SRI Investor Presentation
October 2023
Agenda

Overview | Mission
Green sustainability
Social responsibility
Governance
**Sartorius at a glance**

- **~€4.17bn** Sales revenue 2022
- **~18%** Sales CAGR\(^1\) 2012-2022
- **33.8%** EBITDA margin\(^2\) 2022
- **60+** Locations worldwide, HQ in Göttingen, Germany
- **~16,000** Employees 12/2022

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

- **80%** Bioprocess Solutions Division
- **~85%** with life science customers
- **~20%** Lab Products & Services Division

1 In constant currencies  2 Excluding extraordinary items
Supporting customers from the initial idea in the lab to commercial-scale production of biologics
Long-term value creation by focusing on four material topics

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Advance innovation, contribute to medical progress</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Protect the environment by reducing emissions, waste and water use</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assuming responsibility for our products throughout their life cycles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Find and retain employees, provide good working conditions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Protect health and safety, promote continuous development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Responsible corporate governance and compliance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Respect for human rights throughout the supply chain</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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\(^1\)

- \(~ 1.6\text{bn}\)
- \(~ 0.8\text{bn}\)

2022 2050

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

Research > Commercial production

>\(\text{€2bn}\) 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

- Bioanalytics
- Downstream processing
- Cell and gene therapies

**Cooperations**
with partners that are leading in areas of future relevance

- Advanced materials
- 3D cell printing technology
- Process automation & digitization
- Bioanalytics

Product launch
Sartobind® Rapid A
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

- **CIMmultus**
  - Downstream processing time reduced by **60%**
  - Significantly higher yields of viral vectors required for gene therapies

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

Global GHG emissions in CO₂ equivalents in 2021¹
>50 billion tons

Of these related to the healthcare sector²
~4-5%

Attributable emissions of Sartorius³ 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

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

-50%

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 CO$_2$ 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 CO$_2$e

Phase 2 | aims to prevent
10,000 tons CO$_2$e
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

**Scope 1**
Direct emissions
from sources for which we are responsible, such as our manufacturing processes or company vehicles.

**Scope 2**
Indirect emissions
from purchased electricity, steam, heating and cooling at our 60+ sites worldwide.

**Scope 3**
Indirect emissions
from sources upstream and downstream in the value chain that we only partially control, e.g. purchased goods/services, product life cycle, employee commuting.

~10% of total emissions

~90% of total emissions
Ambitious climate targets until 2030

~10% p.a. reduction of CO₂eq emission intensity on average by 2030

Spending of ~1% of revenue p. a.

Avoidable\textsuperscript{1} emissions in Scope 1 and 2 until 2030

\textsuperscript{1} Process emissions from membrane manufacturing are currently considered unavoidable based on available technology; base year 2019
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

<table>
<thead>
<tr>
<th>CO₂ reduction levers</th>
<th>Upstream (Scope 3)</th>
<th>Production Scope 1&amp;2</th>
<th>Downstream (Scope 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purchased goods &amp; services</strong></td>
<td>Eco-design products &amp; packaging</td>
<td>Eco-design packaging</td>
<td>Eco-design products &amp; packaging</td>
</tr>
<tr>
<td>Efficiency in manufacturing</td>
<td>Transport</td>
<td>Sustainable travel</td>
<td>Transport</td>
</tr>
<tr>
<td>Supplier engagement</td>
<td>Frequency</td>
<td>Improve energy efficiency</td>
<td>Frequency</td>
</tr>
<tr>
<td></td>
<td>Distance</td>
<td>Produce clean energy</td>
<td>Distance</td>
</tr>
<tr>
<td></td>
<td>Frigh mode</td>
<td>Procure renewable energy</td>
<td>Frigh mode</td>
</tr>
<tr>
<td></td>
<td>Fuels</td>
<td></td>
<td>Fuels</td>
</tr>
<tr>
<td></td>
<td>Production process steps</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Upstream (Scope 3)
- Eco-design products & packaging
- Efficiency in manufacturing
- Supplier engagement

## Production Scope 1&2
- Manufacture & warehousing
- Reduce travel
- Sustainable travel
- Improve energy efficiency
- Produce clean energy
- Procure renewable energy

