Agenda

Overview | Mission

Green sustainability

Social responsibility

Governance
Sartorius at a glance

- **€3.4bn**: Sales revenue 2023
- **~15%**: Sales CAGR\(^1\) 2013-2023
- **28.3%**: EBITDA margin\(^2\) 2022
- **60+**: Locations worldwide, HQ in Göttingen, Germany
- **~14,600**: Employees 12/2023

Two divisions with clear focus on attractive biopharma and life science industry

- **79%**: Bioprocess Solutions Division
- **21%**: Lab Products & Services Division

1 In constant currencies 2 Excluding extraordinary items
Supporting customers from drug discovery to commercial-scale production of biologics

Bioprocess Solutions Division

Lab Products & Services Division

Molecule development

Cell line and process development

Upstream & downstream production

Quality | Testing | Validation
Long-term value creation by focusing on four material topics

1. Economic performance
2. Ecologic performance
3. Social performance
4. Governance performance

- Advance innovation, contribute to medical progress
- Protect the environment by reducing emissions, waste and water use
- Assuming responsibility for our products throughout their life cycles
- Find and retain employees, provide good working conditions
- Protect health and safety, promote continuous development
- Responsible corporate governance and compliance
- Respect for human rights throughout the supply chain
At the core of our business: “Good health and well-being”

Our mission

We empower scientists and engineers to simplify and accelerate progress in life science and bioprocessing, enabling the development of new and better therapies and more affordable medicine.
Health is one of the most relevant global topics

Growing and aging population

- World population over 65 years\(^1\)
  - ~ 1.6bn
  - ~0.8bn

2022 | 2050

Development and manufacturing of drugs are time-consuming and costly\(^2\)

- Research: > 👗
- Commercial production: > 👨
- >€2bn
- 1 out of 10,000
- > of 10 years

---

1 United Nations: World Population Prospects, 2022
2 Based on data from the Tufts Center for the Study of Drug Development and the Association of the British Pharmaceutical Industry
The challenge: Many innovative biotech medications are very expensive

- **Rheumatism**
  - Monoclonal antibody therapy
  - ~€12,000
  - Annual cost of treatment in Germany

- **Blood cancer**
  - CAR-T cell therapy
  - ~€280,000
  - Cost per treatment in Europe

- **Hemophilia**
  - Gene therapy
  - ~€3.5 mn
  - Cost per treatment in the USA
Three drivers for innovation: The key to achieve ESG targets

Product development in areas of own core competencies

Acquisitions of complementary and differentiating technologies

Cooperations with partners that are leading in areas of future relevance

Product launch Sartobind® Rapid A

Bioanalytics

Downstream processing

Cell and gene therapies

Advanced materials 3D cell printing technology

Process automation & digitization Bioanalytics
Sartorius’ technologies enable researchers to achieve results faster, ...

Example: digitalization and automation of laboratory processes

- More experiments with lower error rate
- Data and analysis for better decisions
- Shortening time-to-clinic

Saves more than 5 weeks in the selection of cell clones
... to increase yield and efficiency in biopharma production ...

Example: new, innovative bioprocess technologies

- **ClMmultus®**: Downstream processing time reduced by 60%.
  - Significantly higher yields of viral vectors required for gene therapies.

- **Sartobind® Rapid A**: 20x Higher productivity compared to classical column chromatography.
  - >30% Cost reduction in clinical manufacturing.
A strong lever of impact on green aspects: Our customers’ operations

Global GHG emissions in CO₂ equivalents in 2021\(^1\)
>50 billion tons

Of these related to the healthcare sector\(^2\)
~4-5%

Attributable emissions of Sartorius\(^3\) make up
~0.025%

---

1 UN Environment Programme „Emissions Gap Report 2022“, preliminary estimate  
2 According to World Economic Forum June 2021  
3 Own calculations
SU technologies help to reduce water and energy consumption at the customers’ sites

Water consumption\(^1\)  \(~ -30\%\)  
Energy consumption\(^1\)  \(~ -30\%\)

1 Based on data from Flanagan et al (2011). LCA of a mAb process at 2,000 L scale.
Process intensification leads to higher efficiency and less eco impact.

\[
PMI = \frac{\text{Total raw materials, consumables and water (kg)}}{\text{Product (kg)}}
\]

