Sartorius Stedim Biotech

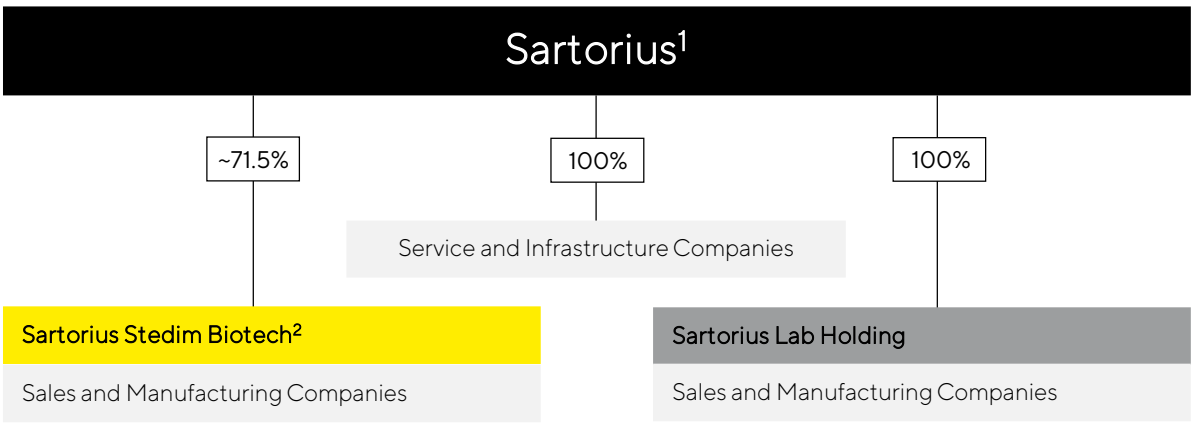
Management Report

Extract from the Universal Registration Document 2025

Simplifying Progress

SARTORIUS

2.1 Structure and Management of the Group



1 Schematic illustration
2 The full list of companies included in the scope of consolidation of Sartorius Stedim Biotech as of December 31, 2025, is set forth in Note 7 to the consolidate financial statements.

Group Legal Structure

Sartorius Stedim Biotech is a globally operating company with subsidiaries in around 30 countries and more than 10,250 employees worldwide. The parent company of the Sartorius Stedim Biotech Group is Sartorius Stedim Biotech S.A., headquartered in Aubagne, France.

Sartorius Stedim Biotech S.A. is listed on the Euronext stock exchange in Paris. Approximately 71.5% of the share capital and around 83% of the voting rights of Sartorius Stedim Biotech S.A. are held directly and indirectly by Sartorius AG and a wholly owned subsidiary.

Sartorius AG is a leading international partner for life science research and the biopharmaceutical industry, and is headquartered in Göttingen, Germany. It is listed on the German Stock Exchange and operates two divisions: the bioprocess business as a subgroup under its parent corporation Sartorius Stedim Biotech S.A., and the laboratory business as a further subgroup.

The consolidated financial statements of the Sartorius Stedim Biotech Group include Sartorius Stedim Biotech S.A. and all affiliates in which Sartorius Stedim Biotech S.A. has a controlling interest pursuant to IFRS 10.

Organization and Management of the Group

The Sartorius Stedim Biotech Group is largely organized by function on a worldwide basis. Accordingly, the respective management responsibilities are performed along the company's core functions across all sites and regions.

This global functional organization forms an effective platform for central strategic control and for fast, efficient collaboration and execution within the Group. It enables the company to realize its total solutions provider strategy and position itself effectively with respect to global customers.

The Board of Directors of Sartorius Stedim Biotech S.A. is composed of nine members, one executive director, and eight non-executive directors. Due to the shareholding structure of the company, the composition of the Board of Directors and its committees reflects the aim by the controlling shareholder of a long-lasting balance between the directors representing these shareholders, the independent directors, the executive directors, and the director representing the employees. The company's controlling shareholder, Sartorius AG, takes its own responsibility towards the other shareholders, direct and distinct from the Board of Directors' one. It takes particular care to avoid possible conflicts of interests, ensures transparent information provided to the market, and fairly takes all interests into account (see the paragraph on the balance of powers and the composition of the Board of Directors on page 90. In addition, Sartorius AG complies with all duties regarding transparency and communication as required by German and European regulation (https://www.sartorius.com/en/company/about-sartorius-ag/compliance).

Implementing the Group's various strategies and initiatives at the local level is the responsibility of the national affiliates. The management bodies of the local companies run their organizations in accordance with applicable statutory provisions, articles of association, and rules of procedure, as well as with the principles of corporate governance that apply throughout the Sartorius Stedim Biotech Group worldwide. Please see details of the Board of Directors in the Corporate Governance section.

Financial Controlling and Key Performance Indicators

The Sartorius Stedim Biotech Group is managed using a number of key performance indicators, which are also decisive for the determination of the variable remuneration component for the Board of Directors and managers.

A key management parameter that Sartorius Stedim Biotech uses to measure the development of its size is currency-adjusted growth of sales revenue (i.e., sales in constant currencies). The key indicator for managing profitability is the adjusted EBITDA margin, which is based on EBITDA adjusted for extraordinary items (i.e., underlying EBITDA).

For a definition of this term and more information on its presentation, see the Glossary on page 373.

With regard to the Sartorius Stedim Biotech Group's debt financing capacity, the ratio of net debt to underlying EBITDA serves as the key metric. It is calculated as the ratio of net debt to underlying EBITDA for the last twelve months, including the pro forma amount contributed by acquisitions for this period. Furthermore, the CAPEX ratio (i.e., capital expenditures in proportion to sales revenue), represents a key control parameter. In addition, the following financial and nonfinancial indicators are reported on a regular basis:

- Underlying net result | Earnings per share
- Net profit
- Net operating cash flow
- Free cash flow[1]

1 Free cash flow: cash flow from operating activities minus cash flow from investing activities

- Equity ratio[1]
- Net debt[2]
- Number of employees

Since fiscal year 2025, free cash flow has been one of the key figures regularly communicated, while order intake is no longer part of external reporting.

In addition, Sartorius reports annually in its management report on the development of employee motivation and the status of the reduction in greenhouse gas emissions, which are included as non-financial indicators in the Board of Directors' compensation. The annual financial forecast that Sartorius Stedim Biotech publishes generally refers to the development of sales revenue in constant currencies and the underlying EBITDA margin. The expected ratio of capital expenditures to sales revenue as well as a forecast for the ratio of net debt to underlying EBITDA are also indicated.

1 Equity ratio: equity in relation to the balance sheet total
2 Net debt: gross debt less cash and cash equivalents

2.2 Business Model, Strategy, and Goals

Market and Strategic Positioning

The following chapter contains information in grey that is typical for a management report and also covers reporting requirements under the ESRS.

[ESRS 2 SBM-1.40 a) i.] As a leading partner of the biopharmaceutical industry, Sartorius Stedim Biotech helps its customers to develop their production processes and manufacture biotech medications and vaccines more efficiently.

Sartorius Stedim Biotech has long-standing business relationships with leading pharmaceutical and biopharmaceutical companies as well as contract researchers and manufacturers worldwide. The company generates a large part of its sales revenue with customers in the life science industry. More than half of its sales revenue is attributable to its 50 largest customers, with no single customer contributing more than 6%. Sartorius Stedim Biotech records more than 90% of its sales revenue outside France; in a regional breakdown, EMEA and the Americas contribute the largest share, followed by the Asia|Pacific region. Further information can be found in the chapter "Group Business Development."

Biopharmaceuticals are used to treat numerous illnesses, mostly of a serious nature. However, long development times and complex production make these medications very expensive. This contributes to high health care costs in industrialized countries and to the situation that patients in less developed countries are often excluded from treatment with such drugs. The development of a biopharmaceutical drug is a lengthy process: On average it takes more than ten years to bring a new drug to market, at a cost of more than two billion euros. On top of this, biotechnological manufacturing processes for such high-tech medications are demanding and must be developed individually for each biologic compound.

As a pioneer and technology leader in the biopharma industry, Sartorius Stedim Biotech's products and services enable customers to make their production processes easier and more efficient so that advanced therapeutics can reach the market faster and become accessible for more people worldwide. Therefore, contributing to the United Nations' sustainability goal "Good Health and Well-Being" is an integral part of Sartorius Stedim Biotech's business model.

[ESRS 2 SBM-1.40 a) ii., 42 b)] In this still comparably young industry, the level of maturity, the intensity of competition, and the innovation dynamics are successively increasing. To support customers in meeting these challenges, Sartorius Stedim Biotech is constantly developing its portfolio further. A key success factor is the broad understanding of applications based on a clear industry focus. The company knows its customers' value chains and understands the interaction of the systems used particularly well. Another competitive advantage of the company is its ability to consistently stand out with highly differentiating technologies. Sartorius Stedim Biotech's innovative power is based on three pillars: the company's own specialized product development, collaboration with partners, and the integration of innovations through acquisitions. A third success factor is the high proportion of direct sales by a highly qualified sales team.

[ESRS 2 SBM-1.40 a) i., 42 a)] Sartorius Stedim Biotech operates around 30 manufacturing sites across the EMEA, Americas, and Asia|Pacific regions. The company sources raw materials and intermediate products from the upstream value chain, including, in particular plastics, metal and electronic components, as well as chemicals. There is a high vertical integration for its top-selling product groups: The company produces its filter products and single-use bags from supplied materials such as cellulose, polymers, and plastic films; it also manufactures the electronics, sensors, control, and analysis software, as well as connectors for its bioprocessing equipment. Stainless-steel components and housings are procured from contract

manufacturers. Other services, such as product sterilization, packaging, or logistics, are largely or entirely outsourced. The company's purchasing volume amounts to around 40% of Group sales revenues, with no supplier having a dominant position. Around 471 suppliers account for about 80% of this volume. Around 70% of all suppliers are based in the EMEA region, with around one-sixth in the Americas and the remainder in the Asia | Pacific regions.

With the biopharma industry, Sartorius Stedim Biotech is focusing on an attractive market that is characterized by strong growth momentum in view of long-term trends and significant innovative strength. Medical progress provides positive impetus, leading to the discovery and approval of new biopharmaceuticals. As a result, the biopharmaceutical industry is increasingly focusing on cell and gene therapeutics and biotech tissue products. Further growth drivers are a growing world population and the increase in age-related diseases in industrialized countries. In addition, rising incomes in emerging countries are improving access to health care and increasing demand for medications. Biosimilars, the generic versions of reference biologics that have lost their patent protection, account for a share of the biopharma market that is currently still small but particularly fast-growing. As a result of these factors, the volume of biopharmaceuticals and the demand for manufacturing technologies are increasing steadily, with market growth largely independent of economic cycles.

