

Sartorius Group

# Corporate Governance

Extract from the Annual Report 2023

# Corporate Governance Report

The following content was not included in the audit of the Group Management Report and the Non-financial Group Statement.

Corporate governance aligned with the interests of stakeholders, lawful and responsible conduct, and constructive cooperation between the managerial bodies and within the company in a spirit of mutual trust constitute the essential cornerstones of Sartorius' corporate culture.

The Executive Board and the Supervisory Board report in the following declaration on the company's corporate governance pursuant to Section 289f of the German Commercial Code ("HGB").

## Declaration of Compliance with Corporate Governance

Declaration of the Executive Board and of the Supervisory Board of Sartorius AG Concerning the Recommendations of the Government Commission on the German Corporate Governance Code Pursuant to Section 161 of the German Stock Corporation Law ("Aktiengesetz"):

The Executive Board and the Supervisory Board declare that Sartorius AG complied in the period since last year's Declaration of Compliance was issued on December 8, 2022, and will continue to comply in the future, with the recommendations made by the Government Commission on the German Corporate Governance Code (GCGC) as of April 28, 2022, as published by the Federal Ministry of Justice in the official section of the Federal Gazette on June 27, 2022, with the following exception:

In divergence from the Recommendation pursuant to G.10, sentence 1 of the GCGC, the variable remuneration of the members of the Executive Board – except for that of the Executive Board Chairman – consists only to a non-predominant extent of share-based remuneration components. The Supervisory Board believes that the existing structure of the variable remuneration, which corresponds to the remuneration system approved by the Annual General Meeting, also achieves an incentive structure geared to the sustainable and long-term development of the Company.

Göttingen, December 7, 2023

For the Supervisory Board

Dr. Lothar Kappich

For the Executive Board

Dr. Joachim Kreuzburg

## Further Remarks Concerning Corporate Governance

Sartorius AG is a joint stock corporation founded under German law and headquartered in Göttingen, Germany. With the Annual General Meeting, Supervisory Board; and Executive Board, it has three corporate managerial bodies whose tasks and powers are essentially derived from the German Stock Corporation Law (“Aktengesetz”, abbreviated in German as “AktG”) and the company’s Articles of Association.

As owners of the company, the shareholders exercise their rights at its Annual General Meeting, where they decide, in particular, on the appropriation of profits, measures concerning share capital, amendments to the Articles of Association, formal approval of the actions taken by the Supervisory Board and the Executive Board, and the appointment of statutory auditors, as well as electing shareholder representatives to the Supervisory Board. The Annual General Meeting is held at least once a year within the first eight months of the respective fiscal year.

In managing the company, the Supervisory Board and the Executive Board perform their tasks in a dual management system, each with separate duties and powers.

The Supervisory Board appoints members to the Executive Board, determines their compensation and monitors and advises the Executive Board in its management of the company. The Supervisory Board is not authorized to take any operational management measures for the business. The Supervisory Board’s rules of procedure are published on the company’s website.

The Executive Board is responsible for independently managing the company. In particular, it defines corporate strategy, coordinates and agrees on this approach with the Supervisory Board, and implements such corporate strategy. In line with established reporting obligations, the Executive Board regularly informs the Supervisory Board promptly and comprehensively, and requests the latter’s approval for certain key business transactions.

## Composition and Operating Mode of the Supervisory Board and Its Committees

The Supervisory Board has an equal number of shareholder representatives and employee representatives: six shareholder representatives elected by the Annual General Meeting and six employee representatives elected according to the German Codetermination Law (“Mitbestimmungsgesetz”). The members serve a regular term of office of five years. Members can be reelected. Details on the members of the Supervisory Board and its committees are provided on pages 254 to 256.

The Supervisory Board Chairman coordinates the work of the Supervisory Board, convenes the meetings, and chairs them. Furthermore, he is the first individual for the Executive Board to contact and externally represents the matters of the Supervisory Board.