-50% Process Mass Intensification$^1$

1 Data from in-house case study: 300 kg/year and 1,500 kg/year throughputs. PMI measured for a traditional stainless steel fed batch process (SS 15kL), and a process intensification scenario (SU dynamic perfusion process with downstream multi-column chromatography). Data was generated using BioSolve modeling software.
Data analytics solutions support customers in further CO₂ reduction

**Success Story**
Implementation of Umetrics® Suite data analytics tools at Michigan University helps increase process efficiency and reduces carbon footprint significantly

**Phase 1** | prevented 780 tons CO₂e

**Phase 2** | aims to prevent 10,000 tons CO₂e
Agenda

Overview | Mission

Green sustainability

Social responsibility

Governance
Sartorius’ environmental fields of action at its own operations
Only a small portion of emissions under own control

<table>
<thead>
<tr>
<th>Scope 1</th>
<th>Direct emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>from sources for which we are responsible, such as our manufacturing processes or company vehicles.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scope 2</th>
<th>Indirect emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>from purchased electricity, steam, heating and cooling at our 60+ sites worldwide.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scope 3</th>
<th>Indirect emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>from sources upstream and downstream in the value chain that we only partially control, e.g. purchased goods/services, product life cycle, employee commuting.</td>
</tr>
</tbody>
</table>
## Ambitious mid- and long-term climate targets

<table>
<thead>
<tr>
<th>2030 mid-term targets</th>
<th>2045 long-term target</th>
</tr>
</thead>
<tbody>
<tr>
<td>~10% p.a. on average reduction of CO$_2$eq emission intensity</td>
<td>Net-zero emissions</td>
</tr>
<tr>
<td>Zero avoidable* emissions in Scopes 1 and 2</td>
<td>Decarbonization of the entire supply chain in collaboration with suppliers and customers</td>
</tr>
<tr>
<td>100% electricity from renewable sources</td>
<td></td>
</tr>
</tbody>
</table>

Sartorius commits to extending its climate ambition by targets approved by the Science Based Targets initiative.

*Process emissions from membrane manufacturing are currently considered unavoidable based on available technology.
Additional sustainability target: Climate neutral by 2045

Long-term target complements existing climate strategy

- Decarbonization in collaboration with suppliers and customers
- 100% electricity from renewable sources by 2030
- Electricity from hydropower at German sites in Göttingen, Guxhagen and Ulm since 2021

Sartorius commits to extending its medium-term climate related ambition by targets approved by the Science Based Targets initiative.
CO₂ reduction levers across the value chain

**Upstream (Scope 3)**
- Purchased goods & services
- Eco-design products & packaging
- Efficiency in manufacturing
- Supplier engagement
- Upstream incl. int. transportation
- Eco-design packaging
- Transport: Frequency, Distance, Freight mode, Fuels
- Production process steps

**Business travel**
- Reduce travel
- Sustainable travel

**Production Scope 1&2**
- Manufacturing & warehousing
- Improve energy efficiency
- Produce clean energy
- Procure renewable energy

**Downstream (Scope 3)**
- Down-stream transportation
- Eco-design packaging
- Transport: Frequency, Distance, Freight mode, Fuels

**Product use & end of life**
- Eco-design products & packaging
- Process intensification

**Other**
- Other (capital goods, employee commuting, buildings)
- Buildings & construction
- Capital goods
- Commute sustainably

**Eco-design products & packaging**
- Efficiency in manufacturing
- Supplier engagement
- Production process steps
- Reduce travel
- Sustainable travel
- Improve energy efficiency
- Produce clean energy
- Procure renewable energy
- Transport: Frequency, Distance, Freight mode, Fuels
- Process intensification

**Transport**
- Frequency
- Distance
- Freight mode
- Fuels

**Buildings & construction**
- Commute sustainably
Expanding renewable energy capacity at Sartorius’ sites worldwide

- **Royston, Stonehouse, UK**
  - In % of group: ~3
  - Renewable energy %: 0
  - Outlook: >90% in 2027

- **Helsinki, Kajaani FL**
  - In % of group: ~4
  - Renewable energy %: ~52
  - Outlook: 100% in 2030