In addition to customers, other stakeholders such as employees, suppliers, and shareholders also benefit from Sartorius Stedim Biotech’s strong market position in the innovative life science industry and the company's sustainable growth.

Products & Services

[ESRS 2 SBM-1.40 a) i. and ii.] Sartorius Stedim Biotech serves pharmaceutical and biotechnology companies, as well as contract manufacturers. The broad product portfolio covers all major steps of process development and production of biologics and includes cell lines, cell culture media and reagents, bioreactors, a variety of technologies for the separation, purification, and concentration of biological intermediate and end products, as well as solutions for storage and transportation (see graph). In addition, the company offers data analysis software for modeling and optimizing biopharmaceutical development and production processes. Its products are used in the manufacture of a range of biological drug classes, such as monoclonal antibodies, vaccines, antibody drug conjugates, and cell as well as gene therapies. In its core technologies, the company has a leading market position, with significant double-digit market shares.

Sartorius Stedim Biotech differentiates itself from its many competitors through its innovative strength, the breadth of its product portfolio, and its scalability. It offers customers complete process solutions from a single source and supports them in process design, plant planning, and subsequent validation - from small production quantities to large volumes. In addition to its focus on flexible, resource-efficient, single-use technologies, the company is increasingly concentrating on innovative solutions for intensified or continuous production processes. Furthermore, it offers a broad portfolio for the production of novel modalities.

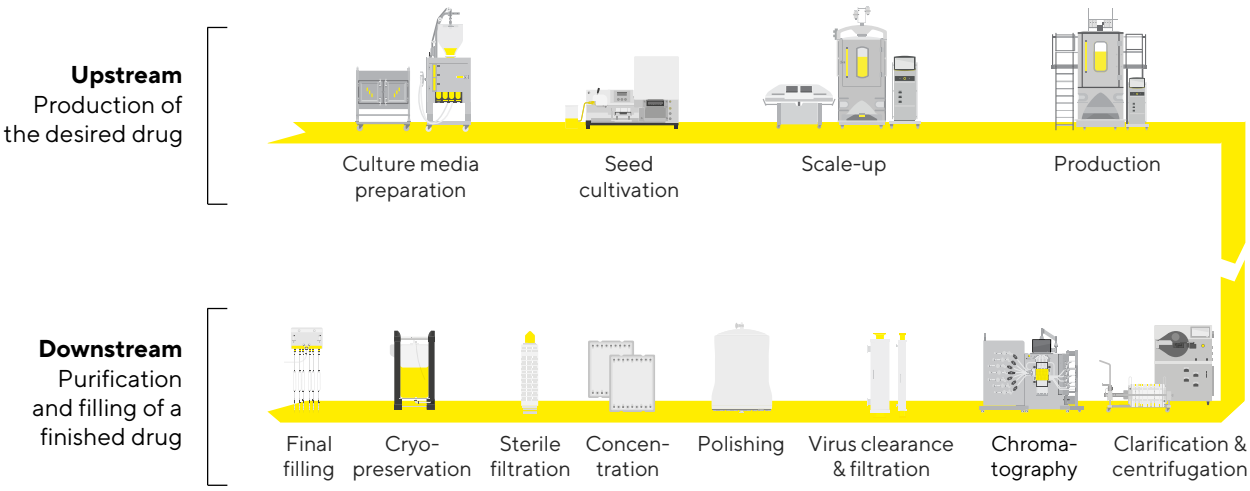
Recurring business with sterile single-use products accounts for a good three quarters of the company's sales revenue. These offer customers cost advantages, flexibility, and lower resource usage - and thus a better ecological footprint compared with conventional processes employing reusable stainless-steel components. While the share of sales can vary depending on the product group and region, there is a clear, long-term trend: The targeted expansion of the product portfolio and the above-average growth of these product groups is increasing the share of recurring business with single-use products. The high regulatory requirements on the part of customers are also a contributing factor: As the production processes are validated by the health authorities as part of the application for approval of a new drug, components can only be replaced at considerable expense after such approval. Beyond this, the company's broad and stable customer base contributes to this favorable risk profile.

The strong strategic positioning and the above-average expansion of the sector are a good foundation for profitable growth in the future as well.

Information on the business development is given in the chapter "Group Business Development". Information on the competitive position can be found in the section "Industry-Specific Conditions".

Sources: Sartorius Stedim Biotech internal market research

Technologies for the Entire Added-Value Chain in Biopharmaceutical Production



Key Intangible Resources

Sartorius Stedim Biotech relies on a range of intangible resources to help customers simplify and optimize their production processes. Among these resources, long-standing customer relations, deep application expertise of customer processes, and a brand reputation stand out as the most significant.

Sartorius Stedim Biotech operates in a highly regulated market. Its products, bioprocessing equipment, and consumables, are embedded in the validated processes of biopharmaceutical manufacturers. As these products are used to develop and produce medicines, they are subject to rigorous quality and safety standards. There are only a limited number of specialized suppliers on the market. A high level of application expertise and process knowledge is required to be able to support this demanding customer group in their activities. Therefore, sales are largely handled directly by the company's own highly trained sales organization. The market entry barriers for new players are high and the well-established relationships with customers are correspondingly very valuable. The Sartorius brand is a trusted and well-known name in this sector for decades and is associated with high-quality, innovative products, a strong service offering, and global supply ability.

Regulatory Aspects

Sartorius Stedim Biotech's products are primarily used in the biopharmaceutical industry for critical production processes such as drug manufacturing. Our customers are subject to regulation by national regulatory authorities such as the Food & Drug Administration (FDA) in the USA, the European Medicines Agency (EMA) in Europe, and other national and international bodies involved in the approval of new drugs and in the maintenance of approval status for these drugs. Compliance with the regulations of other relevant authorities (e.g, Environmental Protection Agency or Department of Agriculture in the USA) is also important. With regard to its own portfolio, some specific products of Sartorius Stedim Biotech are also subject to the same national regulatory authorities as our customers are subject to extensive approval, registration, and reporting obligations in numerous countries. In these cases, the strict application of Good Manufacturing Practice, as described in the Eudralex guidelines Vol. 4 "The rules governing medicinal products in the European Union" and the ICH guidelines (International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use), is implemented to ensure that the products are placed on the market safely and in compliance with these regulations.

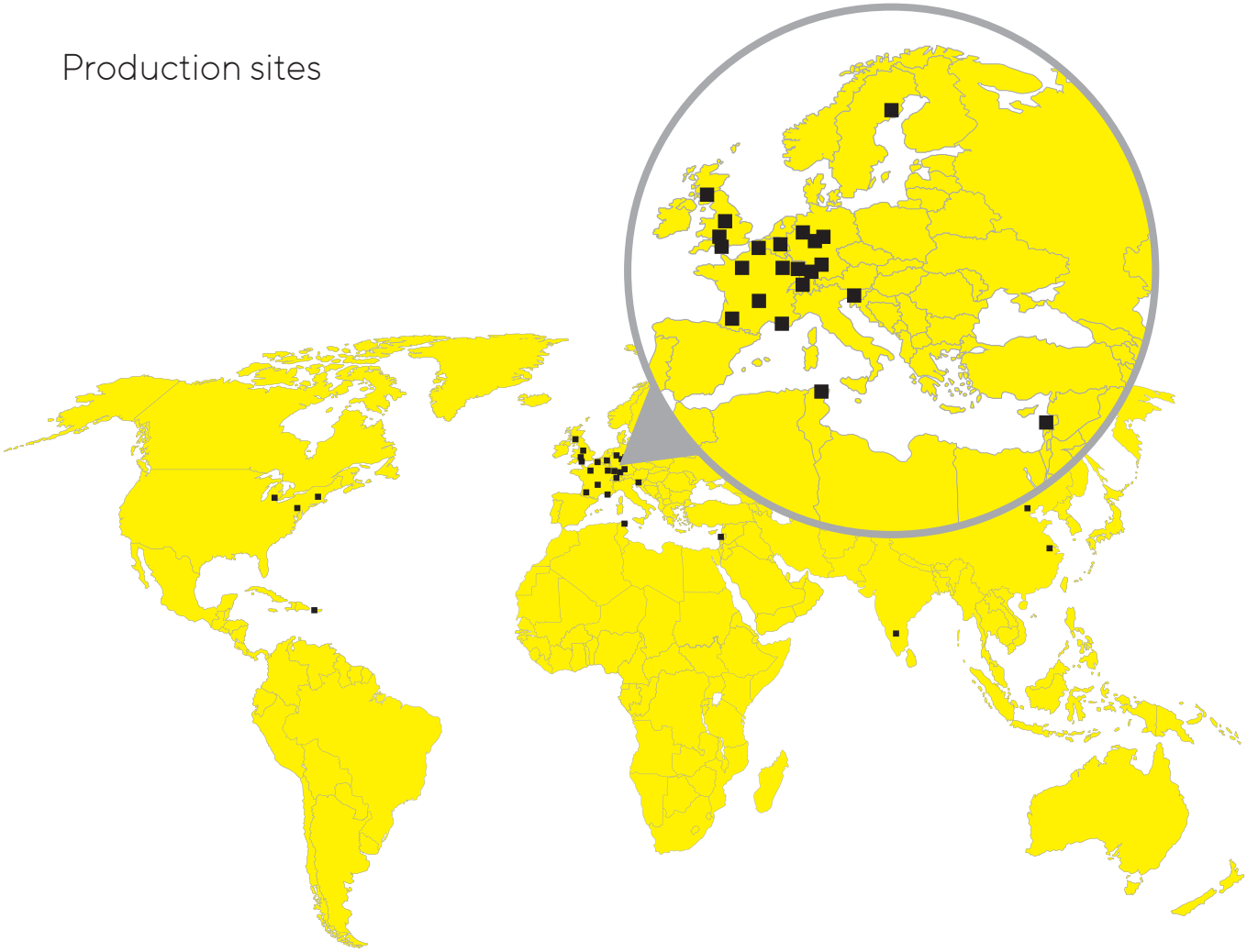
The strict regulation of the pharmaceutical industry and the increasing requirements of the responsible authorities for patient protection and product safety result in a high demand for quality on the part of our

customers. Through extensive quality assurance processes as well as quality controls and the use of modern manufacturing techniques in a classified clean room environment, Sartorius Stedim Biotech ensures that all products meet the applicable quality standards and the stringent regulatory requirements. Furthermore, these manufacturing techniques and processes are subject to continuous review as part of improvement processes and are optimized in line with current requirements. Quality controls are carried out both within the manufacturing processes and as part of test procedures on the end products where applicable. In addition, quality assurance is maintained through the rigorous implementation of quality management systems defined according to recognized industry standards such as ISO 9001 and, where applicable, ISO 13485 and GMP. This ensures that critical or essential product properties are continuously fulfilled. A strict product approval process also ensures that only products that meet the agreed specifications are shipped.