## Downstream (Scope 3)
- Manufacturing & warehousing
- Down-stream transportation
- Product use & end of life
- Eco-design packaging
- Transport
- Frequency
- Distance
- Frigh mode
- Fuels
- Eco-design products & packaging
- Process intensification

## Other
- Buildings & construction
- Capital goods
- Commute sustainably
Expanding renewable energy capacity at Sartorius’ sites worldwide

**North America**
- Yauco, PR
  - In % of group: ~14
  - Renewable energy %: <0.5
  - Outlook: >90% in 2030

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

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

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

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

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

**Göttingen, DE**
- In % of group: ~49
- Renewable energy %: ~45
- Outlook: 100% in 2030

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

Expansion of renewable energy capacity depending on availability of renewable energy sources
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

SANOFI  VEOLIA  SUOPACK
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

75%
Current plastics recycling rate

Biopharma accounts for
~ 0.01% of total plastic waste

1st company in the industry to sign

1 The European Plastics Pact has wound down its activities as of 15th September 2023 following the successful accomplishment of its objectives.
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 Crackers</td>
<td>Resins</td>
<td>Product</td>
<td>Scrap Reduction</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Packaging</td>
<td>Recycling Program</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resins</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Alternative Feedstock
- Less Material

1. Scrap Reduction
2. Recycling Program
3. PMI
4. Recycling Options
5. 25
Initiatives to improve waste management in Aubagne

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

Initiatives:
- Increased waste recycling
- Improved waste collection and sorting
- Reduced film consumption
- Enhanced film recyclability

Total Waste (t/1000 Units)

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waste</td>
<td>0.97</td>
<td>0.89</td>
<td>0.63</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</th>
<th>Recycling</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>17%</td>
<td>26%</td>
<td>57%</td>
<td>17%</td>
</tr>
<tr>
<td>2019</td>
<td>15%</td>
<td>19%</td>
<td>66%</td>
<td>15%</td>
</tr>
<tr>
<td>2020</td>
<td>12%</td>
<td>4%</td>
<td>84%</td>
<td>12%</td>
</tr>
<tr>
<td>2021</td>
<td>10%</td>
<td>6%</td>
<td>84%</td>
<td>10%</td>
</tr>
</tbody>
</table>

1 Figure taken from: Vachette, Elisabeth & Fenge, Christel & Cappia, Jean Marc & Delaunay, Lucie & Greller, 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

**Soft facts risk assessment**
- Sustainability report/strategy
- Commitment to SDGs
- Member Sustainability Association

**Actions with supplier**
- Improvement actions

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

1 Coverage in terms of spend as of June 2023
Agenda

Overview | Mission
Green sustainability
Social responsibility
Governance
People at Sartorius: A growing team of >15,000 people

- 3,652 New hires in 2022
- 245 New employees from M&A in 2022
- 40% Less than 2 years in the company

Many opportunities to grow with the company

- ~2,000 new jobs per year
- 55% of management positions filled internally
An increasingly diverse team that brings in a variety of perspectives

**International workforce**
- 119 Nationalities
- 70% Non-German managers
- 3 Nationalities on the four-member Board

**Balanced age structure**
- ≤29 years: 21%
- 30-39 years: 36%
- 40-49 years: 23%
- ≥50 years: 20%

**Share of women at a high level**
- 39% Share of women in the entire workforce
- 35% Share of women at 1st and 2nd management levels
- 47% Female executives on 1st level below the Board

As of December 31, 2022
High employee satisfaction reflected internally and externally

- 90% say they contribute to the company’s mission
- 85% are proud to work for Sartorius
- 84% agree that Sartorius respects and strengthens diversity