- **Aubagne, FR**
  - In % of group: ~5
  - Renewable energy %: ~94
  - Outlook: 100% in 2025

- **Göttingen, DE**
  - In % of group: ~3
  - Renewable energy %: ~45
  - Outlook: 100% in 2030

- **Yauco, PR**
  - In % of group: ~14
  - Renewable energy %: <0.5
  - Outlook: >90% in 2026

- **M’hambdia, TN**
  - In % of group: ~3
  - Renewable energy %: 0
  - Outlook: 100% in 2030

- **Bangalore, IN**
  - In % of group: ~2
  - Renewable energy %: ~10
  - Outlook: >60% in 2023

- **Beijing, CN**
  - In % of group: ~6
  - Renewable energy %: 0
  - Outlook: 100% in 2030

Expansion of renewable energy capacity depending on availability of renewable energy sources *FY 2022
Flexsafe®- first film designed for recycling

A milestone on the way to circularity

- From 20ml to 2,000l, Flexsafe® is the first film in the industry designed for recycling in a standard polyethylene waste stream
- Used in bioprocessing for non-hazardous applications, it can technically be recycled into raw materials with quality equivalent to pristine grades of polymers.

Partners
Materials and circularity: Transitioning towards a circular economy

Our ambitions

We aim to optimize the selection and use of materials to improve our products’ environmental footprint.

- Optimize use of resources
- Avoid packaging waste
- Recycle production waste
- Life cycle analysis

2030 Circularity targets

>75%
Sales revenue with products designed according to circularity principles

Zero
operational waste to landfill

1 including product and transport packaging
Circular economy: New, medium-term goals defined

- >75% of sales revenue with products designed according to circularity principles

  - Durability
  - Lifespan
  - Reusability
  - Repairability
  - Demontage
  - Recyclability
  - Ability to return to biological cycle
  - Other cycle-oriented optimization of the use of the product or material

- Zero operational waste to landfill

1 including product and transport packaging
Current projects regarding the single-use technology life cycle

<table>
<thead>
<tr>
<th>Feedstock</th>
<th>Beginning of life</th>
<th>Production</th>
<th>Product usage</th>
<th>Product end of life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fossil</td>
<td>Naphtha</td>
<td>Crackers</td>
<td>Resins</td>
<td>Resins</td>
</tr>
</tbody>
</table>

1. Alternative Feedstock
2. Less Material
3. Scrap Reduction Recycling Program
4. PMI
5. Recycling Options
Initiatives to improve waste management in Aubagne

Enhanced film recyclability ➔ Reduced film consumption ➔ Improved waste collection and sorting ➔ Increased waste recycling

**Total Waste (t/1000 Units)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Waste (t)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0.97</td>
</tr>
<tr>
<td>2019</td>
<td>0.89</td>
</tr>
<tr>
<td>2020</td>
<td>0.63</td>
</tr>
<tr>
<td>2021</td>
<td>0.52</td>
</tr>
</tbody>
</table>

**Waste Processing**

<table>
<thead>
<tr>
<th>Year</th>
<th>Landfill (%)</th>
<th>Energy Recovery (%)</th>
<th>Waste Recycling (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>17%</td>
<td>26%</td>
<td>57%</td>
</tr>
<tr>
<td>2019</td>
<td>15%</td>
<td>19%</td>
<td>66%</td>
</tr>
<tr>
<td>2020</td>
<td>12%</td>
<td>4%</td>
<td>84%</td>
</tr>
<tr>
<td>2021</td>
<td>10%</td>
<td>6%</td>
<td>84%</td>
</tr>
</tbody>
</table>

---

1 Figure taken from: Vachette, Elisabeth & Fenge, Christel & Cappia, Jean Marc & Delaunay, Lucie & Grelle, Gerhard & Barbaroux, Magali. (2014). Robust and convenient single-use processing: The superior strength and flexibility of flexsafe bags. 12.
Water and wastewater: Improve water efficiency in own operations

The ambitions
- Reduce use of drinking water, increase use of rainwater
- Decrease wastewater, increase water recycling
- Optimization of production cycles with solvents

Water is primarily used in BPS for membrane production and modification
Solvent and water reuse at the Yauco plant

4 distillation columns
Processing capacity: 16,500 kg/day of spent solvent (oldware)