The effectiveness of the existing quality systems is confirmed by the successful completion of regular customer audits as well as by certification in accordance with ISO 9001 and, where applicable, ISO 13485.

Global Presence

Production sites



Americas

Puerto Rico – Yauco
USA – Ann Arbor (MI), Marlborough (MA), New Oxford (PA)

Asia | Pacific

China – Beijing, Shanghai
India – Bangalore

Europe | Middle East | Africa

Belgium – Milmort
France – Aubagne, Cergy, Loos, Lourdes, Pompey, Strasbourg
Germany – Bielefeld, Freiburg, Göttingen, Guxhagen, Ulm
Israel – Beit Haemek
Slovenia – Ajdovščina
Sweden – Umeå
Switzerland – Tagelswangen
Tunisia – Mohamdia
United Kingdom – Glasgow, Havant, Nottingham, Stonehouse

Growth Strategy and Focus Areas

Based on strong, structural market drivers and its competitive positioning, Sartorius Stedim Biotech plans to continue its profitable, above-market growth in the future. The company is realizing its growth ambitions through various initiatives with the following focus areas:

Development of the Product Portfolio

Sartorius Stedim Biotech has a broad product portfolio that is aligned with the value chain of the biopharma industry. The focus is on products that offer solutions for customers' needs and make the offering even more attractive. In recent years, the company has significantly expanded its portfolio with a focus on the two areas of applications for intensified production processes and novel therapy classes, thereby strengthening the basis for further above-average growth. There is also increasing demand from pharmaceutical customers for technologies that make development and production processes more resource-efficient and therefore more environmentally sustainable, thus helping customers to achieve their sustainability goals.

The portfolio strategy includes own research and development activities, strategic partnerships and acquisitions. Due to high innovation dynamics, the company considers further additions to be possible on an ongoing basis across the entire breadth of the product portfolio. Where acquisitions play a role, Sartorius Stedim Biotech considers the following criteria: complementarity of technologies to its existing portfolio; strong market positioning, for example, through innovative products with unique selling propositions; integration capability; appropriate valuation; and a suitable growth and profitability profile.

Regional Growth Initiatives

North America and Asia are the key focal areas of the regional growth strategy. The USA is the world's largest market for bioprocess equipment. Yet because it is home to the company's main competitors, Sartorius Stedim Biotech historically had lower market share in this region than in Europe and Asia. By systematically strengthening its sales and service capacities, Sartorius Stedim Biotech has gained market share in North America in recent years and intends to expand this further.

The Asian market also offers significant growth potential for the company. Drivers are demographic change, increasing prosperity, rising government spending on health care and the expansion of the regional biopharmaceutical industry. To benefit from this dynamic development, the company has significantly strengthened its presence in this region.

A detailed description of investments is provided in the section "Group Business Development".

Optimization of Work Processes

Sufficient research and production capacities, as well as an efficient supply chain, are the basis for organic growth. In recent years, Sartorius Stedim Biotech has substantially expanded its capacities at various Group sites with a long-term investment program, while at the same time further strengthening the resilience of its production network in the face of geopolitical uncertainties.

With regard to digital interfaces to its customers and internal processes, Sartorius Stedim Biotech is increasingly focusing on automation. The intention is to make it even easier for customers to contact the company at any time, to receive relevant information on the product range, and to place and track orders. To optimally position its internal infrastructure for further growth, Sartorius Stedim Biotech is continuously working on simplifying and accelerating processes through digitalization. This includes enterprise resource planning as well as personnel management and CRM systems.

2.3 Industry-Specific Conditions

Sartorius Stedim Biotech serves customers mainly in the biopharmaceutical industry, which makes its business particularly sensitive to the development of this industry.

Biopharmaceutical Market

In 2025, the global pharmaceutical market expanded by around 6% (previous year: +6%) to $1,211 billion, based on data from EvaluatePharma. Sales of biopharmaceutical drugs – an above-average growth segment – increased significantly by about 10% (previous year: +9%) to $617 billion. As a result, the share of biopharmaceuticals in the total pharmaceutical market rose to 51%, compared with 49% in 2024.

Growth in the biopharmaceutical market is driven primarily by medium- and long-term trends rather than short-term economic developments. Key drivers include rising global demand for medicines stemming from a growing and aging population, as well as the approval and launch of innovative biopharmaceuticals. Additional contributors include the expansion of indications for already approved therapies and their increasing market penetration. A growing number of biotechnology-derived active ingredients are being approved for the treatment of rare, previously untreatable diseases. The pharmaceutical industry is also increasingly focusing on novel therapeutic modalities such as cell and gene therapies and biotechnologically processed tissue products.

Increasing demand for medicines and the growing diversity of therapeutic approaches are central growth drivers for the bioprocessing market, which is of particular importance to Sartorius and comprises technologies used in biopharmaceutical manufacturing. Leading suppliers in this segment recorded strong growth in 2025, continuing the recovery that began in the previous year. The main driver of this development was the consumables business, while biopharmaceutical customers remained cautious about investing in new capacity, partly due to changing political and industry-specific conditions.

Laboratory Market

The global laboratory market reached approximately $86 billion in the reporting year and, according to estimates by market research firm SDi, is growing longterm at an average annual rate of roughly 4% (previous year: +5%).

Laboratory market growth is closely tied to R&D spending in the respective end markets. Laboratories in the pharmaceutical and biopharmaceutical industries form the largest and fastest-growing customer group. Academic and public research institutions, as well as laboratories in the environmental, food, diagnostics, chemical, semiconductor, electronics, and materials science sectors, also represent important end markets. Key growth drivers include increased investments in developing new drugs, rising automation and digitalization of laboratory workflows, stricter regulatory requirements in the pharmaceutical, environmental, and food sectors, and a stronger focus on sustainability and resource efficiency, which is prompting greater investment in modern analytics and quality assurance.

In 2025, industry growth was in the low single-digit percentage range according to analyst estimates, marking a recovery from the decline in the previous year. Leading manufacturers reported particularly strong performance in consumables, while demand for laboratory instruments – except in certain categories – remained subdued. Positive momentum came mainly from industrial end markets and a modest recovery in the pharmaceutical and biopharmaceutical sectors. In contrast, demand from academic and public research institutions and smaller biotech firms remained weak due to industry-specific and political uncertainties.

Competitive Environment

The competitive environment of Sartorius Stedim Biotech is characterized by relatively high entry barriers arising in part from the biopharmaceutical industry's strong degree of regulation and its technological complexity. In this environment, Sartorius Stedim Biotech operates as a total solutions provider, covering the core process steps in biopharmaceutical production and preceding process development. It has leading market positions in key technologies, especially in the areas of bioreactors, filtration, and the transportation and storage of liquids. In recent years, it has also specifically strengthened its range of solutions in the field of chromatography and for advanced therapies, and is now positioned here with a differentiated portfolio. The principal competitors of Sartorius Stedim Biotech are certain business units of Danaher Corporation, Merck KGaA, and Thermo Fisher Scientific Inc. These companies also offer a broad range of products and services that cover the main steps of the biopharmaceutical value chain. In addition, a number of other, often smaller companies in one or a few product segments are among the competitors of Sartorius Stedim Biotech, some of which are only relevant in certain regions.

Sources: BioPlan: 22nd Annual Report and Survey of Biopharmaceutical Manufacturing Capacity and Production, April 2025; Evaluate Pharma: World Preview 2025, August 2025; SDi: Global Assessment Report 2025, June 2025

2.4 Group Business Development

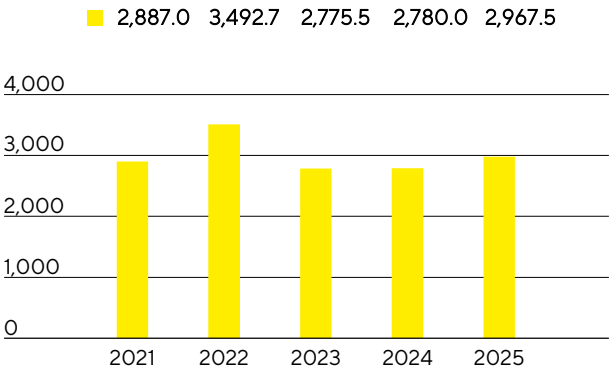
Sales Revenue

Sartorius Stedim Biotech recorded significant, profitable growth in 2025, building on the recovery momentum that began in fiscal year 2024. Sales revenue increased by 9.6% in constant currencies[1] to €2,967.5 million (organic[2]: +9.6%). Due to currency effects – particularly the US dollar – the reported revenue increase was 6.7%. This positive development was driven by the larger and higher-margin recurring business with consumables for the manufacture of biopharmaceuticals. Compared with a moderate prior-year base that had still been partially impacted by the reduction of elevated customer inventories, this business saw strong growth. As expected, sales of bioprocess equipment and systems continued to decline due to industry-wide investment restraint but showed increasing stabilization.

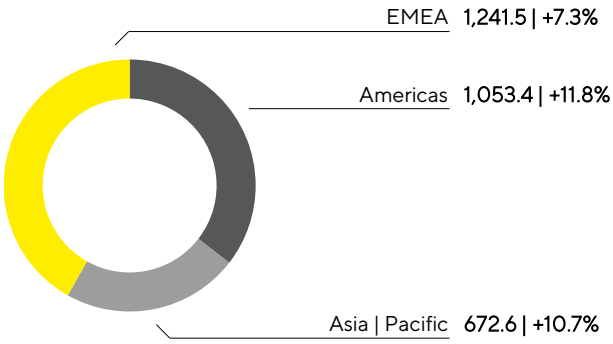
All business regions contributed to sales growth in 2025. In the EMEA region, which contributed around 42% to Group sales, revenue rose by 7.3% to €1,241.5 million. In the Americas region, momentum picked up noticeably after the decline in the previous year, leading to an 11.8% increase in sales revenue to €1,053.4 million. The region accounted for around 35% of Group revenue. In the Asia | Pacific region, revenue also grew considerably by 10.7% to €672.6 million, supported by a stabilization of business in China. The region contributed around 23% to Group revenue.

All growth rates for the regional development are in constant currencies unless otherwise stated.

Sales Revenue 2021 to 2025
€ in millions



Sales Revenue and Growth[1] by Region[3]
€ in millions unless otherwise specified



1 Constant currencies: Figures given in constant currencies eliminate the impact of changes in exchange rates by applying the same exchange rate for the current and the previous period.
2 Organic: Organic growth figures exclude the impact from changes in exchange rates and changes in the scope of consolidation.
3 According to customer location.

Costs and Earnings

In the 2025 reporting year, cost of sales rose at a slower rate than sales revenue by 3.1% to €1,622.2 million, resulting in an increase in gross profit to €1,345.3 million (previous year: €1,206.7 million). The gross profit margin rose to 45.3% after 43.4% in the previous year. The positive impact of volume and product mix effects, economies of scale, and optimized inventory management more than offset the dampening impact of US tariffs.

