT





Technology

- More than 10.000 lubricants for various industries
- German technology globally engineered: High performance products delivering improved performance/life time at customers
- Pioneering future performance fluids applications, e.g. e-mobility, thermofluids, electrolytes, etc.
- Globally available engineering and technology experts



Experience

- 90 years of experience in lubrication and full focus on lubrication
- Customer service excellence with one face to the customer
- In depth expertise on customer market segments



Digitalization Solutions

- FluidAnalyzer
- FluidMeter
- o FluidsConnect
- Man On Site

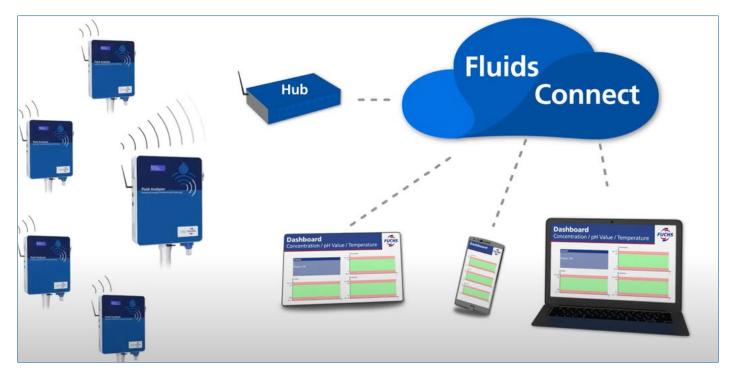
EXAMPLE: FLUIDS CONNECT / COMPREHENSIVE LUBRICATION SOLUTION PRODUCTS, SERVICES, DIGITAL TOOLS/SOFTWARE















2022: YEAR #4 OF VOLATILITY

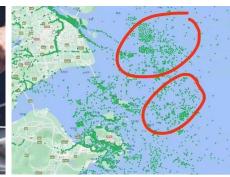


MANY EXTERNAL HAPPENINGS IMPACT THE WORLD ECONOMY AT THE SAME TIME











GEOPOLITICAL IMPACTS



- Zero-Covid-StrategyChina
- Russia's invasion in the Ukraine

INFLATION



- Significant raw material cost increases
- Increases in freight and energy costs and salaries

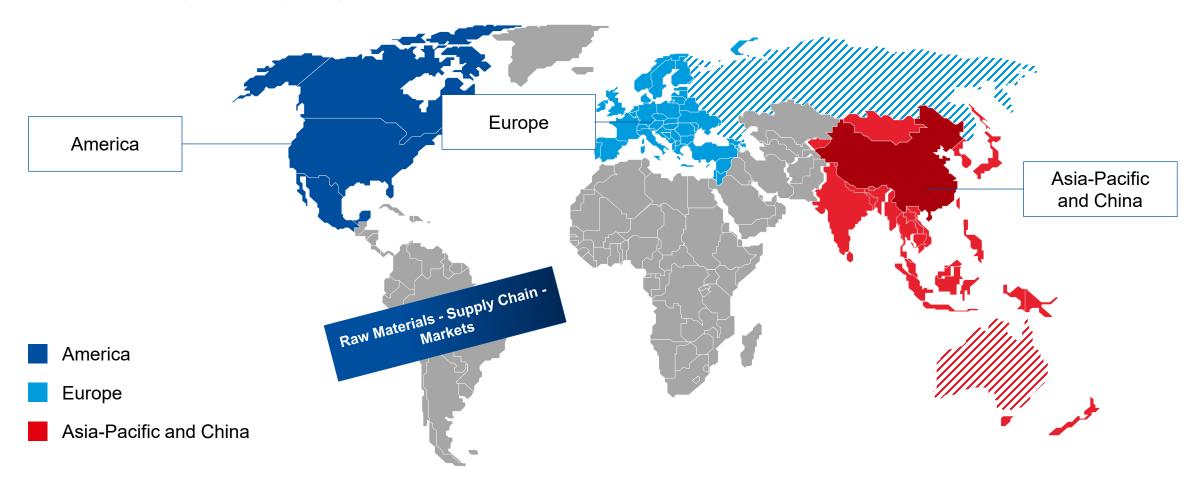
SUPPLY CHAIN PROBLEMS



- We experience significant shortages
- Our customers as well



REGIONALIZATION TECHNOLOGY – RAW MATERIALS – GEOPOLITICAL BARRIERS - 3 HUB STRATEGY



WORLD ORDER – GLOBAL GOES REGIONAL







Own technology region – moving to more efficient technology in industry. Stable on its own -"America First"

ASIA-PACIFIC / China

China's strategic positioning is China centered – to be independent and to decouple from the rest of the world - China develops own technologies with specific market requirements

EUROPE

European technology on its own will see significant changes in raw material availability due to the "Green Deal" and changes of the petrochemical landscape. Europe needs to reduce the dependence on imported raw materials and prepare the economy for circular

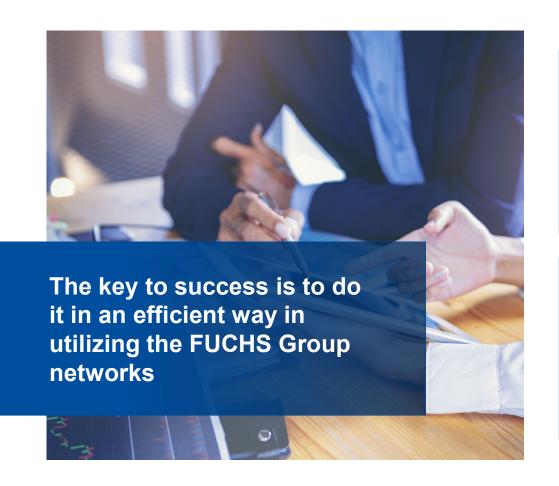


Americas

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FUCHS SMART WAY OF WORKING







R&D Key Working
Groups – exchange
– support – learn
within the
community to avoid
double work



Operations networks standardize equipment, exchange best practices



Sales divisionalization helps to exchange business models, market approaches etc. global to local