3.9 million kg of oldware processed for reuse
11.9 million litres of water processed for reuse

90% recovery of 2-pyrrolidone (2P) from oldware
98% recovery of Isopropanol (IPA) from oldware

Base April 2022
Supply chain due diligence act: Risk assessment

Hard facts risk assessment

- Country risks
- 3rd party assessment
- Code of Conduct
- Certificates

If high risk:
- > 90%¹
- > 50%¹
- > 40%¹

Soft facts risk assessment

- Sustainability report/strategy
- Commitment to SDGs
- Member Sustainability Association

If high risk:

Actions with supplier

- Improvement actions

¹ Coverage in terms of spend as of June 2023
Agenda

Overview | Mission

Green sustainability

Social responsibility

Governance
Strong increase in personnel over 5 years: 62% more employees

After strong team growth, current focus on efficiency

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>9,036</td>
</tr>
<tr>
<td>2020</td>
<td>10,637</td>
</tr>
<tr>
<td>2021</td>
<td>13,832</td>
</tr>
<tr>
<td>2022</td>
<td>15,942</td>
</tr>
<tr>
<td>2023</td>
<td>14,614</td>
</tr>
</tbody>
</table>

~1,400 new jobs per year

Many opportunities to grow with the company

55% Less than 2 years in the company

69% of management positions filled internally
An increasingly diverse team that brings in a variety of perspectives

**International workforce**
- 113 Nationalities
- 70% Non-German managers

**Balanced age structure**
- ≤29 years: 16%
- 30-39 years: 38%
- 40-49 years: 24%
- ≥50 years: 22%

**Share of women at a high level**
- 39% Share of women in the entire workforce
- 33% Share of women at 1st and 2nd management levels
- 41% Female executives on 1st level below the Board

Goal 2025 1/3
High employee satisfaction reflected internally and externally

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>87%</td>
<td>3.6 ★★★★☆</td>
</tr>
<tr>
<td>82%</td>
<td>4.0 ★★★★☆</td>
</tr>
</tbody>
</table>

| Intern. competitors Ø 3.7 | DAX40 Ø 3.8 |

As of Q1 2024
Promoting science, education and innovation – also beyond our walls

Cell Culture Facility at Penn State | Supporting groundbreaking research with $1.5 million

Life Science Factory | Promoting startups and attract entrepreneurs in life sciences

LifeScienceXplained | Creating a stage for science communicators since 2021
Engaged in humanitarian aid and disaster relief globally

**action medeor** provides medical care to humanitarian organizations and health centers all over the world.

Our latest commitments include

- Support for earthquake victims of in Türkiye and Syria
- Humanitarian aid for the people of Ukraine
- Healthcare support in Guatemala
- Pharmaceutical training in West Africa
Agenda

Overview | Mission
Green sustainability
Social responsibility
Governance
Sartorius actively manages its sustainability impacts, risks and opportunities at its own operations.

**Existing and upcoming EU regulation**

- Corporate Sustainability Due Diligence Directive (CSDDD)
- Taxonomy Regulation
- Corporate Sustainability Reporting Directive (CSRD)

**Annual management process**

1. Identify relevant topics
2. Assess material IRO
3. Define measures / action plan
4. Monitoring
5. Reporting
6. Policy review

---

---
Multiple data points to be consistently tracked consistently

<table>
<thead>
<tr>
<th>Reporting topics</th>
<th>Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate</td>
<td>▪ &gt; 80 disclosure requirements</td>
</tr>
<tr>
<td>Pollution</td>
<td>▪ &gt; 1.000 data points</td>
</tr>
<tr>
<td>Resources</td>
<td>▪ 17 GHG emission categories</td>
</tr>
<tr>
<td>Workers in the value chain</td>
<td>▪ Data from multiple sources</td>
</tr>
<tr>
<td>Consumers</td>
<td>▪ Concepts for data calculation and estimates</td>
</tr>
<tr>
<td></td>
<td>▪ Data governance and enrichment projects</td>
</tr>
<tr>
<td></td>
<td>▪ Continuous data improvement</td>
</tr>
</tbody>
</table>

Reporting partially based on external data which can be subject to changes and specifications; therefore, continuous and retrospective restatements of certain data might be necessary.
Alignment of 2023 turnover & expenditures with EU taxonomy