Operating costs also increased at a rate below that of sales revenue, reflecting the continued cost discipline supported by the efficiency measures implemented in 2024 and 2025. The extraordinary expenses associated with these measures were significantly lower in 2025 than in the prior year. Despite the higher level of sales revenue, selling and distribution costs were kept nearly stable, resulting in a decrease in the ratio of these costs to sales revenue to 16.1% (previous year: 17.3%). Research and development expenses fell to €133.1 million in the reporting year, corresponding to an R&D ratio of 4.5% (previous year: 5.2%). General administrative expenses rose by 8.1%, mainly due to a higher number of employees and salary increases, while the ratio remained unchanged at 6.1% (previous year: 6.1%).

Expenses and income that could not be allocated to a functional area were recognized in the balance of other operating income and expenses, which amounted to -€25.2 million in 2025 after -€43.6 million in the previous year.

The Group's earnings before interest and taxes (EBIT) increased by 41.9% to €525.7 million as a result of higher gross profit and lower operating expenses. The corresponding margin rose to 17.7% (previous year: 13.3%). In addition to depreciation and amortization, EBIT includes extraordinary items amounting to €70.0 million (previous year: €106.7 million). These mainly resulted from expenses related to efficiency measures, including larger group projects such as the S/4 HANA project, as well as restructuring expenses and those connected with the most recent acquisitions. The high comparative figure for 2024 was strongly influenced by extraordinary expenses in connection with an extensive efficiency program.

The financial result was -€152.5 million in 2025, compared to -€151.3 million in the previous year.

Tax expenses amounted to €107.3 million (previous year: €40.7 million). In relation to the reported earnings before taxes, the tax rate was 28.7% (previous year: 18.6%).

Net result increased by 49.0% to €266.0 million (previous year: €178.5 million), and the net result attributable to shareholders of Sartorius Stedim Biotech S.A. rose by 51.7% to €265.6 million (previous year: €175.1 million).

Statement of Profit or Loss

€ in millions	2025	2024	Δ in %
Sales revenue	2,967.5	2,780.0	6.7
Cost of sales	-1,622.2	-1,573.3	-3.1
Gross profit on sales	1,345.3	1,206.7	11.5
Selling and distribution costs	-479.0	-479.8	0.2
Research and development costs	-133.1	-144.1	7.6
General administrative expenses	-182.3	-168.7	-8.1
Other operating income and expenses	-25.2	-43.6	42.1
Earnings before interest and taxes (EBIT)	525.7	370.6	41.9
Financial income	40.2	45.4	-11.3
Financial expenses	-192.7	-196.7	2.0
Financial result	-152.5	-151.3	-0.8
Profit before tax	373.2	219.2	70.2
Income taxes	-107.3	-40.7	-163.3
Net result	266.0	178.5	49.0
Attributable to:			
Equity holders of SSB S.A.	265.6	175.1	51.7
Non-controlling interest	0.3	3.4	-90.5

Earnings

The Sartorius Stedim Biotech Group uses EBITDA - earnings before interest, taxes, depreciation, and amortization - as its key profitability indicator. To provide a complete and transparent picture of the Group's profitability, also in an international comparison, earnings are adjusted for extraordinary items (underlying EBITDA). More information on extraordinary items is provided in the notes under section '5. Operating Segments'.

Reconciliation between EBIT and Underlying EBITDA

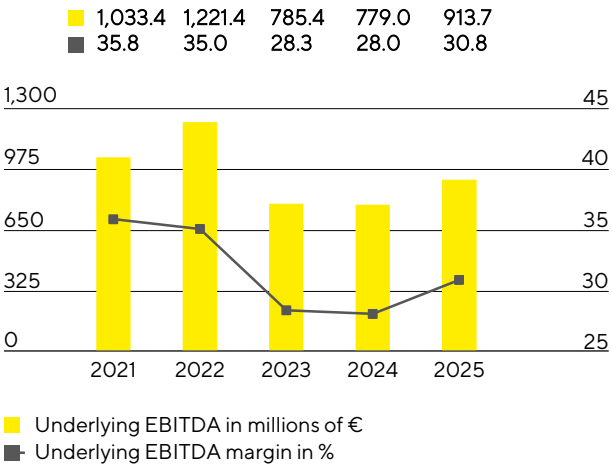
€ in millions	2025	2024
EBIT	525.7	370.6
Extraordinary items	70.0	106.7
Depreciation and amortization	318.1	301.7
Underlying EBITDA	913.7	779.0

Extraordinary Items

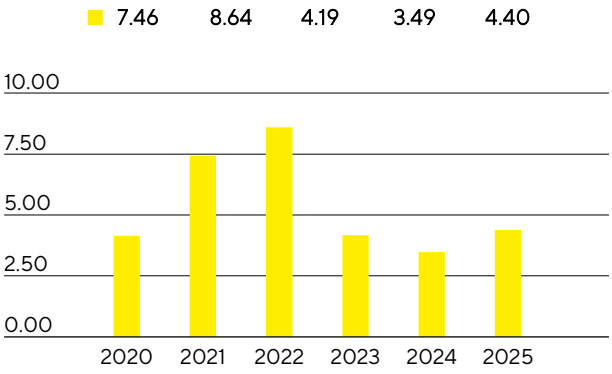
€ in millions	2025	2024
Efficiency measures	-61.5	-96.3
M&A projects | integration costs	-6.5	-7.8
Other	-1.9	-2.6
Group	-70.0	-106.7

Underlying EBITDA rose by 17.3% to €913.7 million in the reporting year. As a result, the margin increased significantly to 30.8% (previous year: 28.0%). Volume, product-mix, and scale effects more than offset negative currency impacts as well as the dampening effect of U.S. tariffs.

Underlying EBITDA[1] and Margin



Underlying Earnings per Share[2]
in €



1 Underlying EBITDA: Earnings before interest, taxes, depreciation, and amortization and adjusted for extraordinary items.
2 Profit for the period after non-controlling interest, adjusted for extraordinary items and amortization, as well as based on the normalized financial result and the normalized tax rate.

The underlying net result after non-controlling interest for the Group increased from €337.5 million in 2024 to €427.7 million in fiscal 2025. This figure forms the basis for profit appropriation and is calculated by adjusting for extraordinary items, excluding amortization of €112.6 million (previous year: €116.7 million), and is based on a normalized financial result and normalized tax rate (see Glossary). Underlying earnings per share increased by 26.0% from €3.49 a year earlier to €4.40.

Reconciliation between EBIT and underlying net result

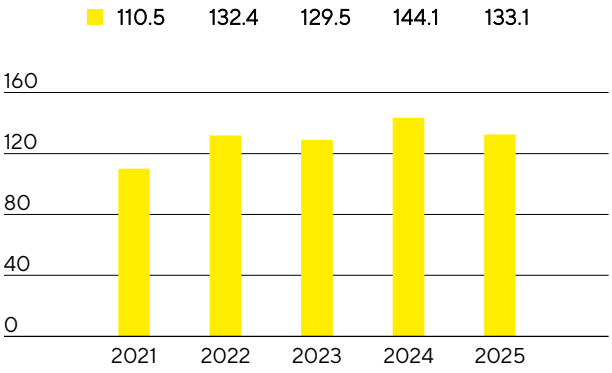
€ in millions	2025	2024
EBIT (operating result)	**525.7**	**370.6**
Extraordinary items	70.0	106.7
Amortization	IFRS 3	112.6	116.7
Normalized financial result[1]	**-129.9**	**-133.2**
Normalized income tax (26%)[2]	-150.4	-119.8
Underlying net result	**428.0**	**340.9**
Non-controlling interest	-0.3	-3.4
Underlying net result after non-controlling interest	**427.7**	**337.5**
Underlying earnings per share (in €)	4.40	3.49

1 Financial result excluding fair value adjustments of hedging instruments and currency effects relating to financing activities and change in valuation of earn-out liability.
2 Normalized income tax based on the underlying profit before taxes and amortization.

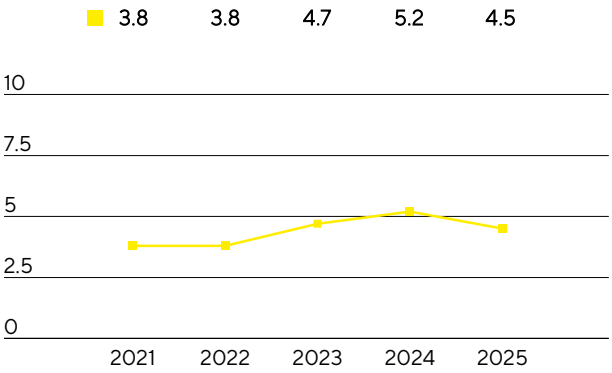
Research and Development

Sartorius Stedim Biotech expands its existing product groups through continuous innovations and further developments, while also enhancing its product portfolio by integrating new technologies and through cooperations. In 2025, the Group spent €133.1 million for research and development (R&D), corresponding to a decrease of 7.6% compared to the previous year. The ratio of R&D expenses to sales revenues was 4.5% (previous year: 5.2%). The gross R&D ratio of 7.5% was below the prior-year ratio of 8.0%; this ratio is even more meaningful for the assessment of innovation-related expenses and includes capitalized development costs of €90.7 million (previous year: €79.6 million) that are disclosed in the statement of financial position.

Research and Development Costs
€ in millions



Research and Development Ratio
in % of sales revenue



To protect know-how, Sartorius Stedim Biotech pursues a targeted intellectual and industrial property rights policy. The company systematically monitors compliance with these rights and reviews from a cost-benefit viewpoint whether it is necessary to continue to maintain individual rights.

The number of applications for intellectual property rights filed in 2025 totaled 218 compared with 158 in the previous year. As a result of the applications submitted in the past years, the Group was issued 374 patents and trademarks (previous year: 351). As of the balance sheet date, there was a total of 5,660 patents and trademarks in the portfolio (previous year: 5,398).

	2025	2024
Number of patent and trademark applications	218	158
Registered patents and trademarks	374	351

Capital Expenditures

In the reporting year, Sartorius Stedim Biotech continued its multiyear investment program, which, in addition to expanding research and production capacities, is aimed at further diversifying the production network and making it more flexible. Capital expenditure amounted to €393.2 million (previous year: €339.8 million), and the capital expenditure ratio was 13.3% (previous year: 12.2%).

One of the most important projects is the construction of a new facility in Songdo, South Korea. With this location, Sartorius Stedim Biotech aims to serve demand from the Asia | Pacific region even more efficiently and to increase regional value creation. Once completed, the plant will manufacture sterile consumables. Additionally, the new location, situated in the heart of a biopharma park, is planned to include a technology center for customer service and product demonstrations, as well as laboratory space. In terms of investment volume, the Songdo site was the largest expansion project in the reporting year and will also account for a significant portion of the planned investments in 2026.