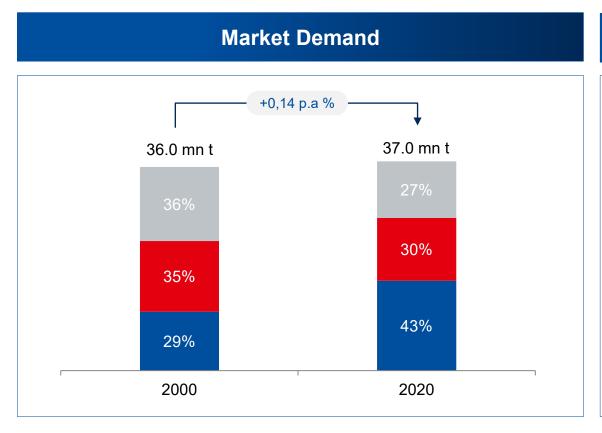
HR to support in methodologies, i. e. evaluation, education and other HR principles

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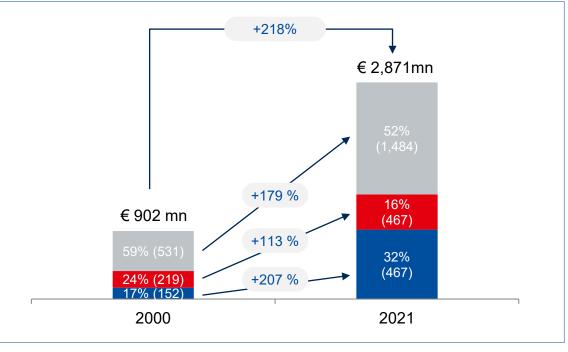


HIGHTECH LUBRICANTS ON THE RISE





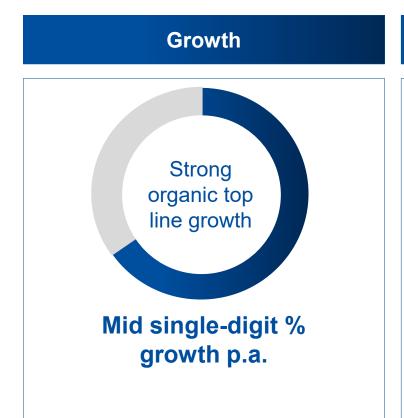
FUCHS Sales (by customer location)



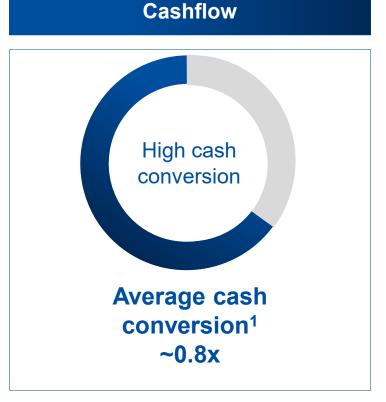
EMEA Americas APAC

FINANCIAL TARGETS - OVERVIEW





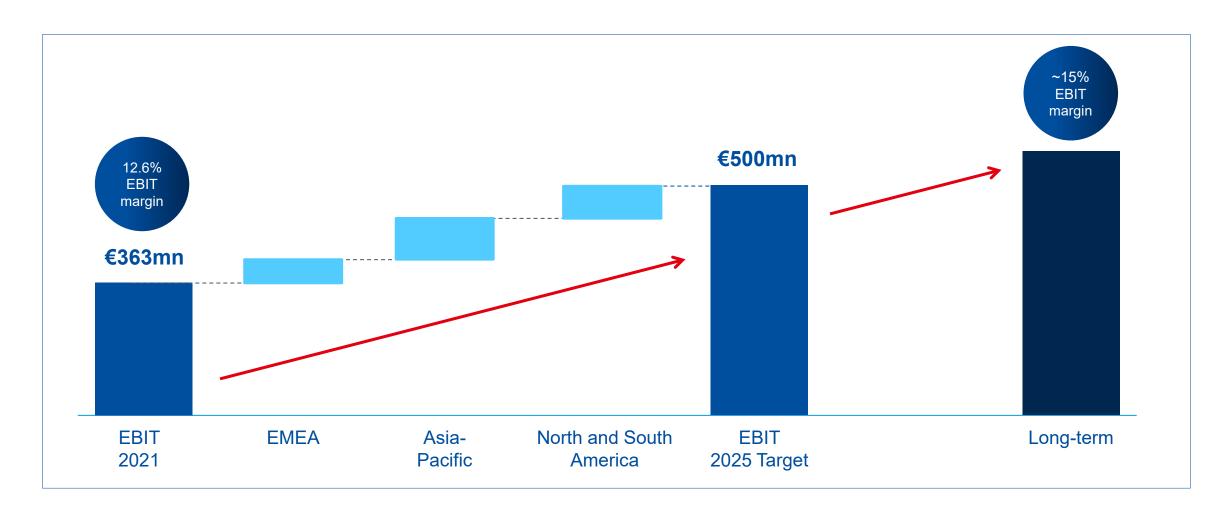




Upgrade of dividend policy: Increase the absolute dividend amount each year

FINANCIAL TARGET 2025





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GROWTH DRIVER 2025





EMEA

- Improved market penetration through segmentation
- Supply Chain & Logistics Excellence
- Process Efficiency/ Digitalization
- Profit growth throughout the region
- Profitability Nordics
- Germany Merger



Asia-Pacific

- Improved market penetration through segmentation
- Strong growth in all sub regions (Australasia, East Asia, India and Southeast Asia)
- Accelerated specialty sales growth through NYE integration



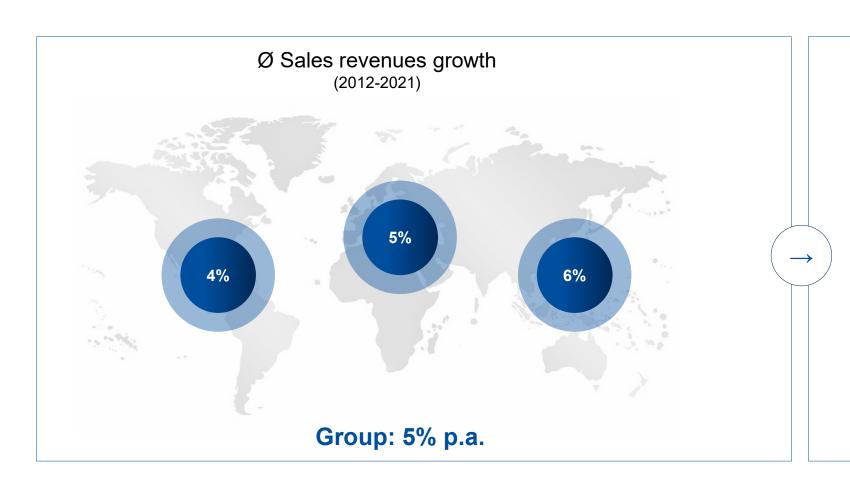
North & South America

- Improved market penetration through segmentation
- Main growth coming from North America (USA, Mexico, Canada)
- Further development of automotive business in the US

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TOP-LINE GROWTH IN THE REGIONS





Sales revenues growth going forward

Mid-single digit % p.a.