1. Sartorius does not have any taxonomy-eligible economic activities for which it would currently have been possible to assess compliance with the technical screening criteria as legislation only addresses particularly relevant economic activities for the achievement of the environmental objectives in the field of climate change mitigation and climate change adaptation, i.e. only a limited range of industries is covered.
Sartorius Group

Sustainability ratings and partnerships

Listed in

DAX 50 ESG

Sustainability ratings

MSCI

AA

ecovadis

Silver

SUSTAINALYTICS

Low risk

CDP

C

Memberships and cooperation in internationally renowned initiatives and platforms
Sartorius legal structure

Sartorius AG (~69.0m shares)
Stock market listed in Germany¹

<table>
<thead>
<tr>
<th>Ordinary shares (~34.2m shares)</th>
<th>Preference shares (~34.8m shares)</th>
</tr>
</thead>
<tbody>
<tr>
<td>~55% Administered by executor</td>
<td>~72% Free float</td>
</tr>
<tr>
<td>~38% Bio-Rad Laboratories</td>
<td>~28% Bio-Rad Laboratories</td>
</tr>
<tr>
<td>~7% Free float</td>
<td></td>
</tr>
</tbody>
</table>

Sartorius Stedim Biotech S.A.
Stock market listed in France

~71.5%

97.3m shares
~71.5% Sartorius AG
~28.5% Free float

Other Sartorius subsidiaries

Bioprocess Solutions division
Lab Products & Services division

Sartorius Group operational setup

¹ The ownership relates to outstanding shares and thus excludes treasury shares. Information on shareholdings and shares in free float pursuant to the disclosure requirements of Sections 33 et seq. of the German Securities Trading Act (WpHG) and the shareholders’ own disclosures. The legal disclosure requirements refer only to voting shares and not to non-voting preference shares.
Executive Board of Sartorius AG

Joachim Kreuzburg, CEO
Joined Sartorius in 1999
Member of the Board since 2002
Group Strategy, Corp Research, HR, Legal & Compliance, Communications, Sustainability

René Fáber
Joined Sartorius in 2002
Member of the Board since 2019
Bioprocess Solutions Division

Alexandra Gatzemeyer
Joined Sartorius in 2005
Member of the Board since May 1, 2023
Lab Products & Services Division

Florian Funck, CFO
Joined Sartorius in 2024
Member of the Board since April 1, 2024
Finance, Information Technology, Data Management, Corporate Sourcing
Two-tier Board system of Sartorius AG – Supervisory Board and its committees

- Twelve members, half of the members are shareholders’ representatives and half are employees’ representatives

<table>
<thead>
<tr>
<th>Executive Task Committee</th>
<th>Nomination Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Lothar Kappich (Chairman)</td>
<td>Dr. Daniela Favoccia</td>
</tr>
<tr>
<td>Annette Becker</td>
<td>Dr. Lothar Kappich</td>
</tr>
<tr>
<td>Prof. Dr. Klaus Rüdiger Trützschler</td>
<td>Prof. Dr. Klaus Rüdiger Trützschler</td>
</tr>
<tr>
<td>Manfred Zaffke</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Audit Committee</th>
<th>Conciliation Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prof. Dr. Klaus Rüdiger Trützschler (Chairman)</td>
<td>Dr. Lothar Kappich (Chairman)</td>
</tr>
<tr>
<td>Dietmar Müller</td>
<td>Annette Becker</td>
</tr>
<tr>
<td>Dr. Lothar Kappich</td>
<td>Prof. Dr. Klaus Rüdiger Trützschler</td>
</tr>
<tr>
<td>Manfred Zaffke</td>
<td>Manfred Zaffke</td>
</tr>
</tbody>
</table>
One-tier Board of Sartorius Stedim Biotech S.A. subgroup

<table>
<thead>
<tr>
<th>Audit Committee</th>
<th>Remuneration &amp; Nomination Committee</th>
<th>Independence</th>
<th>Share of independent members</th>
</tr>
</thead>
<tbody>
<tr>
<td>●</td>
<td>●</td>
<td>●</td>
<td>75%</td>
</tr>
<tr>
<td>●</td>
<td>●</td>
<td>●</td>
<td>75%</td>
</tr>
<tr>
<td>●</td>
<td></td>
<td>●</td>
<td>43%</td>
</tr>
</tbody>
</table>