The Supervisory Board holds at least two meetings every six months. This board has established four committees: the Executive Task Committee, the Audit Committee, the Conciliation Committee, and the Nomination Committee. The Executive Task Committee, Audit Committee, and Conciliation Committee each have four members, consisting of an equal number of shareholder representatives and employee representatives. The Executive Task Committee and Audit Committee hold regular meetings; the Conciliation Committee and the Nomination Committee meet only as necessary.

## Audit Committee

Chair:

Prof. Dr. Klaus Rüdiger Trützscher

Other members:

Dr. Lothar Kappich

Dietmar Müller

Manfred Zaffke

Duties:

The Audit Committee supports the Supervisory Board in performing its supervisory function.

It must include at least one member of the Supervisory Board with expertise in the field of accounting and at least one other member with expertise in the field of auditing.

The Chairman of the Audit Committee, Prof. Dr. Klaus Trützscher, is independent and has expertise in the fields of accounting, auditing, and risk management thanks to his many years of service as Chief Financial Officer, Audit Committee member, and professor of business administration. In addition, Professor Trützscher actively follows current developments in the field of sustainability regulation and reporting and contributes this expertise to the Audit Committee and the Supervisory Board of Sartorius AG.

As a further member of the Audit Committee, Dr. Lothar Kappich has particular knowledge and experience in the application of accounting principles and internal control procedures from his professional practice as a controller, general manager, and management consultant. Dr. Kappich also possesses expertise in the fields of sustainability reporting and auditing.

## Executive Task Committee

Chair:

Dr. Lothar Kappich

Other members:

Annette Becker

Prof. Dr. Klaus Rüdiger Trützscher

Manfred Zaffke

Duties:

The Executive Task Committee carries out preparatory work for resolutions and issues to be addressed in the meetings of the Supervisory Board. It also oversees the preparations for appointments, including the compensation and employment contract conditions of members of the Executive Board. The Executive Task Committee regularly discusses long-term succession planning for the Executive Board.

## Nomination Committee

Members:

Dr. Lothar Kappich

Dr. Daniela Favocchia

Prof. Dr. Klaus Rüdiger Trützscher

**Duties:**

The Nomination Committee consists of three members representing the shareholders. Its task is to suggest suitable candidates to the Supervisory Board for its election proposals to the Annual General Meeting for the shareholder representatives on the Supervisory Board. In doing so, it takes into account the goals regarding the Board's composition.

**Conciliation Committee**

Chairman:

Dr. Lothar Kappich

Other members:

Annette Becker

Prof. Dr. Klaus Rüdiger Trützschler

Manfred Zaffke

**Duties:**

The Conciliation Committee meets if the majority required in connection with the appointment of members to the bodies authorized to represent the company for legal purposes is not reached.

Further information on the number and agenda of the individual meetings of the Supervisory Board and its committees as well as individual meeting attendance in the reporting year can be found in the Supervisory Board's report on pages 12 to 17. The Supervisory Board carries out an assessment annually to determine how effectively the board as a whole and its committees fulfill their tasks. In the reporting year, this self-assessment (efficiency audit) was completed with external support on the basis of an extensive questionnaire. In addition to answering the questions, the respondents had options to give further comments and suggestions regarding Supervisory Board work. The results of this survey were presented in anonymized form in December 2023 and discussed within the Supervisory Board. Further information on the results of the self-assessment in 2023 are contained in the Report of the Supervisory Board.

## Appointment Objectives for the Supervisory Board in terms of Areas of Expertise and Diversity

Members of the Supervisory Board of Sartorius AG are to be appointed such that they, on the whole, have the knowledge, skills, and experience that are necessary to perform the Board's duties properly.

For this purpose and based on the recommendations of the German Corporate Governance Code, the Supervisory Board decided on the following appointment objectives:

- **Diversity:** The members of the Supervisory Board should have complementary professional profiles and international experience. In view of achieving an appropriate gender balance, the legal quotas of at least 30% women and at least 30% men apply to the Sartorius Supervisory Board. The shareholder representatives and the employee representatives decided to fulfill these legal targets separately. Further details can be found in the Supervisory Board's competence profile.
- **Age limit:** A fundamental age limit of 70 applies to members of the Supervisory Board at the time they are elected. The age limit may be waived in individual cases, provided there are no reservations about the suitability of the persons proposed and their election is expedient to the interests of the company in spite of the age limit being exceeded.