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RAW MATERIAL PRICES STRONGLY IMPACTING SALES





Sales Growth driven by volume and price

development as well as

mix effects

compared with December 2020



Year 2021:

December 2021 around 20% price increase (not fully included in P&L 2021)



Year 2022:

similar development expected as in 2021

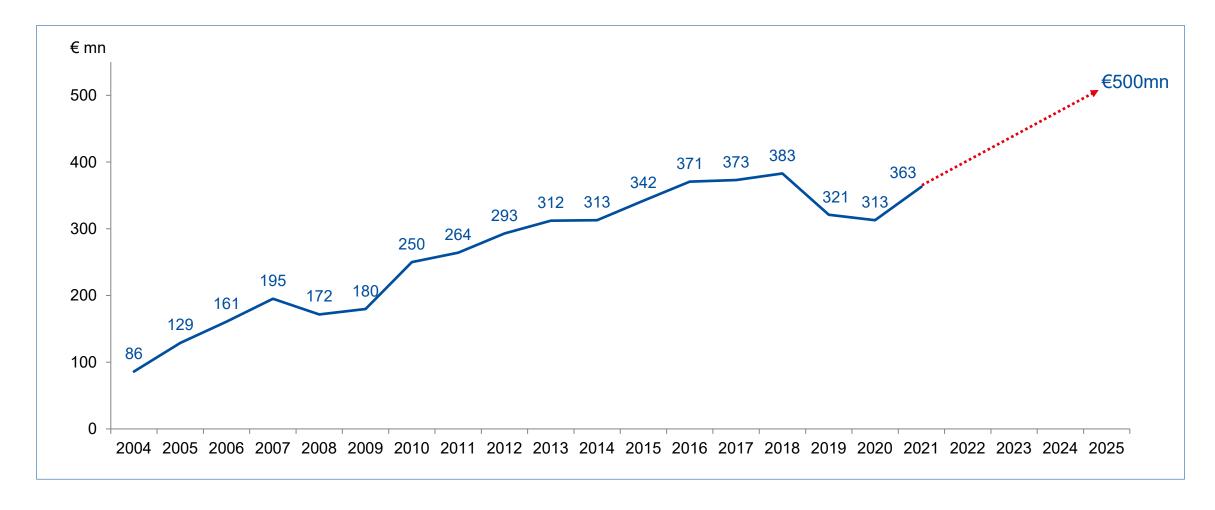


As of 2023:

(in normal environment) mid single digit percentage growth

2025 TARGET REFLECTING ACCELERATED EBIT GROWTH





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SOLID BALANCE SHEET STRUCTURE



Development of equity ratio in %





High equity ratio provides stability in challenging and uncertain environment



High equity ratio gives room for strategic maneuver

CONTINUED FOCUS ON M&A GROWTH







Strategic M&A Guardrails

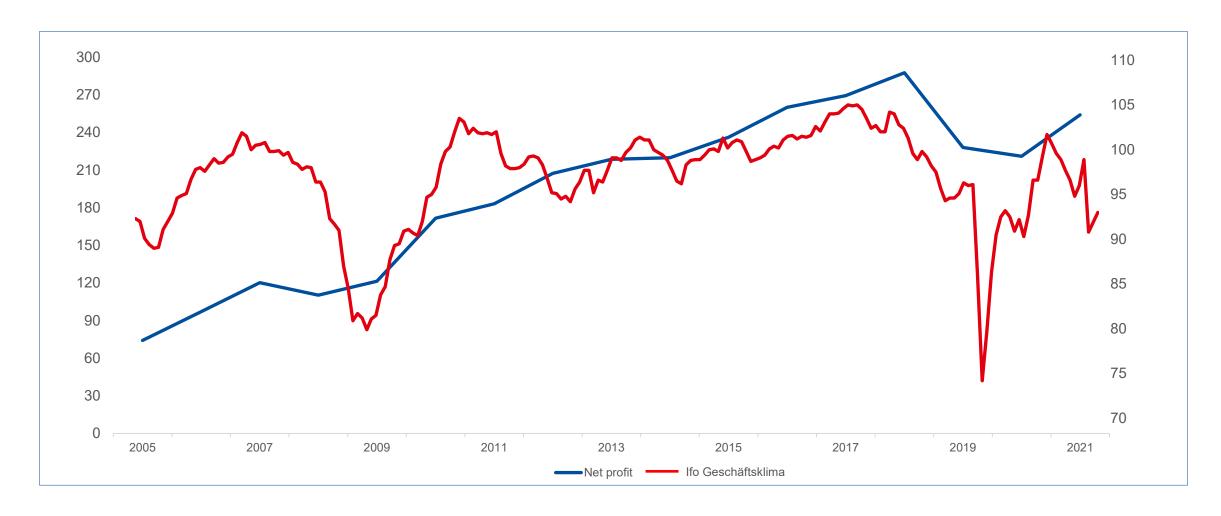
- Strengthening our footprint
- Fundamentally buying customer lists,
 specifications, approvals and knowhow
- Focus on bolt-on acquisitions to boost organic growth in regions and/or technologies

Financial Imperatives

- Synergies in purchasing, production, cross-selling, administration
- FVA is the main KPI, also when evaluating acquisition targets
- No predetermined pattern; model-adjusting to specific case