3.8 ⭐⭐⭐⭐☆

glassdoor

Intern. competitors Ø 3.7

4.0 ⭐⭐⭐⭐☆

kununu

DAX40 Ø 3.7

As of Q3 2022
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

<table>
<thead>
<tr>
<th>Existing and upcoming EU regulation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Sustainability Due Diligence Directive (CSDDD)</td>
</tr>
<tr>
<td>Taxonomy Regulation</td>
</tr>
<tr>
<td>Corporate Sustainability Reporting Directive (CSRD)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual management process</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
</tr>
<tr>
<td>Identify relevant topics</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>Policy review</td>
</tr>
</tbody>
</table>
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></td>
<td>▪ &gt; 1,000 data points</td>
</tr>
<tr>
<td></td>
<td>▪ 17 GHG emission categories</td>
</tr>
<tr>
<td></td>
<td>▪ Data from multiple sources</td>
</tr>
<tr>
<td></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>
<tr>
<td>Pollution</td>
<td></td>
</tr>
<tr>
<td>Resources</td>
<td></td>
</tr>
<tr>
<td>Workers in the value chain</td>
<td></td>
</tr>
<tr>
<td>Consumers</td>
<td></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 2022 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.
Sustainability ratings and partnerships

Listed in

DAX 50 ESG

Sustainability ratings

MSCI AA

ecovadis Silver

SUSTAINALYTICS Low risk

CDP B

Memberships and cooperation in internationally renowned initiatives and platforms
The legal & operational structure

<table>
<thead>
<tr>
<th>Sartorius AG (~68.4m shares)</th>
<th>Ordinary shares (~34.2m shares)</th>
<th>Preference shares (~34.2m shares)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock market listed in Germany¹</td>
<td>~55% Administered by executor</td>
<td>~72% Free float</td>
</tr>
<tr>
<td></td>
<td>~38% Bio-Rad Laboratories</td>
<td>~28% Bio-Rad Laboratories</td>
</tr>
<tr>
<td></td>
<td>~7% Free float</td>
<td></td>
</tr>
<tr>
<td>~74%</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sartorius Stedim Biotech S.A.</th>
<th>Other Sartorius subsidiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock market listed in France</td>
<td></td>
</tr>
<tr>
<td>91.2m shares</td>
<td></td>
</tr>
<tr>
<td>~74% Sartorius AG</td>
<td>~74% Administered by executor</td>
</tr>
<tr>
<td>~26% Free float</td>
<td>~72% Free float</td>
</tr>
</tbody>
</table>

Bioprocess Solutions division
Lab Products & Services division

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, Corporate Research, Human Resources, 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

Rainer Lehmann, CFO
- Joined Sartorius in 1999¹
- Member of the Board since 2017
- Finance, Information Technology, Data Management, Corporate Sourcing

¹ Employment outside the Sartorius Group from 2004-2006
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>Position</th>
<th>Members</th>
<th>Share of independent members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chairman</strong></td>
<td>Dr. Joachim Kreuzburg</td>
<td>43%</td>
</tr>
<tr>
<td><strong>CEO</strong></td>
<td>Dr. René Fáber</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Christelle Baudère</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Pascale Boissel</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Susan Dexter</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Anne-Marie Graffin</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Lothar Kappich</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Employee representative</strong></td>
<td>Henri Riey</td>
<td>75%</td>
</tr>
</tbody>
</table>

- **Audit Committee**
  - Share: 75%

- **Remuneration & Nomination Committee**
  - Share: 75%

- **Independence**
  - Share: 43%
## ESG aspects included in executive remuneration

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

### Notes:
- **Remuneration components**:
  - Fixed
  - Retirement benefits
  - Short-term variable remuneration
  - Long-term variable remuneration
- **Structure of the remuneration components**:
  - Basic remuneration
  - Fringe benefits
- **Maximum bonus** (in % of the target amount):
  - 100 %
  - 120 %
- **Maximum Remuneration**:
  - Maximum amount of all cash remuneration components for the respective fiscal year
- **Further benefits**:
  - Compensation for post-contractual non-competition clause
  - Clawback
  - Severance cap in the event of early contract termination
  - Extraordinary performance
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 9M 2023
- Half Year Report H1 2023
- Earnings Release Q1 2023
- Annual Report FY 2022
Contacts and Financial calendar

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

- November 6, 2023
  Capital Markets Tutorial | Virtual

- November 9, 2023
  Societe Generale European ESG Conference | Virtual

- November 15, 2023
  Jefferies Healthcare Conference | London

- December 12, 2023
  BNP Paribas Exane DILS Conference | Virtual
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.