

Self-Assessment of the Board of Directors (BoD)

Once a year, the Board of Sartorius Stedim Biotech devotes one point on its agenda to discuss on how the Board operates, to check its effectiveness, to discuss whether major issues haven been suitably prepared and addressed, and to review each member's contribution to the Board's activities. In 2022 this self-evaluation was discussed in the December BoD meeting.

To run this assessment, a questionnaire was sent in advance to each Board member, which encompassed around 30 questions, covering the most important aspects of the Board's activity. This questionnaire also entailed several questions on the work of its chairman, the flow of information as well as the quality of meeting management. Other questions dealt with the work of our two committees, and below every topic there is ample room for comments and suggestions. In the reporting year, all Board members had completed this written questionnaire. The results and a brief written report was sent to each member in November to prepare for the discussion meeting.

Strengths

The Board pointed out the good professional qualifications of its members, the international diversity and perspectives, and the active participation of each member in the discussions. Absenteeism continued to be on a very low level in the reporting period. The frequency and preparation of meetings was considered as appropriate by the BoD members, and the Executives were effectively advised on corporate strategies. In addition, the members valued the high-quality, effective work of the two committees as well as the cooperation with the company's auditors. The insights provided in 2022 on SSB's HR strategy and on progress in sustainability reporting were appreciated. The BoD recognized that changes resulting from previous assessments had been implemented promptly and lead to enhanced Board efficiency.

Areas of further development

The BoD self-evaluation also covered measures to further enhance the effectiveness of the Board activity. Going forward, the Board wishes to regularly integrate R&D and Marketing reviews into the discussion. In addition, all members would like to get regular overviews on broker studies and press coverage to adequately reflect on the expectations of external stakeholders. A joint training regarding the novel CSR regulations should be added to one of the next Board's agendas.