- **Maximum number of mandates / time resources:** A Supervisory Board member who is not a member of the management board of a listed company is not to hold more than five Supervisory Board positions at external listed companies or perform comparable functions; in this regard, the chairmanship of a Supervisory Board counts twice. A Supervisory Board member who is a member of the management board of a listed company must not hold more than two Supervisory Board positions at external listed companies or perform comparable functions, and must not chair the Supervisory Board at an external listed company. Regardless of other mandates held, care must be taken that every member has enough time to fulfill his or her mandate in the Supervisory Board of Sartorius AG.
- **Independence:** According to the GCGC, the Supervisory Board should include an appropriate number of shareholder representatives, but no less than four independent members. The ownership structure is to be taken into account. In the opinion of the shareholder representatives on the Supervisory Board, Prof. Dr. David Ebsworth, Dr. Daniela Favocchia, Ilke Hildegard Panzer, Frank Riemensperger, and Prof. Dr. Klaus Rüdiger Trützschler are independent members of the Supervisory Board. As the executor for the community of heirs of Horst Sartorius, Dr. Lothar Kappich is to be regarded as dependent upon the controlling shareholder. However, his mandate as executor and as the representative of the majority of the voting rights does not imply a lack of independence from the company or its Executive Board. The shareholder representatives on the Supervisory Board regard Dr. Kappich as independent despite the fact that he has been a Supervisory Board member since April 2007 and therefore more than 12 years. In their view, his long-standing membership in itself does not give rise to any substantial and not merely temporary conflict of interests. In his duties, Mr. Kappich has demonstrated the necessary critical distance in order to properly advise and monitor the company and its Executive Board in every respect. The Supervisory Board also considers Prof. Dr. Klaus Rüdiger Trützschler, who has been a Supervisory Board member for more than 12 years, to be independent within the meaning of C. 6 and C. 7 of the GCGC. Prof. Dr. Trützschler has no personal or business relationship with Sartorius AG or its Executive Board that could give rise to substantial and not merely temporary conflicts of interest. For the purpose of assessing the independence of board members, the Supervisory Board is of the view that all relevant circumstances should be examined as a whole. In the case of Prof. Dr. Trützschler, the sole factor of his long tenure is weighed up against his long-standing experience and expertise in the fields of accounting, auditing, risk management and sustainability. His record shows that he exercises his office as a member of the Supervisory Board and as Chairman of the Audit Committee in an exemplary manner, at all times fulfilling his role as a critical observer and experienced counsel for the Executive Board.
- **Former members of the Executive Board:** No more than two former members of the Sartorius Executive Board are to serve simultaneously on the Supervisory Board.
- **Function at competitor companies:** Members of the Supervisory Board should not hold any board function or consulting mandate at companies that are important competitors of Sartorius AG, and should not be in a personal relationship with an important competitor.
- In addition, the Supervisory Board has defined a competence profile. The members of the Supervisory Board should have experience in the life science sector as well as knowledge of key competitors and a basic understanding of marketing and sales strategies.
- Members of the Supervisory Board should have knowledge of technologies and products relevant to the Group as well as experience in the fields of innovation processes and research & product development, especially in the biopharmaceutical sector.

- Members of the Supervisory Board should have expertise in the international markets relevant to the Sartorius Group.
- Members of the Supervisory Board need to have in-depth knowledge of financial business processes and competences in financial controlling and risk management; at least one member of the Supervisory Board must have expert knowledge of accounting and at least one further member of the Supervisory Board expert knowledge of auditing (Section 100, Subsection 5 of AktG). Accounting and auditing activities also include sustainability reporting and its audit.
- Members of the Supervisory Board should have in-depth knowledge of law and compliance, in particular expertise in the areas of capital markets and corporate law. In addition, members should have knowledge and experience in the field of corporate governance.
- The Board should have in-depth knowledge of and experience in human resources issues, in particular in the fields of international human resources planning as well as executive recruitment and succession planning.
- The Supervisory Board should have in-depth knowledge of the Sartorius organizational structure and processes in order to be able to take the employees’ perspective into account.
- Members of the Supervisory Board should have experience in the areas of digitalization and data-based business models.
- Furthermore, there should be sufficient sustainability/ESG and CSR expertise on the Board.
- The Supervisory Board should also always include members with international experience or backgrounds.