FUCHS EARNINGS PROFILE ROBUST IN CYCLICAL TIMES

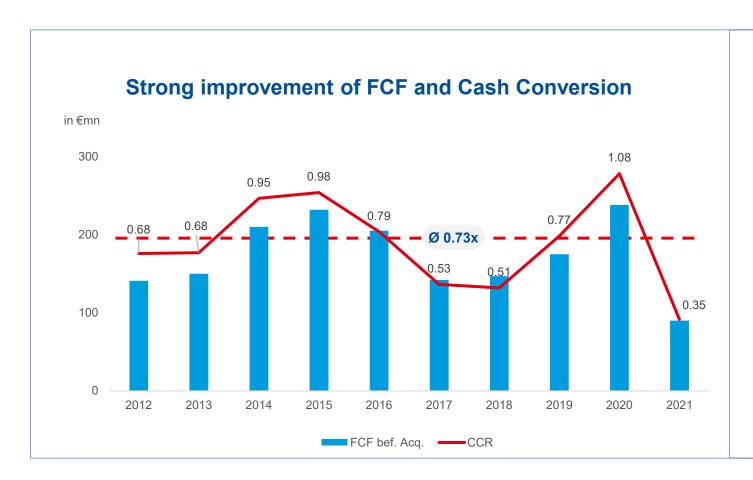








STRONG HISTORIC TRACK RECORD – FURTHER IMPROVEMENT AHEAD

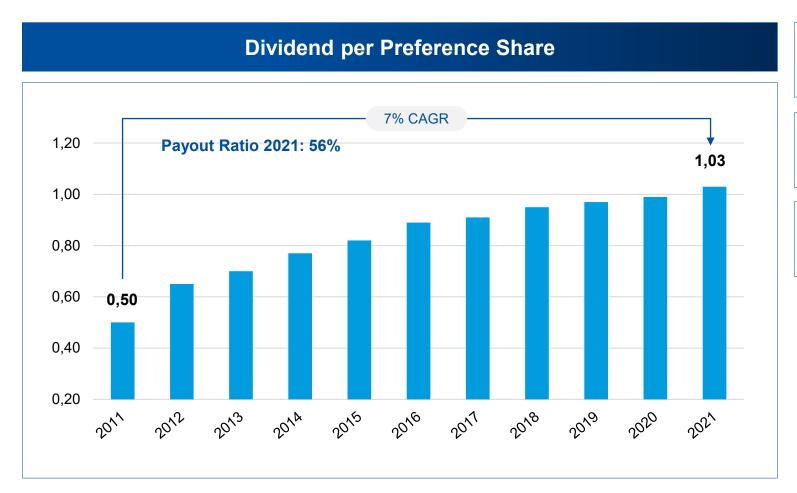


FCF levers going forward

- Strict **NOWC management**; current high level to come down with normalised cost inflation rates going forward
- Maintain CAPEX on D&A level of ~ €80mn
- With reduced investments, CCR has potential to grow above ten-year average of 0.73x
- 0.8x CCR target reflecting growth and accordingly NOWC build-up

UPGRADE OF DIVIDEND POLICY





20 years

of consecutive dividend increases

7 %

CAGR over the last 10 years

29 years

without dividend decreases





Old: Increase the absolute dividend amount each year or at least maintain previous year's level



New: Increase the absolute dividend amount each year

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SHARE BUYBACK PROGRAMME COMMENCED







Key points

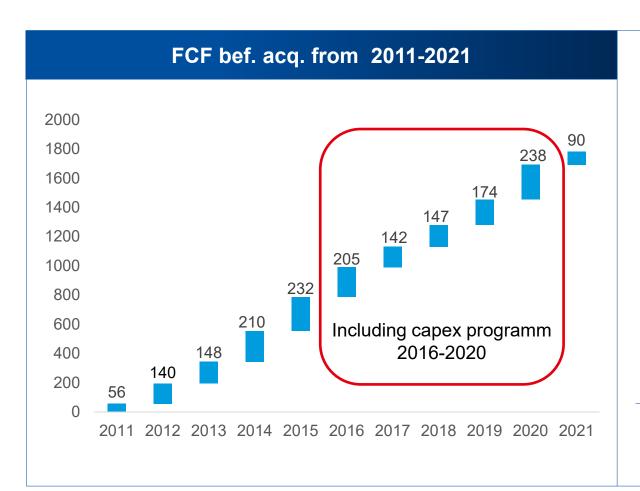
- Up to 6,000,000 shares, thereof up to 3,000,000 ordinary shares and up to 3,000,000 preference shares
- Total purchase price of up to EUR 200 million (excluding incidental acquisition costs)
- Programme started on June 27, 2022 and will last until March 29, 2024 at the latest

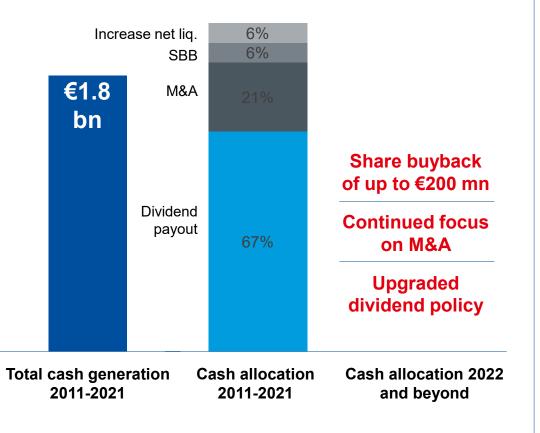
Implications

- Shares to be cancelled
- Optimization of capital structure
- No limitation in growth ambitions and potential M&A opportunities
- Financed through Free Cashflow generation; optionally usage of short-term bank loans

COMITTED TO REALIZE SHAREHOLDER VALUE







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BALANCED CAPITAL ALLOCATION STRATEGY SUPPORTED BY STRONG FREE CASH FLOW









CAPEX

Major investment initiative from 2016-2020 successfully completed

Keep investments on the comparable level of depreciation and amortization

Acquisitions

Search for acquisitions fullfilling our financial and strategic objectives

Solid balance sheet structure provides flexibility

Return to Shareholders

Dividend policy: Increase the absolute dividend per share each year

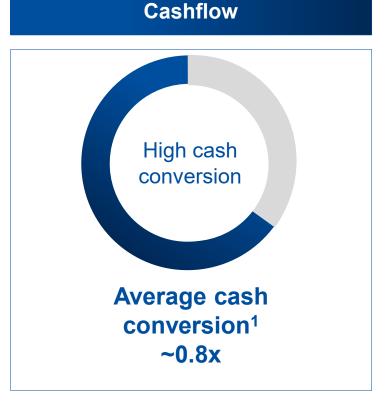
Option to return excess cash to shareholders through buybacks