In Germany, the company invested in Freiburg, where a competence center for components for the manufacture of cell and gene therapies is being established, and in Göttingen, where the expansion of capacities for membrane and filter production was further advanced. Both projects accounted for a significant portion of total investments in 2025, which is also likely to be the case in 2026 according to current plans.

In addition, at the Group's headquarters in Aubagne, France, the expanded production facility for sterile disposable bags as well as additional storage capacity and office space were put into operation.

Capital expenditures

in millions of € unless otherwise specified	2025	2024
Sales revenue	2,967.5	2,780.0
Capital expenditures	393.2	339.8
Capital expenditures as % of sales revenue	13.3	12.2

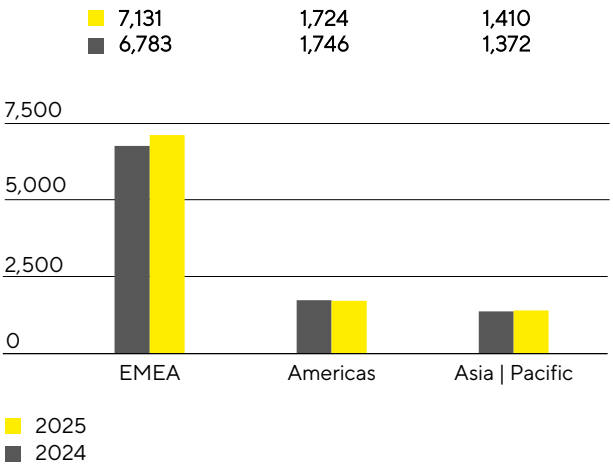
Employees

The following chapter contains information in grey that is typical for a management report and also covers reporting requirements under the ESRS.

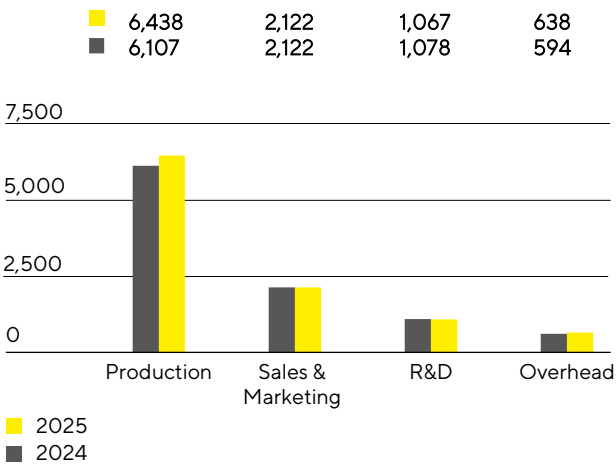
The following employee counts include all employees of the Sartorius Stedim Biotech Group, except for vocational trainees, interns, permanently absent employees, and employees in partial retirement. Employee counts are shown as headcount and not as full-time equivalents.

[ESRS 2 SBM-1.40 a) iii.] As of December 31, 2025, Sartorius Stedim Biotech employed a total of 10,265 people in 28 countries worldwide, an increase of 3.7% compared with December 31, 2024. This was mainly due to a higher number of employees in the production area.

Employees by Region



Employees by Function



[ESRS 2 SBM-1.40 a) iii.] The number of employees in the EMEA region rose by 5.1% to 7,131 in 2025 compared to December 2024. In France, Sartorius Stedim Biotech had 1,471 employees at the end of the reporting year, which corresponds to 14.3% of the total workforce.

In the Americas, Sartorius Stedim Biotech had 1,724 employees as of December 31, 2025, representing a decrease of 1.3%. The number of employees in the Asia | Pacific region rose by 2.8% to 1,410.

At the end of 2025, approximately 63% of all Sartorius Stedim Biotech employees worked in production. Headcount increased by 5.4% year over year to 6,438.

In marketing and sales, the number of employees remained unchanged at 2,122, accounting for around 21% of the total workforce.

Around 10% of all employees worked in R&D. This corresponded to a year-on-year decline of 1.0%, bringing the total number of employees to 1,067.

As of the reporting date, 638 people worked in administrative positions. This corresponds to an increase of 7.4% compared with the same date of the previous year and to 6% of all Sartorius Stedim Biotech employees.

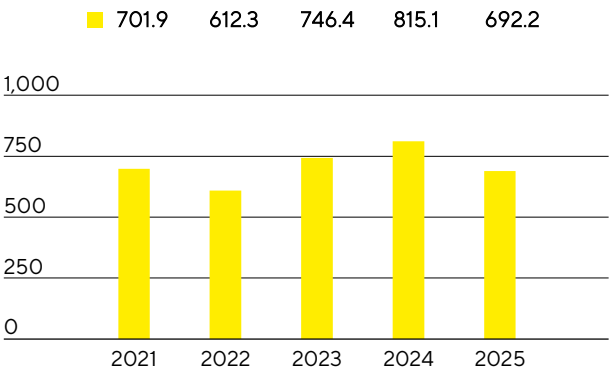
Further information on employees can be found in the Sustainability Statement.

2.5 Net Worth and Financial Position

Cash Flow

Cash flow from operating activities for the full year 2025 was solid at €692.2 million (previous year: €815.1 million), supported by higher operating earnings. When comparing with the previous year, it should be noted that the corresponding figure had benefited significantly from cash inflows related to the reduction of pandemic-related elevated inventories. In 2025, working capital[1] remained almost constant despite a significant expansion of business activities.

Net Cash Flow from Operating Activities
€ in millions



Against the backdrop of sustained growth drivers in the end markets and its long-term growth ambitions, Sartorius Stedim Biotech continued to consistently implement its long-term investment program. For example, the capacity expansion at the company's headquarters in Aubagne, France, was completed and put into operation in 2025. Cash outflow from investment activities and acquisitions totaled €397.7 million (previous year: €340.0 million). However, no acquisitions of businesses were made in either 2024 or 2025.

Cash flow from financing activities was -€542.8 million (previous year: €84.9 million), reflecting in particular the repayment of financial liabilities from cash holdings, interest payments made, and the dividend distribution for fiscal year 2024 in the amount of €68.0 million (previous year: €68.0 million). The prior-year figure also included effects from the capital increase of Sartorius Stedim Biotech S.A., as well as the related repayment of financial liabilities.

Cash Flow Statement

€ in millions	2025	2024
Cash flow from operating activities	692.2	815.1
- thereof change in net working capital	-35.7	214.2
Cash flow from investing activities and acquisitions	-397.7	-340.0
Cash flow from financing activities	-542.8	84.9
Cash and cash equivalents	426.1	678.9
Gross debt	2,599.3	2,869.5
Net debt	2,173.1	2,190.6

1 Sum of inventories and trade receivables.

Consolidated Statement of Financial Position

The balance sheet total of the Sartorius Stedim Biotech Group amounted to €7,984.0 million as of December 31, 2025, representing a decrease of €272.4 million compared with the prior year. This was driven by a reduction in current assets to €1,441.2 million (December 31, 2024: €1,741.0 million). The decline resulted mainly from lower cash and cash equivalents following the repayment of financial liabilities.

Non-current assets stood at €6,542.8 million (December 31, 2024: €6,515.4 million). While valuation effects from exchange rate movements and ongoing depreciation and amortization had a dampening impact, this was offset by an increase in property, plant, and equipment resulting from investment activities.

Key Working Capital Figures

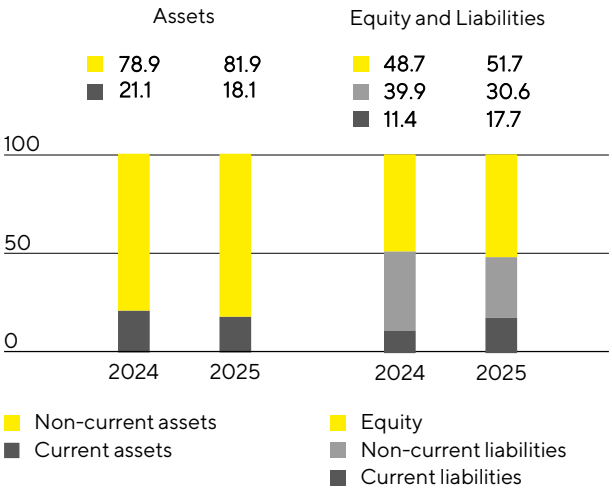
in days		2025	2024
Days inventories outstanding			
Inventories | sales revenue	x 360	84	89
Days sales outstanding			
Trade receivables | sales revenue	x 360	23	34
Days payables outstanding			
Trade payables and contract liabilities | sales revenue	x 360	54	68
Net working capital days			
Net working capital[1] | sales revenue	x 360	53	55

1 Sum of inventories and trade receivables less the trade payables and contract liabilities.

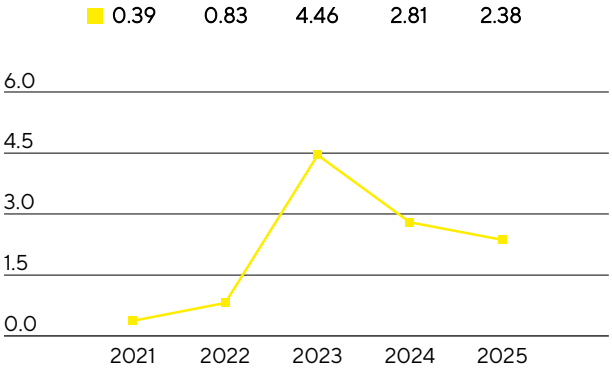
As of December 31, 2025, equity amounted to €4,126.2 million (December 31, 2024: €4,023.8 million). The corresponding equity ratio was 51.7% (December 31, 2024: 48.7%).

The Group's non-current liabilities declined from €3,293.8 million to €2,445.8 million in the reporting year, while current liabilities increased from €938.8 million to €1,412.1 million. This is mainly attributable to the fact that financial liabilities maturing in 2026 are now classified as current liabilities. In addition, financial liabilities were reduced by a total of €270 million in fiscal 2025, mainly due to the repayment of loans. Furthermore, the liability in connection with the possible acquisition of the non-controlling interests in Sartorius CellGenix GmbH, which are reported as other financial liabilities, are due in 2026 and are therefore classified as current.

Balance Sheet Structure
in %



Ratio of Net Debt[1] to Underlying EBITDA[2]



1 The net debt excludes the liability for the remaining purchase price for acquisitions; 2025: €71.3 million 2024: €79.6 million, 2023: €80.6 million, 2022: €245.1 million, 2021: €518.7 million
2 EBITDA includes underlying pro forma EBITDA contributed by acquisitions for this period.

Gross debt, mainly consisting of loans from the parent company Sartorius AG and its affiliate Sartorius Finance B.V., and lease liabilities, declined to €2,599.3 million as of December 31, 2025, compared to €2,869.5 million at the end of 2024. The main driver was the repayment of loans. Net debt, defined as gross debt less cash and cash equivalents, was €2,173.1 million, compared to €2,190.6 million a year ago.