According to the Supervisory Board’s self-assessment, the members on its board meet the diversity and competency requirements. In addition, the board meets the appointment objectives described above.

	L. Kappich	M. Zaffke	A. Becker	D. Ebsworth	D. Favoccia	P. Kirchhoff
Corporate governance and strategy development	■	■		■	■	
Customer-specific perspectives				■		
Technology and product development				■		
International markets				■		■
Financial economy	■	■		■		■
Corporate and capital market law					■	■
Human resources	■	■	■	■		
Employee-specific perspectives		■	■			■
Digitalization			■			
Competence sustainability and regulatory affairs	■				■	■
International experience or life backgrounds				■	■	
	D. Müller	I. Panzer	H. Ritzau	K. Trützscher	F. Riemensperger	S. Wirth
Corporate governance and strategy development		■		■	■	■
Customer-specific perspectives	■	■	■			
Technology and product development		■			■	
International markets		■			■	
Financial economy	■			■		
Corporate and capital market law				■		
Human resources		■		■	■	■
Employee-specific perspectives	■		■			■
Digitalization		■	■		■	
Competence sustainability and regulatory affairs				■		
International experience or life backgrounds		■			■	

### Competency profile

With a view to achieving an equal gender balance, the Supervisory Board meets the quota of 30% set for the underrepresented gender. The Supervisory Board includes a total of seven men (around 58%), of whom four are shareholder representatives and three are employee representatives. In addition, five women (around 42%) are members of this board, among them two representatives of the shareholders and three representatives of the employees. As a result, the gender quota requirements are met on both sides of Supervisory Board representation and on the full Supervisory Board itself.

To facilitate comparison of the appointment objectives, brief resumés of the Supervisory Board members are available on the Sartorius website.

## Provision of Information to the Supervisory Board

The Executive Board provides the Supervisory Board with all the information needed for the Supervisory Board to effectively monitor the Executive Board's management of the company. To ensure appropriate information provision, the Supervisory Board receives monthly reports that show the course of business at the level of the Group, divisions and regions along with developments in the key performance indicators for Sartorius. In addition, an overview of the past quarter is shown before every meeting, and any deviations from the previous year and from the planning are explained. The reporting package also regularly includes a capital market report, which sets out the performance of Sartorius shares including prices and company valuations relative to competitors as well as an overview of analyst assessment and recommendations. Once a year as a rule, the Executive Board reports verbally and in writing on the budget for the next fiscal year, including operational planning, financial planning, investment planning and HR planning, and on the medium-term planning for the company's development. Also at least once a year, the Executive Board explains the status and development of any legal risks and comments on the risk situation, on risk management, on significant compliance cases and on compliance management. The relevant Supervisory Board committees also discuss these risk management- and compliance-related topics on a quarterly basis and are provided for this purpose with relevant written and verbal information. Furthermore, the Executive Board reports to the Supervisory Board on all transactions requiring the latter's approval under the rules of procedure. These particularly include acquisition and divestment projects, capital measures, major investments and restructuring projects. The reports and proposed resolutions are prepared such that the Supervisory Board has the opportunity, before the relevant transactions are carried out, to thoroughly consider the proposed measure and its implications, give its view and take an informed decision. The Supervisory Board is also promptly informed as necessary of other important events and developments that could have a noticeable effect on Sartorius' position. If it is not possible to report directly in a Supervisory Board meeting, corresponding special reports are provided to the Chairman of the Supervisory Board. The Chairman then decides on how to involve the Supervisory Board in this matter. The committee chairpersons also independently set further reporting requirements for the Executive Board within their areas of responsibility. The Executive Board decides on the form and presentation of the reports to the Supervisory Board.