FINANCIAL TARGETS - OVERVIEW





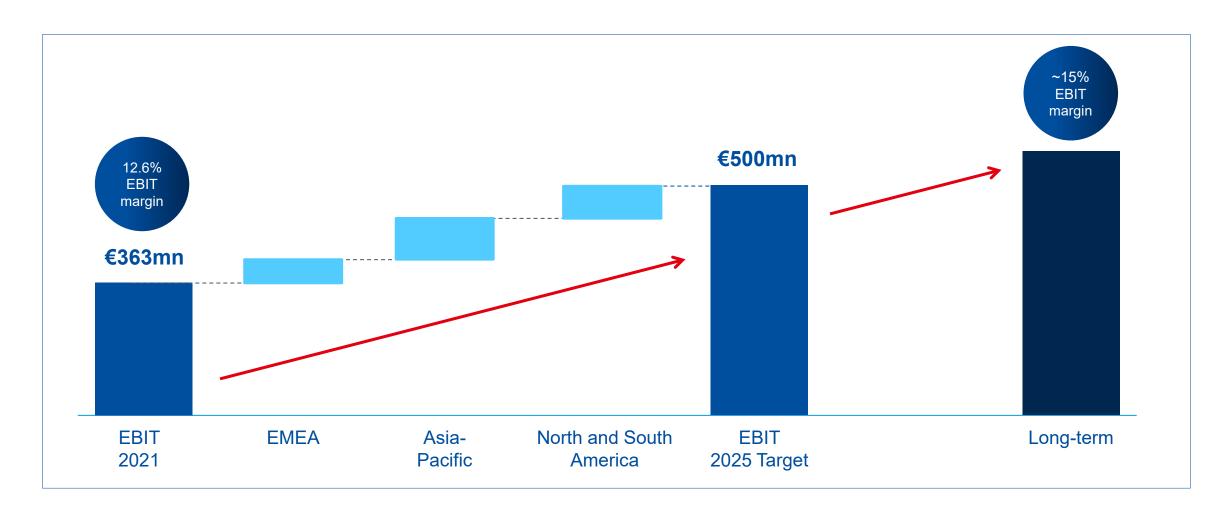




Upgrade of dividend policy: Increase the absolute dividend amount each year

FINANCIAL TARGET 2025





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OUR VIEW ON SUSTAINABILITY





Economic

- Develop markets
- Bind & win customers
- Secure & increase longterm business



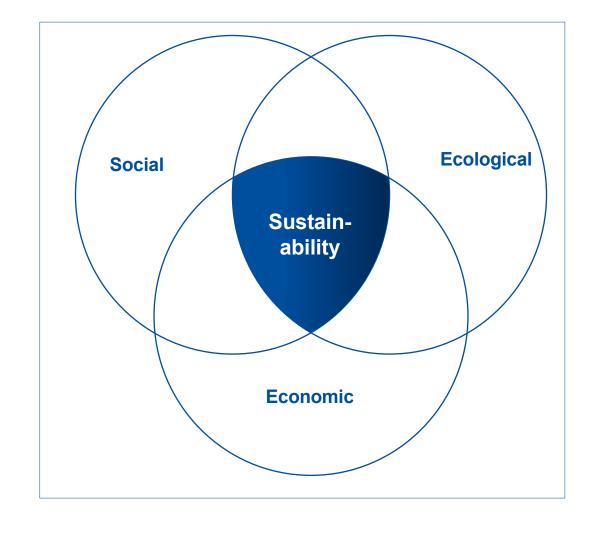
Social

- Employee safety & satisfaction
- "Corporate Citizenship"
- Compliance with human rights



Ecological

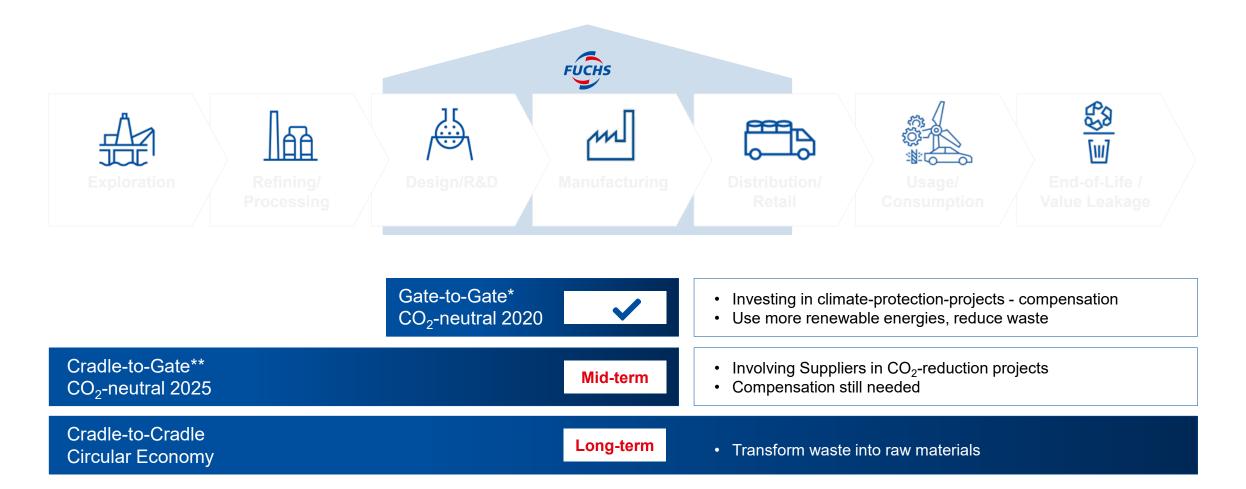
- Resource-efficient production
- Environmentally friendly products
- Reduction of CO₂ emissions



ECOLOGICAL SUSTAINABILITY @ FUCHS



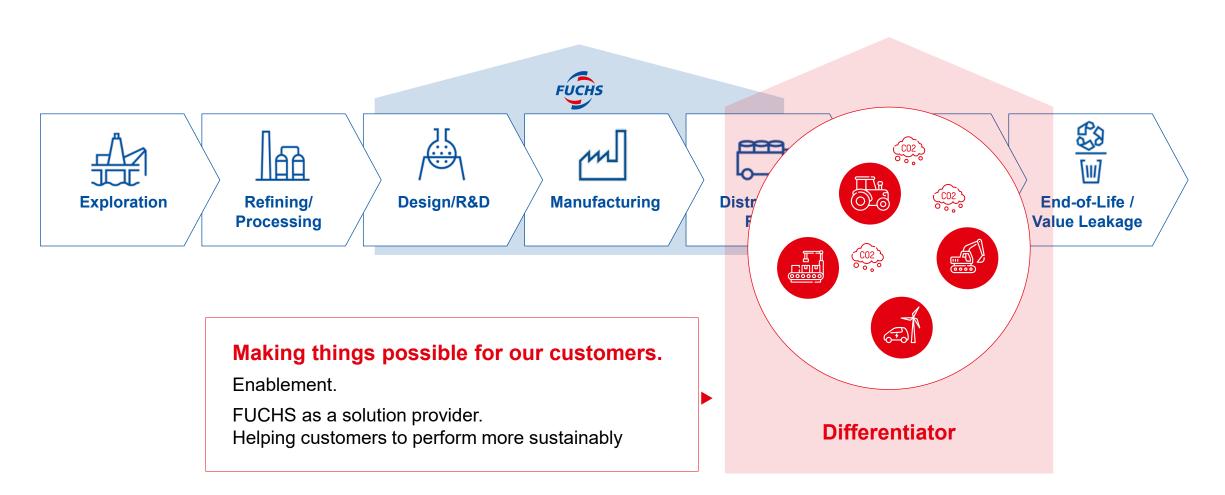
PARTNERING WITH THE COMPLETE VALUE CHAIN



