

ERRATUM DATED 01/03/2024 TO THE 2023 REMUNERATION REPORT OF THE BOARD OF DIRECTORS AND THE MANAGEMENT REPORT OF THE PARENT COMPANY SARTORIUS STEDIM BIOTECH S.A. CONTAINED IN THE 2023 UNIVERSAL REGISTRATION DOCUMENT

The purpose of this erratum is to correct the amount of the fixed remuneration of Mr. Joachim Kreuzburg, Chairman and Chief Executive Officer from January 1st, 2023 to March 27, 2023, as indicated in the 2023 remuneration report of the Board of Directors and in the Management Report of the Parent Company Sartorius Stedim Biotech S.A. contained in the 2023 Universal Registration Document.

The amount of the fixed remuneration of Mr. Joachim Kreuzburg, Chairman and Chief Executive Officer from January 1st, 2023 to March 27, 2023 is EUR 132,500 (instead of EUR 150,000).

As a result:

- the table of the section “Compensation of the Executive Management” on page 78 of the 2023 Universal Registration Document shall be replaced by the following table:

Compensation of the Executive Management Team¹

	Base fixed salaries € in K	Annual incentive € in K	Long Term Incentive € in K
Total 2023	987	673	0
Joachim Kreuzburg 2023	198	133	0
René Fáber 2023	789	540	0
Total 2022	1,520	788	336
Joachim Kreuzburg 2022	942	500	214
René Fáber 2022	578	288	122

¹ For more details please refer to the chapter Corporate Governance on pages 81 - 113.

In the French version of the 2023 Universal Registration Document, the above table shall be updated completely, since it did not contain the last version of figures due to a non-material translation mistake.

- the first table of the section “Tables Summarizing the Remuneration and Options and Shares Granted to each Executive Corporate Officer” on page 127 of the 2023 Universal Registration Document shall be replaced by the following table:

**Joachim Kreuzburg
(Chief Executive Officer until March 27, 2023)**

€ in Thousands	Year 2023	Year 2022
Remuneration awarded	198	942
Valuation of options granted during the reporting period	0	0
Valuation of performance shares granted during the reporting period	0	0
Total	198	942

- the first table of the section “Summary of the Remuneration for Each Executive Corporate Officer” on page 128 of the 2023 Universal Registration Document shall be replaced by the following table:

Joachim Kreuzburg (Chief Executive Officer until March 27, 2023)

€ in Thousands	Year 2023		Year 2022	
	Amounts awarded	Amounts paid	Amounts awarded	Amounts paid
Fixed remuneration	133	133	500	500
Variable remuneration				
Annually paid	0	214	214	360
Long-term incentive	66	0	228	443
Total	198	347	942	1,303

- the table of the section “Remuneration Ratios” on page 132 of the 2023 Universal Registration Document shall be replaced by the following table:

		2023	2022	2021	2020	2019
Joachim Kreuzburg (Chief Executive Officer until March 27, 2023)	Annual compensation € in Thousands	347	1,303	472	427	400
	Change in %	-73%	176%	11%	7%	
	Ratio / average compensation	7	26	9	8	9
	Change in %	-73%	183%	12%	-6%	
	Ratio / median compensation	8	33	12	10	11
	Change in %	-75%	183%	12%	-7%	
René Fáber (Deputy Chief Executive Officer until March 27, 2023)	Annual compensation € in Thousands	212	651			
	Change in %	-67%				
	Ratio / average compensation	4	13			
	Change in %	-67%				
	Ratio / median compensation	5	16			
Change in %	-70%					
René Fáber (Chief Executive Officer from March 28, 2023)	Annual compensation € in Thousands	450				
	Change in %					
	Ratio / average compensation	9				
	Change in %					
Employees	Average compensation	51	51	52	53	46
	Change in %	0%	-2%	-1%	13%	
	Median compensation	43	40	41	42	36
	Change in %	8%	-2%	-1%	15%	
Group Performance	Underlying EBITDA	785	1,221	1,033	605	422
	Change in %	-36%	18%	71%	43%	