Details on the content of these reports in the relevant fiscal year and their discussion in the Supervisory Board can be found in the Report of the Supervisory Board Chairman on page 12.

## Composition and Operating Mode of the Executive Board

The Executive Board of Sartorius AG manages the company under its own responsibility, with the goal of increasing the company's value over the long term. It develops the company's strategy, coordinates it with the Supervisory Board, and ensures that this strategy is implemented effectively. Beyond that, the rules of procedure for the Executive Board define the legal transactions requiring approval by the Supervisory Board



in order for such transactions to be effected. The Executive Board is responsible for compliance with all provisions of the law and the company's internal policies, as well as for appropriate risk management.

Decision-making by the Executive Board is done at its regular meetings, which are convoked and conducted by the Chairman. Other specialists and managers are invited as necessary to provide advice.

The Executive Board members are jointly responsible as a collegiate body for matters of special significance. In all other respects, each member independently manages the area of the company to which he or she has been assigned in accordance with the distribution-of-business plan, and the Chairman must be informed of all material transactions and events.

## Composition of the Executive Board, Diversity and Competency Requirements

In the opinion of the Supervisory Board, the basic qualification criteria for appointments to positions on the Executive Board are professional qualifications for heading each particular area of responsibility, a proven track record along the individual's career path, and impressive managerial skills. In addition, the Supervisory Board also considers the aspect of diversity in its appointment decisions. Therefore, the Supervisory Board strives to appoint people with complementary profiles, professional and personal life experiences and in different age brackets to the Executive Board. Moreover, the latter board is required to have broad international experience.

The Supervisory Board deals regularly with succession planning for the Executive Board in its Executive Task Committee and in its plenary sessions. To identify special talent within the company, promising junior staff are invited to make presentations to the Supervisory Board on specific topics.

An Executive Board member must not be older than 65 years of age at the time of his or her appointment. This age limit can be waived in individual cases, provided there are no reservations about the suitability of the person proposed and his or her appointment is expedient to the interests of the company in spite of the age limit being exceeded.

As of the editorial deadline for this report, the Executive Board of Sartorius AG consisted of two men and one woman. Before the Chief Financial Officer Rainer Lehmann left the Board at the end of October 2023, it consisted of three men and one woman.

Name	Position	Year of birth	First appointed	End of current appointment period
	Chairman of the Board			
Dr. Joachim Kreuzburg (Chairman)	Chief Financial Officer (interim basis until March 31, 2024)	1965	2002	November 10, 2025
Dr. René Fáber	Full member, responsible for the Bioprocess Solutions division	1975	2019	December 31, 2026
Dr. Alexandra Gatzemeyer	Full member, responsible for the Lab Products & Services division	1979	2023	April 30, 2026

At its meeting on August 3, 2023, the Supervisory Board elected Dr. Florian Funck as an Executive Board member effective April 1, 2024. In the period from November 2023 to the end of March 2024, the Finance board division is being managed on an interim basis by the Chairman of the Executive Board.

Further information, including information on memberships of supervisory boards and other comparable domestic and foreign supervisory bodies of business enterprises, is published on page 260 et seq. of this annual report.

The statutory participation requirement pursuant to Section 76(3a) AktG, which came into force in August 2022, applies to the number of women on the Executive Board. With the appointment of Dr. Alexandra Gatzemeyer to the Executive Board, the statutory participation requirement has been implemented.

Regarding the future appointment of women to the Executive Board of Sartorius AG as well, the Supervisory Board supports the activities of the Executive Board to further increase the percentage of female executives at the management levels subordinate to the Executive Board in the company. The Executive Task Committee and the full Supervisory Board regularly receive reports on the development of the proportions of women in senior-level management positions.