ECOLOGICAL SUSTAINABILITY @ FUCHS



THE DIFFERENTIATOR LIES IN THE ADDED VALUE THAT FUCHS CREATES FOR ITS CUSTOMERS



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WE EMPOWER OUR CUSTOMERS TO PERFORM MORE SUSTAINABLY

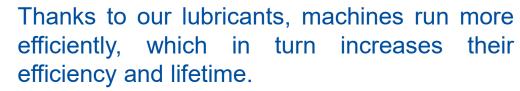
We are convinced that enabling our customers to act more sustainably is also the key to greater efficiency and thus significant economic savings and added value potentials.

This is not only the basis for the long-term economic success of our customers - but also for our own.

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For example, FUCHS proved with an excavator operated for 8,000 hours that the use of a premium hydraulic oil saves about 9,600 liters of diesel.

This corresponds to a CO₂-equivalent of nearly 30 tons.

FUCHS is constantly setting new standards with research partners and suppliers. FUCHS is providing solutions for sustainability in the industry.



FUCHS' SUSTAINABILITY JOURNEY







140.028

tons of unavoidable CO2 emissions in 2021*



Water related CO2emissions:

only 0,4% of total CCF



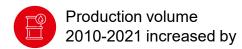
1,7 MWpeak

Own solar power production capacity globally



We **compensate** for

unavoidable CO₂ emissions by investing in selected and certified climate protection projects



>50%



Decrease of specific waste generation 2010-2021

-7%



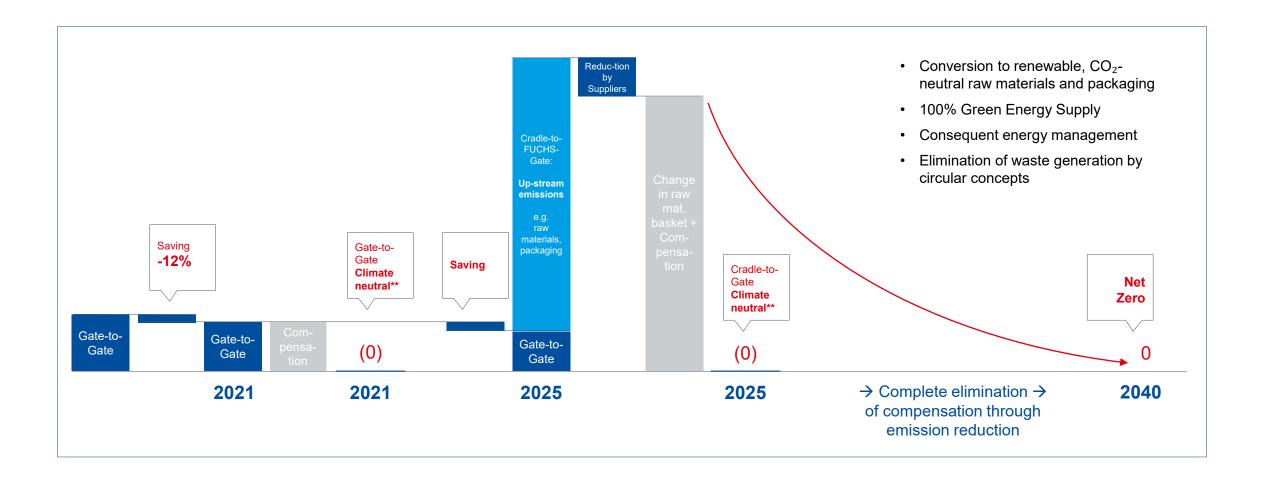
Increase in the share of green electricity to

52%

WE TAKE ACTION TO REDUCE FUCHS-EMISSIONS



ROADMAP TO "NET ZERO" BY 2040

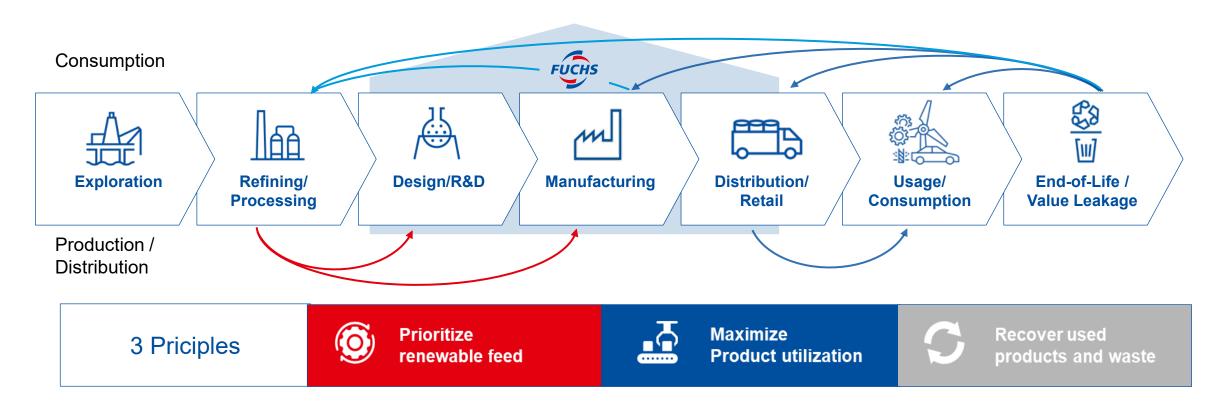


FUCHS & CIRCULAR ECONOMY



VALUE CHAIN

We understand Circular Economy as a holistic concept along the entire value chain, guided by 3 overarching principles



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SOCIAL SUSTAINABILITY @ FUCHS