In relation to the debt financing capacity of Sartorius Stedim Biotech, the ratio of net debt to underlying EBITDA is a key metric. It is calculated as the ratio of net debt to underlying EBITDA over the past 12 months, including the pro forma contributions of acquisitions during this period. As of December 31, 2025, this leverage ratio continued to decline, reaching 2.38 (December 31, 2024: 2.81).

Calculation of Net Debt and Ratio of Net Debt to Underlying EBITDA

€ in millions	2025	2024
Non-current		
Loans and borrowings	1,867.3	2,684.4
Lease liabilities	151.2	120.6
Current		
Loans and borrowings	557.3	39.5
Lease liabilities	23.4	25.0
Gross debt	2,599.3	2,869.5
Cash and cash equivalents	426.1	678.9
Net debt	**2,173.1**	**2,190.6**
Underlying EBITDA (12 months)	913.7	779.0
Ratio of net debt to underlying EBITDA	**2.38**	**2.81**

Financing | Treasury

Sartorius Stedim Biotech meets its operational and strategic financing needs through a combination of operating cash flows and the assumption of short-, medium- and long-term financial liabilities. The objective is to ensure financial flexibility and to reduce the Group's financial risks while optimizing associated financing costs (see Note 37 for details).

As of December 31, 2025, the Group`s financial flexibility was primarily supported by cash and cash equivalents totaling €426.1 million, along with a credit line of €260 million provided by the parent company Sartorius AG, of which €0.4 million have been utilized. The Group had access to short-term bilateral credit lines provided by banks until further notice at variable interest rates. These facilities totaled approximately €129 million and were not used to a material extent. Together, these resources ensure that Group entities have sufficient funds to cover any short-term financing requirements (see Note 41 for details).

Long-term funding instruments are mainly provided via loans by the parent company Sartorius AG and its affiliate Sartorius Finance B.V., an entity wholly owned and controlled by Sartorius AG. As at the reporting date, the outstanding loan agreements totaled €2.4 billion, all at fixed-interest rates, with a wide range of maturities extending up to 2035 (see Note 32 for details).

Key financial risks include foreign exchange risks and interest rate risks. The company uses currency hedging transactions to mitigate effects of exchange rate fluctuations from its global business activities (see Note 39 for details). At year-end, there were foreign exchange contracts with a volume of around €423.7 million, with a positive market value of €15.5 million. There were no interest rate hedges as of the reporting date (see Note 40 for details).

Assessment of Economic Position

The qualitative business forecast published in January 2025 was based on the assumption of a gradual recovery in the life science market. Against this backdrop, Sartorius Stedim Biotech aimed to achieve profitable growth and to generate a moderate increase in sales, which was to be driven primarily by recurring business with consumables. These assumptions were largely confirmed over the course of the year and were reflected in the quantitative forecast specified in April 2025. Based on the results of the first half of the year and the expected positive market development, management confirmed the outlook in July 2025. In October 2025, the forecast was refined with the presentation of the nine-month figures and taking into account the expected effects of existing tariffs. The final quarter showed the expected business momentum and a continuation of the positive trends of the third quarter, enabling the company to close the fiscal year as forecast.

For the year as a whole, revenue growth was primarily driven by recurring consumables business. This more than offset the continued subdued development in bioprocessing equipment and systems, which remained in decline but showed signs of increasing stabilization.

Due to the dynamics described above, Group sales revenue in 2025 rose by 9.6% in constant currencies to €2,967.5 million (reported: +6.7%), and the underlying EBITDA margin reached 30.8%. The results were thus in line with the forecast issued in October and exceeded the qualitative statements in the January forecast.

As planned, the ratio of net debt to underlying EBITDA fell to 2.38 in the reporting year and was therefore in line with the guidance issued in January and October.

At 13.3%, the ratio of capital expenditures to sales revenue was higher than the January qualitative forecast anticipated but in line with the October forecast.

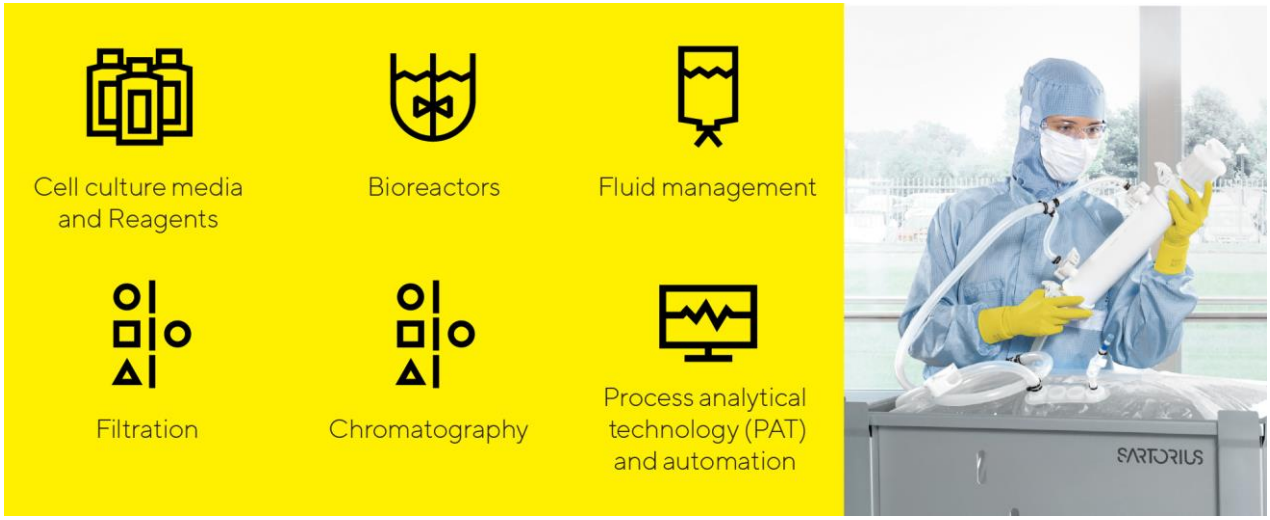
Projected | Actual Comparison for the Year 2025

	Actual	Guidance	Guidance	Guidance	Actual
	2024	January 2025	April/July 2025	October 2025	2025
Sartorius Stedim Biotech Group					
Sales growth[1]	0.6%	moderate increase	+ ~7% (+/-2pp)	+ ~9%	9.6%
Underlying EBITDA margin in %	28.0%	moderate increase	~30% to ~31%	~31%	30.8%
Net debt to underlying EBITDA	2.81	noticeable reduction	to decrease to approx. 2.5 at year-end	to decrease to approx. 2.5 at year-end	2.38
Capital expenditures as % of sales revenue	12.2%	approximately on par with previous-year level	~13%	~13%	13.3%

1 In constant currencies.

2.6 Products and Sales

Sartorius Stedim Biotech markets products and services for the entire process chain in biopharmaceutical production and preceding process development. The portfolio includes cell lines, cell culture media and reagents, bioreactors, a wide range of products for separation, purification, and concentration, and products and systems for the storage and transportation of intermediate and finished biological products. In addition, the company offers data analysis software for modeling and optimizing development and production processes.



In the reporting year, Sartorius Stedim Biotech expanded its portfolio with numerous new products designed to further increase productivity in drug manufacturing. Some examples are listed below. One focus was on supporting customers in the transition from batch production to intensified processes. To this end, the company launched a modular Pionic® platform, representing a system for integrated and continuous manufacturing processes developed in collaboration with customer Sanofi.

In the field of digital technologies, Sartorius Stedim Biotech has developed Biobrain® Operate, a cloud-based app for automation and process control that helps to further digitize production processes, reduce error rates and accelerate quality checks.

In the field of filtration, the company has introduced two new solutions: Sartopore® EVO is a PFAS-free alternative for sterile filtration that helps customers prepare their processes for possible PFAS regulations. At the same time, the new filter offers very low product losses and thus higher process efficiency for customers in final filling processes. Sartocon® Hydrosart, an advanced filtration solution for monoclonal antibodies, was also launched, enabling faster processes and reducing water consumption and operating costs.

In addition, Sartorius Stedim Biotech intensified its activities in the field of cell therapies, among other things with a minority stake in the US start-up Nanotein Technologies. The company develops innovative reagents for promoting cell activation and expansion, which are used in particular in the manufacture of cell therapies. As part of the collaboration, Sartorius Stedim Biotech is further developing these reagents and exclusively distributes Nanotein products worldwide.

Sales Activities

Sartorius Stedim Biotech markets most of its product portfolio directly. Sales activities for key accounts are coordinated and supported by global key account management.

Direct interaction with customers at various locations is a key focus. For example, customers visit Sartorius Stedim Biotech for regular audits and factory acceptance tests of their equipment and systems. In addition, technologies and solutions can be tested in a realistic environment and training provided in their use. In addition to these offerings and customer visits, the sales organization uses a variety of digital interaction options. For example, commissioning, product demonstrations, and trainings are carried out using virtual and augmented reality.

Another focus is on continually enhancing sales efficiency. This includes product and application training as well as specialist training for employees and the use of advanced data analytics and customer relationship management systems that support the targeted advancement of the sales pipeline.

Product Development

Development activities at Sartorius Stedim Biotech primarily focus on technology areas such as separation, fluid management, bioreactors, and sensors. Additional focus areas encompass developments in materials and components that include plastics, elastomers, and polymers; cell line development; and critical media components and reagents for protein-based, viral, and other advanced therapies. In addition, the division is continuously developing its range of applications for data analysis, particularly process analytical technologies, automation platforms, and solutions for AI-based process control and simulation.

The aim of product development is to integrate internally developed, acquired, or partnered products to complement the existing portfolio. The division is also working on further technological innovations to help customers improve process efficiency and reduce their environmental footprint. The ecodesign of products and packaging, based on the principles of circularity, is also intended to minimize the use of resources over the entire life cycle and create recyclable product solutions.

The largest product development location is Goettingen, Germany, in particular. Further important activities take place in France, India, the United States, and the UK, as well as in Sweden, Israel, and Slovenia.

Production

Sartorius Stedim Biotech has a global production network. The largest production facilities are located in Germany, France, and Puerto Rico. Beyond these locations, the company also manufactures in the UK, Belgium, Switzerland, Tunisia, India, the United States, China, Israel, and Slovenia.

In the reporting year, Sartorius Stedim Biotech expanded its production capacities in France considerably: In Aubagne, the central location for sterile single-use systems such as bags, tubing, and connectors for fluid management in biopharmaceutical production processes, the cleanroom space was nearly doubled. In addition to automated and digitized production lines, the plant now also has an automated logistics center and new laboratories for development, customer demonstrations, and training. The site is also ISCC Plus certified, which enables the company to source certified, renewable raw materials for the manufacture of plastic components, thereby reducing the proportion of fossil-based materials.