Dr. Joachim Kreuzburg Chairman
Dr. René Fáber CEO
Romaine Fernandes Employee representative
Pascale Boissel
Susan Dexter
Anne-Marie Graffin Lead Independent Director
Lothar Kappich
Henri Riey

Share of independent members:

- 75% for Audit Committee
- 75% for Remuneration & Nomination Committee
- 43% for Independence
### ESG aspects included in Sartorius AG executive remuneration

<table>
<thead>
<tr>
<th>Remuneration components</th>
<th>Structure of the remuneration components</th>
<th>Maximum bonus (in % of the target amount)</th>
<th>Maximum remuneration</th>
<th>Further benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed remuneration</td>
<td>Basic remuneration + Fringe benefits</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retirement benefits</td>
<td>Basic amount</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Additional amount (matching contribution)</td>
<td>120%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Short-term variable remuneration</td>
<td>Sales revenue</td>
<td>40%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Order intake</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Group and/or division)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Underlying EBITDA</td>
<td>40%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Group and/or division)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ratio of net debt to underlying EBITDA</td>
<td>10%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Group and/or division)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employee Net Promotor Score</td>
<td>10%</td>
<td></td>
<td>Compensation for post-contractual non-competition clause (50% of most recent remuneration)</td>
</tr>
<tr>
<td></td>
<td>(Group and/or division)</td>
<td></td>
<td></td>
<td>Clawback</td>
</tr>
<tr>
<td></td>
<td>Consolidated net profit</td>
<td>25%</td>
<td></td>
<td>Severance cap in the event of early contract termination</td>
</tr>
<tr>
<td>Long-term variable remuneration</td>
<td>Reduction of CO₂-equivalent emission intensity</td>
<td>25%</td>
<td></td>
<td>Extraordinary performance</td>
</tr>
<tr>
<td></td>
<td>Phantom stock units</td>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Share-based payment</td>
<td>Share-based payment</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>One-time allotment; afterwards, no measurement of inflow</td>
<td>250%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Maximum remuneration:**
- Maximum amount of all cash remuneration components for the respective fiscal year

**Further benefits:**
- Compensation for post-contractual non-competition clause (50% of most recent remuneration)
- Clawback
- Severance cap in the event of early contract termination
- Extraordinary performance

**Ratio of net debt to underlying EBITDA:**
- 120%
Corporate responsibility & further financial information

To Sartorius, sustainability means operating responsibly over the long term – with respect to business partners, employees and society as well as to natural resources. Learn more about our commitment:

- SRI Presentation
- Sustainability Report 2022

Please click below for further financial information:

- Earnings Release FY 2023
- Annual Report 2023
- Non-financial Group Statement 2023
- Corporate Governance Report 2023
- Earnings Release 9M 2023
- Half Year Report H1 2023
Contacts and Financial calendar

- **April 28, 2024**
  Publication Q1 2024 Results

- **May 16, 2024**
  Capital Markets Day | Goettingen

- **May 30, 2024**
  Kepler Cheuvreux ESG Conference | Virtual

- **Jul 19, 2024**
  Publication Half-Year Report 2024

- **Oct 17, 2024**
  Publication 9M 2024 Results

---

**Petra Kirchhoff**
Head of Corporate Communications & IR  
+49.551.308.1686  
petra.kirchhoff@sartorius.com

**Petra Müller**
Head of Investor Relations  
+49.551.308.6035  
petra.mueller2@sartorius.com

**Mirko Koch**
Manager Investor Relations  
+49.551.308.2402  
mirko.koch@sartorius.com

Sartorius Corporate Administration GmbH  
Otto-Brenner-Straße 20  
37079 Göttingen, Germany
Disclaimer

This presentation contains statements concerning the future performance of the Sartorius Group. These statements are based on assumptions and estimates. Although we are convinced that these forward-looking statements are realistic, we cannot guarantee that they will actually materialize. This is because our assumptions harbor risks and uncertainties that could lead to actual results diverging substantially from the expected ones. It is not planned to update our forward-looking statements. Throughout this presentation, differences may be apparent as a result of rounding during addition.