RANKING OF FUCHS SUPPORTED SDGS BY PROJECTS IN 2021

















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FUCHS IN SUSTAINABILITY RATINGS AND RANKINGS









ecovadis

CDP

- FUCHS started comprehensive CDPdisclosure in 2021
- Climate change rating could be improved from D- to C
- Water security rating could be improved from D to B-

ISS

- FUCHS was rated "C-" in 2022, with Transparency Level "High"
- Performance Score could be improved from 25.52 to 26.93

MSCI ESG Research

 FUCHS improved rating from BB to BBB in 2021

EcoVadis

- FUCHS responds on a local basis by producing affiliates and on customer request
- In 2022, four FUCHS affiliates received "Gold"-Award

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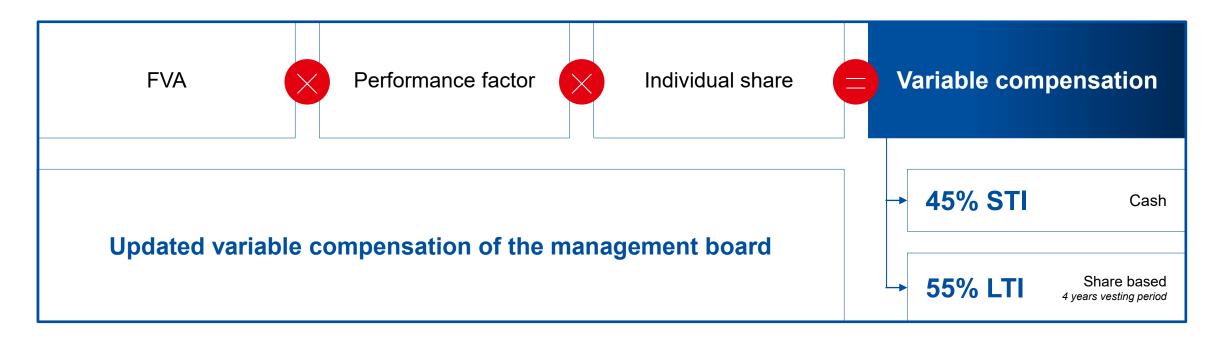
SUSTAINABILITY



OTHER ASPECTS

Change of corporate name

FUCHS PETROLUB SE is planned to be renamed in FUCHS SE







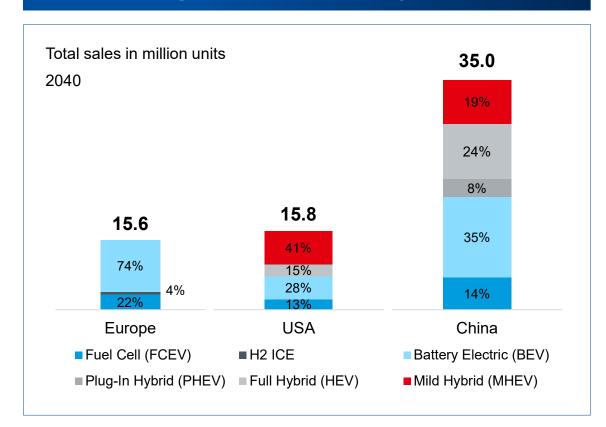
MARKET TREND ANALYSIS



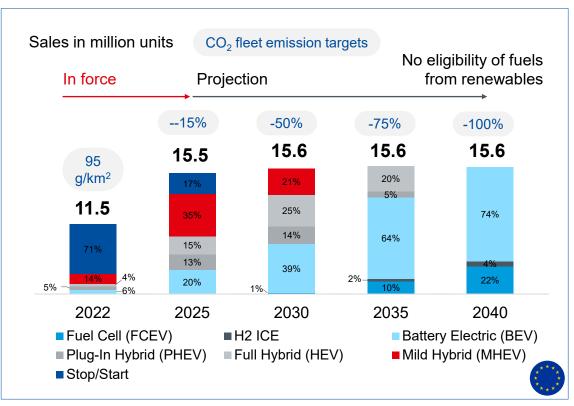


- TRANSFORMATION SCENARIO UNTIL 2040

Passenger car powertrain type forecast



"Accelerated transformation" scenario in Europe



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SUSTAINABILITY DRIVES NEW TECHNOLOGIES



E-MOBILITY – THE SOURCE OF NEW OPPORTUNITIES





Primary target for e-mobility is passenger car and light duty



Heavy duty and stationary engines will follow very slowly – long haul and offroad is not feasable or inefficient



What does it mean to the markets in the light of the today's situation

CHINA

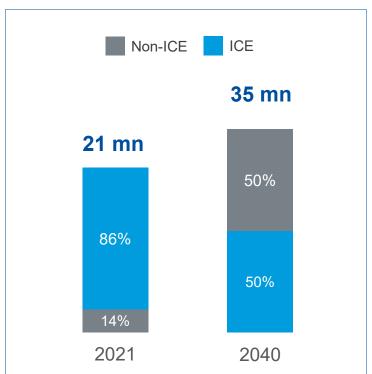
US

EUROPE

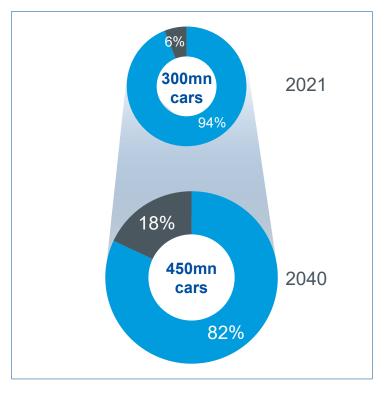
E-MOBILITY RAMP UP SCENARIO: CHINA



Car sales



Car population

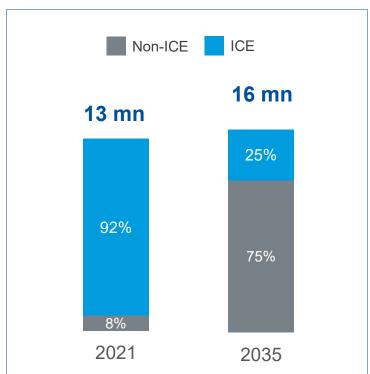


- Strong increase in car sales and car population in China
- Openness in technology leading to more balanced split between ICE and non-ICE
- Even with a fast-growing share of BEVs, there will be more combustion engines in 2040 than today
- Implication on lubricant volumes:
 - current automotive market China
 ~3.5mt
 - ~1/3 bigger lubricant market including efficiency gains leads to volume increase of ~800kt