## First and Second Management Levels Below the Executive Board

In March 2022, the Executive Board set a target of one-third women to be achieved at both the first and second management levels by the deadline of December 31, 2025. As of the December 31, 2023 reporting date, the proportion of women at both levels was around 31% (first management level: 5 women | 11 men; second management level: 30 women | 66 men), putting it within range of the targets set by the Executive Board.

It should be noted that owing to the relatively small number of managers at the first level, even individual personnel changes can lead to sizable swings in this percentage. The integration of acquired companies has frequently led to fluctuations in the past, and this effect cannot be ruled out for the future.

## Remuneration Report | Remuneration Policy

The remuneration report for fiscal 2023 and the auditor's notice in accordance with Section 162 AktG, the compensation policy currently in place as approved by the Annual General Meeting on March 29, 2023, pursuant to Section 87a, Subsections 1 and 2, sentence 1, AktG, and the resolution approved by the Annual General Meeting on March 29, 2023, on the remuneration pursuant to Section 113, Subsection 3, AktG are publicly accessible at [www.sartorius.de/Compliance](http://www.sartorius.de/Compliance).

## Further Corporate Governance Practices

### Risk Management, Internal Monitoring System and Compliance Management System

Conscientious management of commercial risks is a key principle of good corporate governance. Sartorius AG and the Group have at their disposal enterprise-wide and company-specific reporting and control systems designed to facilitate the recording, assessment and management of commercial risks. These systems are developed and adapted continuously as conditions evolve. The Executive Board informs the Supervisory Board regularly of existing risks and their development. The Audit Committee is concerned, in particular, with

monitoring of the following: the accounting process including reporting; the efficacy of the internal control system; risk management and the internal auditing system; compliance; and the independent statutory audit. Details on risk management are presented in the Opportunity and Risk Report.

The internal control system (ICS) is based on the principles, guidelines, and measures introduced by the Executive Board that are aimed at the organizational implementation of the Executive Board's decisions. They include the management of risks and opportunities relating to the achievement of business objectives, ensuring that internal and external accounting is accurate and reliable, and compliance with the legal rules and regulations relevant to Sartorius. This also includes sustainability aspects, which are continuously refined and updated on the basis of regulatory requirements.

All of the Sartorius Group's functions are integrated into a global matrix organization and are part of the ICS. The scope of activities each function is responsible for performing varies and depends, among other aspects, on the specific risks associated with the function. Each function's management is required to implement an appropriate and effective ICS in its area of responsibility, based on the methodology that is mandatory throughout the Group.

Overall responsibility for the ICS lies with the Executive Board. The Sartorius Group's individual functions support the Executive Board in creating and maintaining appropriate and effective processes for implementing, monitoring, and reporting on internal control activities.

Extensive control activities are carried out by managers and employees within each function's individually defined processes to ensure that the processes are reliable and effective. As a result, this ensures compliance with legal requirements and internal guidelines as well as properly conducted business transactions. Examples of such control activities include the analysis of situations and developments with reference to specific key indicators. Based on the defined control mechanisms, errors can be identified and corrected at the Group level. In addition, the Group Auditing Department draws up a risk-based audit plan each year and reviews in spot checks whether basic legal requirements and internal group guidelines are complied with for the Group's entire control and risk management system. This monitoring function covers, in particular, audits of the functional efficiency and effectiveness of defined control measures. The results of these audits are reported directly to the audited functions, making it possible to efficiently remedy any identified deficiencies and to further enhance the company's internal control system (ICS). The Executive Board and the Supervisory Board regularly receive reports on audit activities. The main rules governing the organization of the ICS are defined in a manual based on business processes. This manual combines all ICS-relevant requirements that Group management considers of material importance into one standardized document and will be supplemented by further appropriate rules as necessary.

Part of the ICS is also a compliance management system that is valid worldwide. The Sartorius Group's compliance management system is designed to ensure the adherence to statutory and regulatory requirements in order to protect the company from sanctions, financial losses and reputational damage. It also contributes to the quality of Sartorius products and the long-term success of the company. To ensure compliance at the Sartorius Group, Sartorius has implemented a Group-wide standard, which is documented in a Compliance Management Manual. This manual summarizes the responsibilities and authority of the individual functions and defines processes for efficient cooperation between these functions.