In Illkirch near Strasbourg, a state-of-the-art production facility for transfection reagents has also been built. These reagents are essential components for the manufacture of viral vectors for cell and gene therapies. After doubling its floor space, the plant now has production facilities, laboratories, and offices, as well as fully digitized manufacturing.

Further information on investments made can be found in the “Investments” section.

2.7 Risk Management Organization

Principles

Every business activity entails risks that have to be managed, and their management is a decisive success factor for the future development of a company's shareholder value.

The point of risk management is not to always eliminate every risk possible; rather, the company's approach is to intentionally take a certain measure of risk in business activities in order to be successful in unlocking opportunities. In this context, it is important to keep risks within acceptable limits and to continuously monitor and control them carefully. This understanding of risk management is also reflected in corresponding guidelines that ensure that risk assessments are taken into account in the decision-making processes from the very beginning.

At Sartorius Stedim Biotech, identification and management of risks is a cross-functional component of Group management. In this respect, Sartorius Stedim Biotech's risk management is integrated into the Sartorius Group organization. The risk management organization reflects a global functional organization in which individuals heading a functional area are each responsible for their own management of risks. The Finance & Controlling department ensures a regular reporting process and is responsible for the further development of the Group's risk management system as a whole (Central Risk Management function).

Organization

Overall responsibility for an effective risk management system lies with the Audit Committee. The coordination and further development of this system as well as the combined risk reporting are the responsibilities of Central Risk Management in the Finance department. However, the particular functional areas are responsible for identifying and reporting individual risks as well as for assessing their potential impact and for taking the appropriate countermeasures.

The Audit Committee monitors the effectiveness of the risk management system. Finally, the Internal Audit department regularly reviews the risk management process and system. The main results and findings of these audits are discussed in the Board and Audit Committee meetings. Any adjustments to the risk management system are implemented by Central Risk Management.

Insurance

Sartorius Stedim Biotech has taken out insurance policies to cover a wide range of risks where possible and economically advisable. These insurance policies include coverage against product liability, property damage, business interruption, and cyber, transport, and financial losses and provide comprehensive coverage for legal costs. The type and scope of insurance coverage are regularly reviewed and adjusted by an independent department in cooperation with an external insurance broker.

When selecting insurers, the Group considers particularly the credit rating of these entities as well as the target to achieve an appropriate degree of diversification of the insurer's portfolio to limit concentration risks.

Risk Management System and Risk Reporting

The risk management system of the Sartorius Group is documented in a Risk Management Handbook that applies throughout the entire Group and includes definitions of the framework, the structural organization, processes, risk reporting and monitoring, and controlling of the effectiveness of the risk management system. This Handbook is based on the ISO 31000 "Risk Management – Guideline" standard and the COSO standard (COSO = Committee of Sponsoring Organizations of the Treadway Commission). There are also a number of other sources that contain guidelines for dealing with risks, including the Articles of Association and rules of procedure of the Group companies and other internal guidelines. The Group's dynamic development over the past years and the increasing demands of customers and regulators meanwhile require that the guidelines and rules are adapted continuously. In recent years, a special focus has been placed on risks related to sustainability issues. Among other things, Central Risk Management was involved in the materiality analysis, which is relevant for sustainability reporting.

The reporting process in the risk categories subsequently described establishes the rules for the ongoing review and gathering of information on risk situations. If specific risks are identified, these are documented with respect to their assessment, probability of occurrence, and measures to be taken to eliminate such risks or to mitigate their impact. Assessment of risks is governed by the remaining net risk, after any risk-mitigating action has been taken. In addition, as soon as these risks reach defined size criteria, they are reported into the risk management tool. Central Risk Management aggregates these risks and informs the Audit Committee regularly on the Group's risk situation. This information includes a comparison of the risk portfolio with the risk-bearing capacity of the Group, determined on the basis of a rolling liquidity planning. An urgent reporting procedure is in place to ensure that when a new or emerging significant risk to the Group's net worth, financial position, and profitability is identified, the Audit Committee receives all of the necessary details without delay.

Sartorius Stedim Biotech has defined a risk matrix that categorizes the probability of occurrence and potential impact on the net profit into specific classes as follows:

Probability of Occurrence	
Remote	<10%
Possible	10% - 50%
Probable	50% - 75%
Very likely	>75%

Significance	
in millions of €	Impact on Earnings
Insignificant	<10
Moderate	10 - 50
Significant	50 - 100
Critical	>100

These two elements are combined to form the following matrix that indicates the importance of the individual risks for the Group:

>75%	low	medium	high	high
50 - 75%	low	medium	medium	high
10 - 50%	low	medium	medium	medium
<10%	low	low	medium	medium
Probability | Impact	<€10 million	€10 - 50 million	€50 - 100 million	>€100 million

Risk Factors

Overview

To structure risks in a meaningful way, four main categories have been defined: external risks, operating risks, financial risks, and compliance risks. Each main category is divided into several subcategories that are shown in the table below and further described in the following sections.

For the purposes of this report, the probability of occurrence of the risks has been assessed as shown below and, in the adjacent columns, classified according to their particular significance for the entire Group. The most significant risks in each category are marked with an asterisk.

Risk Category	Probability of Occurrence	Significance	Net Impact
External risks	Possible	Significant	Medium
Operating risks			
Procurement risks*	Possible	Significant	Medium
Production risks	Possible	Significant	Medium
Sales and distribution risks	Possible	Significant	Medium
Competitive risks	Possible	Moderate	Medium
Quality risks	Possible	Moderate	Medium
Research and development risks	Possible	Significant	Medium
Acquisition risks	Possible	Significant	Medium
Personnel risks	Possible	Moderate	Medium
IT risks	Possible	Significant	Medium
Financial risks			
Exchange rate risks*	Probable	Moderate	Medium
Interest rate risks	Probable	Moderate	Medium
Liquidity risks	Remote	Moderate	Low
Tax risks	Possible	Moderate	Medium
Litigation and Compliance risks			
Litigation risks	Possible	Moderate	Medium
Compliance risks	Possible	Moderate	Medium

After a detailed analysis of the overall risk situation, no risks threatening the continued existence of the company are recognizable from today's perspective or foreseeable for the future. The overall risk situation remained largely stable in the past financial year, while the direct and indirect risks from ongoing or possibly emerging geopolitical and global economic crises remain relatively high.

External Risks

General Risks

The last few financial years have been characterized by significantly increased volatility in customer demand compared to previous periods. After achieving average annual growth of around 15% (including acquisitions) over many years, Sartorius Stedim Biotech achieved exceptionally high growth rates in the years 2020 to 2022. The years 2023 and 2024 were characterized by a temporary decline in revenue due to the reduction in inventories at customers as well as the discontinuation of the coronavirus-related special business, and a subsequent normalization of business development. In 2025 Sartorius Stedim Biotech reached again profitable growth in the upper single-digit percentage rate and is expecting this normalization path to continue.

The indirect effects of the war on Ukraine – for example, increased inflation – impacted supply chains, and potential gas or energy shortages were overcome by the Group through a variety of measures. Price increases were introduced to compensate for the higher procurement costs. Regarding suppliers with energy-intensive production processes, safety stocks have been increased. Since the conflict is ongoing and the further development of the dispute and the indirect effects cannot be estimated, there is still uncertainty in this context.

Sartorius Stedim Biotech runs a cell culture media facility in Beit HaEmek in the northern part of Israel. Local production as well as transport and logistics have been maintained during the escalation of the conflict between Israel and Hamas. To strengthen resilience and safeguard delivery reliability, Sartorius Stedim Biotech has been working on building backup capacities for the products currently only manufactured at this site. Overall, from today's perspective the Group considers the business risk associated with the geopolitical situation in the Middle East to be low, considering also the moderate business volume of the products manufactured in Israel (<1% of Group revenue).

In 2025, the U.S. government introduced additional tariffs on imports from various countries. Currently, a tariff rate of 15% is applicable on most imports from the EU. The impact of the tariffs on Sartorius Stedim Biotech's net assets, financial position, and earnings is limited overall and will be mitigated by various compensatory and corrective measures. For example, the additional expenses are currently being passed on to customers for a large part of the deliveries affected by the increased tariffs. In addition, the Group manufactures a significant proportion of the products sold in the U.S. locally and can further increase the share of local value added if necessary. The US tariffs on imports from China do not significantly affect Sartorius due to the marginal imports from this region.

Uncertainty remains significantly elevated due to continued volatility and the unpredictability of further decisions by the U.S. government, as well as possible counter-reactions from its trading partners. The Group is continuously monitoring current developments and, against this backdrop, has intensively examined its supply chains, production sites and value streams in order to best position itself for potentially permanently increased tariffs. As a group headquartered in France, Sartorius does not see itself at a disadvantage in the competitive environment due to the regulated market environment in biopharmaceuticals and the global supply chains that are standard in the industry.

In addition to the above-mentioned conflicts, other events, such as natural disasters, may also have an impact on the Group's business activities. The largest sites in Germany and France do not face any major risks in this respect, while especially the production plant in Yauco, Puerto Rico, is exposed to the risk of severe hurricanes or earthquakes and could be impacted accordingly. This plant produces a wide range of products for the US market, and any major damage could therefore have a significant impact on the Group's earnings. By applying

the highest possible safety standards to the buildings and explicitly considering this risk in the warehousing and international production network strategies, Sartorius Stedim Biotech is reducing the related exposure.

Owing to the concentration of its business activities in the life science sector, the effect on Sartorius Stedim Biotech of general economic developments is lower than average. However, the importance of geopolitical and global economic risks for the Group's business activities has increased significantly in recent years. Developments in this regard are being observed, and measures to reduce risks are being initiated as early as possible.

Operational Risks

Procurement Risks

The company purchases a wide range of raw materials, components, parts, and services from suppliers and is consequently exposed to the risks of unexpected delivery bottlenecks and|or price increases. The global economic environment has led to price increases in nearly all areas. Price effects on the purchasing and customer sides largely offset each other, with the result that inflation did not have a significant negative impact on the Group's profitability. At present, price increases in most countries are back at a more moderate level. In fiscal 2025, Sartorius Stedim Biotech implemented an initiative to significantly improve delivery capability and optimize stock levels, thus making a significant contribution to securing financial targets.

In the field of supplier management, powerful tools and robust processes have been implemented in recent years to manage risks and ensure supply continuity. Important measures to reduce potential supply bottlenecks include maintaining safety stock levels and identifying alternative materials and suppliers. Consequently, the Group does not consider itself to be specifically dependent on individual suppliers. In addition, the Group regularly conducts supplier reviews and carefully monitors the delivery status and inventory coverage of critical raw materials.