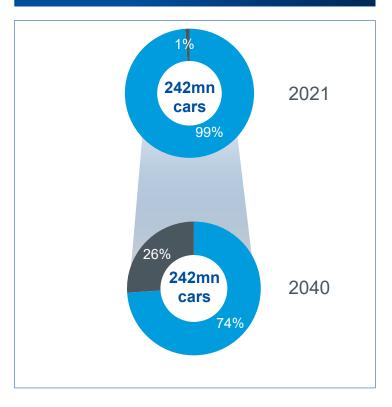
E-MOBILITY RAMP UP SCENARIO: EUROPE



Car sales



Car population

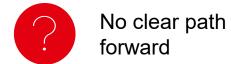


- Regulation in Europe will lead to ban of ICE cars between 2030 – 2040
- Overall car population expected to be largely stable
- Assumption: avg. 5 Mio. additional BEVs/year on the road till 2035
- Implication on lubricant volumes:
 - Current total European market ~5.8mt
 - Volume reduction of automotive passenger car market by around 25%
 - Heavy-duty segment (~50% of automotive) expected to be stable
 - Volume decline by ~700kt

Assumption: Full loss of car lubricants (MWF, grease, ...)

E-MOBILITY SCENARIO: USA







Expected impact on the market very limited in the coming years



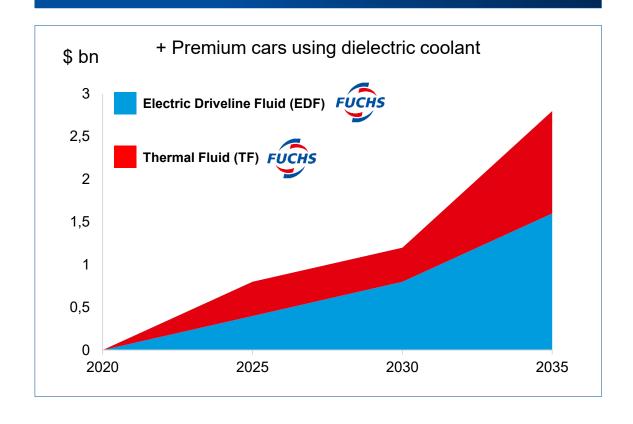
Expectation no significant influence through e-mobility







Premium cars case



FUCHS defines

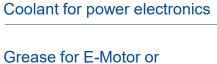
~50% as relevant

Market in USD ELECTRIC VEHICLE (EV) FLUIDS USED IN PASSENGER VEHICLES, \$ BILLION



E-MOBILITY CHALLENGES AND OPPORTUNITIES





MWF in machining of E-Motor a. gearbox

Drawing oils for copperwire

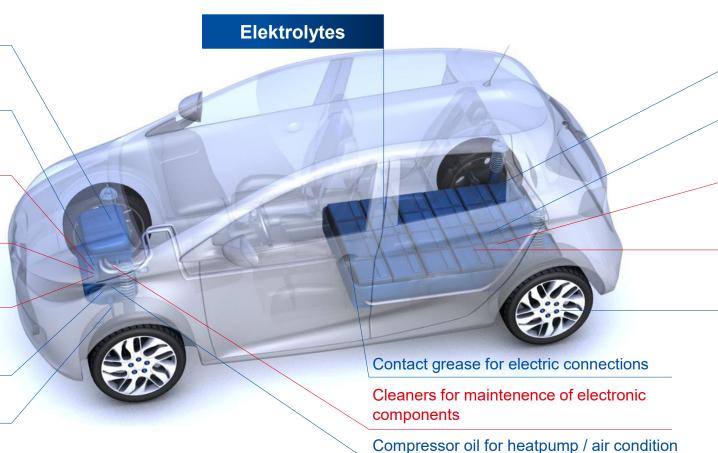
Hybrid Module

Cutting oil for electrical sheets in E-Motor

E-Drive Oil for E-Motor and gearbox

Axle grease for high torque

Products, which are needed independently from propulsion method are not shown



Corrosion inhibitor for battery housing

Coolant for battery

Cleaners in battery production

Forming oils for battery cell cups or battery cases

Grease for Wheel Hub Motor

E-MOBILITY FLUIDS @FUCHS



		Electric Driveline Fluid (EDF)			Thermal Fluid (TF)		VisionFluid (VF)
Wear Protection	Sant Co	EDF dry No direct contact with e- motor windings	EDF wet Direct contact with e-motor windings	EDF wet FC (Friction Control) Direct contact with e-motor windings Allows use of friction parts (like LSD, clutches, synchronizers)	TF EM		VF Lubrication and cooling one integrated
Bearing Performance					Bearing protection if needed Direct contact with e-motor windings	TF Bat For battery cells	fluid circuit
Thermal Fluid / Cooling							
Friction Control		(Friction Control) e.g. LSD					
oil based							water containing







MARKET IMPACT NEW OPPORTUNITIES



Electrolyte market opens up significant business potential



Strong increase in demand especially in Europe



Small to medium volume products - design to application



Therefore JV with E-Lyte to enter into this market segment – it is part of the drivetrain fluids – transfer of energy



We focus on high performance electrolytes, not on standard high volume market of traction batteries



E-Lyte product performance is unique to support, i. e. fast loading cycles



Perfect fit between E-Lyte and FUCHS – high technology meets high technology and industrial experience

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JOINT VENTURE WITH E-LYTE INNOVATION







Know-How Production and Supply Chain

Process-Expertise

Organization & Infrastructure

Global Footprint

Access to Industry and Gigafactories

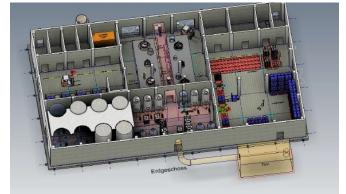
Established Network in the Elektrolyte Industry

Technical Know How

Embedded in R&D Campus

Kaiserslautern, GER







TODAY'S 6 KEY MESSAGES





Lubricants

Unique FUCHS business model based on strict application focus and tailormade solutions



Innovation Enabler

FUCHS has the solutions to help customers with their technology transformation



E-Mobility

Significant opportunities for FUCHS in fast developing markets



Sustainability

FUCHS enables its customers to lower their carbon footprint



Digitilization

FUCHS GOES DIGITAL as a basis for smart services, operational excellence and Business Model Innovation



Growth

FUCHS will exploit growth opportunities leading to an EBIT of € 500 mn by 2025