In this context, Sartorius has introduced various preventive guidelines. The Sartorius Code of Conduct defines the responsible conduct expected from all employees of the Sartorius Group and provides guidance for employees, for example in relation to human rights, international social and environmental standards, conflicts of interest and other general standards, and helps them act law-abidingly and ethically in their day-to-day work. Sartorius has also implemented an Anti-Corruption Code. This is intended to serve as a basis for raising awareness among all employees of the dangers posed by corruption and also to act as an aid and guide to

combating corruption. It includes rules on the handling of gifts, for example. The company ensures that employees are familiar with the content of both codes by offering them mandatory online training every year.

Sartorius also expects its business partners to comply with internationally recognized social and environmental standards, to follow the law, adhere to the principles of fair competition and respect human rights. These requirements are set out in the Code of Conduct for Business Partners.

A complaint system ensures that everyone, whether inside or outside Sartorius, can report identified or reasonably suspected breaches of applicable laws, standards, regulations and internal guidelines. For this purpose, Sartorius provides various reporting channels, which are available around the clock in various languages and can also be used anonymously if preferred. The compliance team can be contacted in person, via the hotline, by e-mail or via the whistleblower system. The reporting channels can be found on Daily (intranet) and on the public website.

The Executive Board is not aware of any circumstances that would speak against the suitability and effectiveness of the risk management system and the ICS.

Further information can be found in the "Description of the Key Features of the Internal Control System" section on pages 91 et seq. and on the company's website at [www.sartorius.com](http://www.sartorius.com).

## Transparency

Sartorius AG places great importance on disclosing consistent and complete information promptly. Information about the economic position of the Group and new developments is consequently released regularly, without delay, as it becomes known in order to inform capital market participants and interested members of the public at large. The annual report, first-half financial report, and quarterly reports are published within the time frames specified for this purpose. Current developments and material events are publicized as press releases and, where appropriate, ad hoc announcements. This information is usually made available in German and English simultaneously and published via suitable media and on the internet. Capital market participants remain in close contact with the company's investor relations team. Investors and analysts are provided information on current and future business performance in conference calls held in conjunction with the respective quarterly reporting. Sartorius regularly participates in roadshows and investor conferences and holds its own capital market events.

The chief recurring events and publications, such as the Annual General Meeting, the annual report and the interim reports, are listed on a financial calendar that may be viewed at any time on the Group website.

## Share Trading Activities of Supervisory and Executive Board Members

A statement of transactions conducted in 2023 by Executive and Supervisory Board members on their own account in accordance with Article 19 of Regulation (EU) 596/2014 (Market Abuse Regulation) is published on the Sartorius website.

As executor of the estate of Horst Sartorius, the Supervisory Board Chairman, Dr. Lothar Kappich, holds around 50.1% of the ordinary shares issued by the company. Beyond this, there is no notifiable possession of shares or financial instruments by members of the Executive Board or Supervisory Board consisting directly or indirectly of more than 1% of the shares issued by the company.

## Accounting and Independent Statutory Audit

The consolidated financial statements and the Group Management Report, as well as the consolidated interim financial statements and reports, are prepared in accordance with the International Financial Reporting Standards (IFRS) as they are to be applied within the EU, and according to the commercial law regulations to be applied under Section 315e, Subsection 1, of the German Commercial Code, HGB. The annual financial statements of Sartorius AG are prepared in accordance with German commercial law, HGB. The consolidated financial statements and the annual financial statements are prepared by the Executive Board, audited by the independent auditors elected by the Annual General Meeting, and approved by the Supervisory Board.

It has been agreed with the independent auditors that they will notify the Supervisory Board directly of any potential disqualification or bias issues and any material findings and incidents identified during the audit. This also encompasses the corporate governance reporting duties pursuant to Section 161 of the German Stock Corporation Law (Aktiengesetz).

The Supervisory Board | The Executive Board