The Group actively mitigates procurement risks arising from potential shortages of raw materials and components in the market. By concluding binding purchase agreements with suppliers, diversifying and nearshoring parts of its supplier base, and using intensified supplier collaboration the Group ensures continuous supply. Since 2023, and increasingly through 2024 and 2025, the Group has seen a continuing normalization of global supply-chains and an improvement in resilience in many areas. At the same time, geopolitical developments and market trends continue to be closely monitored and, if necessary, procurement strategies are adjusted.

In addition, Sartorius Stedim Biotech identifies and evaluates the supplier base in accordance with legal requirements (e.g, from the Supply Chain Due Diligence Act) as well as regarding compliance with internal and external sustainability standards. In the event of deviations, the process provides for a large number of measures that are coordinated with the suppliers concerned.

Production Risks

The Group manufactures a significant proportion of products that involve a high level of vertical integration (e.g, filters). Other products, such as fermenters and bioreactors, are manufactured in collaboration with suppliers so that some of the production risks are transferred to external third parties. Where products are manufactured internally, the Group bears the associated risks of capacity bottlenecks or overcapacity, production downtimes, excessive reject rates, and high levels of tied-up working capital, as well as dependency on individual manufacturing sites.

These risks are reduced by planning production capacities carefully, using versatile machines and semi-automated individual workstations in conjunction with flextime work schedules, and continuously monitoring production processes. Moreover, a global manufacturing network enables the Group to compensate partially for capacity bottlenecks by shifting production to other regional plants and to limit the dependency on individual local manufacturing sites. Strong demand volatility, as has been the case since the beginning of the coronavirus pandemic, can nevertheless lead to temporary over- or underutilization of production capacities, with corresponding positive or negative effects on profitability.

Some production processes use highly flammable or explosive materials. The improper handling of such materials can result in significant personal injury or damage to property and business interruptions. The Group has taken all necessary organizational and structural measures at the affected locations to mitigate this risk as much as possible.

Sartorius Stedim Biotech employs a range of raw materials, consumables, and supplies in its manufacturing processes, including chemicals, plastics, biologics, metals, electronic components, and packaging. Some production processes generate hazardous waste that must be recycled and disposed of in accordance with specific regulations. There is a risk that the Group may not adhere to the necessary legal requirements in this area. Environmental damages could have legal and financial consequences and affect Sartorius Stedim Biotech's reputation. To further enhance the Group's agility to fulfill legal requirements and meet industry expectations, platforms for environmental, health, and safety data have been implemented and are continuously improved.

The responsibility for compliance with all applicable regulations is generally carried out decentrally. The Environment, Health and Safety department provides support and conducts audits. To address environmental concerns and mitigate risks, Sartorius Stedim Biotech has established environmental management systems (in line with ISO 14001: 2015). Most of the Group's production sites, including several in Germany, France, India, Puerto Rico, and China, have achieved ISO 14001:2015 certification. These sites have appropriate measures in place to ensure compliance with legal and internal requirements and to continually introduce sustainable technical innovation to enhance environmental aspects of production processes.

Sales and Distribution Risks

Sartorius Stedim Biotech uses a variety of channels to sell and distribute its products around the world. The potential risks entailed are unexpected changes in the demand structure, growing price pressure, and non-compliance with supply agreements concluded with customers. In addition, credit risks can arise from customers defaults.

The financing environment for smaller biotech companies deteriorated after the end of the pandemic, leading to lower demand from this customer group. In addition, there has been declining demand in recent years as a result of the reduction of increased inventories on the customer side. In the past financial year, the business with consumables in particular recovered significantly and, as expected, led to profitable growth for the Group. (see chapter "Sector Conditions" on page 34 and 35 and "Forecast Report", page 69).

In the equipment business, customers continue to be clearly reluctant to invest. This is due, among other things, to the increased investments during the Corona pandemic, which have led to overcapacities and a current lower need for investment. On the other hand, equipment is increasingly being offered on the second-hand market as customers try to sell some of this equipment that was overbought during the Covid period.

The Group employs targeted market analyses to identify emerging demand trends in individual segments early on so that appropriate responses can be initiated. Technical innovations and the fact that a large number of the Group's products are used in validated production processes in the biopharmaceutical industry reduce the exposure to the risk of growing price pressure.

In the past fiscal year, the continued moderate demand in China had a slightly negative impact on business development. The reasons for this development are primarily to be seen in the continuing general market weakness and are therefore beyond the Group's control. Nevertheless, with its long-standing presence at several sites in China, Sartorius believes it is well positioned to participate in a positive development in the future.

Geopolitical crises often lead to trade restrictions or sanctions on certain products in individual countries or regions. A tightening of sanctions in the current conflicts or the adoption of further restrictions - for example, due to new crises - may therefore also lead to further restrictions on the Group's sales opportunities.

Sartorius Stedim Biotech sources its key customers from the pharmaceutical, chemical, and food industries. These customers are usually relatively large organizations that have been in existence for some time and have strong credit ratings and accordingly low credit risks. Most business areas have a highly diversified customer base, so the Group as a whole is not dependent on individual key accounts to any significant degree.

Competitive Risks

Sartorius Stedim Biotech has a strong competitive position in its core technologies and competes mainly with larger rivals sharing the status of a globally operating company. As the Group serves a large number of customers from highly regulated sectors like the pharmaceutical and food industries, and the technology barriers to market entry are fairly high, the probability of new competitors emerging within the short term is regarded as relatively low.

The fact that many of the Group’s products are used in validated processes, especially those in the biopharmaceutical industry, reduces the risk of losing significant market share within a short time frame. Conversely, the hurdles faced by Sartorius Stedim Biotech in winning clients from competitors in this industry are also higher.

Further risks could arise in the medium term from changes in the competitive environment, such as further consolidation in the markets or new competitors (e.g., in China). Sartorius Stedim Biotech has been continuously making acquisitions in recent years, thus further strengthening its market position and opening up new potential synergies. In addition, Sartorius Stedim Biotech systematically works on innovations in order to achieve or secure corresponding competitive advantages and to be able to offer technologies that are as differentiating as possible.

Quality Risks

Customers use Sartorius Stedim Biotech’s products in a wide range of critical production processes, including the manufacture of vaccines, medications, foods, and chemicals, as well as in research and development laboratories. The main risk encountered in these areas is non-compliance with specified quality criteria, impacting the performance of the products, which can lead to losses for the Group’s customers, for which the Group may be made liable through compensation claims. Especially in the field of vaccine or drug production, the damage caused can be significant, even if only small production volumes are lost on the customer side.

The company applies rigorous quality checks and advanced production methods and processes, such as clean room technology, where necessary, to ensure that all products satisfy the most stringent quality standards and high regulatory requirements. These manufacturing methods and processes are subject to constant review under the continual improvement processes and are optimized as requirements evolve. Quality control tests are implemented through in-process control tests and test procedures of final products to ensure that critical or essential product properties are continuously met. A rigid product release process ensures that only products will be shipped that are in compliance with the agreed specifications.

The effectiveness of the Group's quality system is confirmed through the successful completion of regular audits by customers as much as through implementation of certified quality systems compliant with ISO 9001 and, where applicable, with ISO 13485 or GMP (Good Manufacturing Practice) requirements to document the high level of quality achieved in Sartorius Stedim Biotech's products and processes. Irrespective of these measures, significant insurance coverage against product liability risks is maintained.

Sartorius Stedim Biotech is continuously expanding its product portfolio with new technologies and applications, not only through its own developments but also through collaborations with partners. To ensure that partners meet the required quality standards, a rigorous qualification process has been established. The Group also helps its partners to improve their quality systems when needed.

In addition, a traceability system has been established that enables the Group to efficiently identify and, if required, recall an entire production batch immediately. This minimizes the consequences in the event that a defect or non-conforming item is discovered in a product and ensures compliance with regulations. A complaint management system has also been installed to deal with customer requests promptly and to ensure efficient documentation.

In the addressed sectors, quality requirements are growing more and more stringent all the time, not least as a result of increasing requirements on protection of medical patients and on product safety by regulatory authorities. There is a risk that new regulations may be overlooked or be difficult to implement. Through the work on professional committees, and the membership in industry associations and standards committees, the Group actively takes part in drafting new standards and guidelines and is able to identify emerging requirements at an early stage and make the necessary preparations. These activities are continuously being expanded in order to be present in new fields of application and regulatory areas.

As a partner of the biopharmaceutical industry and health care providers, Sartorius Stedim Biotech can also be affected by underlying developments in these areas. In this context, the principle source of risk is the possibility that regulatory authorities, such as the U.S. Food & Drug Administration (FDA), the European Medicines Agency (EMA), and other national or international bodies, might adopt a more restrictive approach to the approval of new medications or medical devices of the Group's customers. Due to the breadth of the Group's product portfolio, an increasing number of relevant regulations have to be observed. This includes but is not limited to requirements from authorities like the Environmental Protection Agency (EPA) or the Department of Agriculture (USDA) in the USA, or the equivalent authorities in other countries. Sartorius Stedim Biotech ensures the implementation of the corresponding requirements through clear responsibilities and processes. Global initiatives to reduce or even ban the consumption of certain chemicals (e.g, PFAS) may have a significant impact on the Group's products, their applications, and availability of critical raw materials.

Failure on the part of Sartorius Stedim Biotech's customers to adequately comply with the regulations in force at any given time could delay approval processes or even reduce the number of newly approved drugs and thus also worsen the Group's future prospects in the medium term. With regard to its own products, the Group is also subject to extensive approval, registration, and reporting obligations in numerous countries. Failure to comply with the often complex requirements could result in sales or import bans as well as penalties. The functions responsible for regulatory affairs monitor the affected markets and implement measures if changes to its processes or products are required.

The Group is working to replace, as far as technically possible, raw materials or materials that could be affected by stricter regulation or prohibition in the future as part of new product developments or revisions.

R&D Risks

The Group devotes a considerable share of its resources to research and development. Potential risks in this area may arise from development results that diverge from market needs or application requirements and from exceeding planned development deadlines and budgets. These risks are substantially limited through trend monitoring and extensive proof-of-concept activities to de-risk product development, as well as project management, intensive R&D controlling, and early involvement of customers in the development process. In particular, the company ensures that proofs of concept and product designs are always reviewed promptly with regard to how well they meet customers' needs so products can be adapted accordingly as required. The continuous tracking of technology trends and competitor activities together with early-stage patent filing ensure the Group's technology and marketing position.

Acquisition Risks

The purchase of companies or parts of companies entail a number of typical risks, such as incorrect valuation assumptions, insufficient usage of anticipated synergy effects, and unsuccessful integration.

Sartorius Stedim Biotech takes various measures to reduce these risks. These include performing a thorough due diligence review of important areas and carrying out a comprehensive analysis of the market concerned. In addition, the Group involves external consultants and experts in the purchase or sales process as required. A special focus is on the construction of transaction contracts so that they adequately counter such risks, especially by clauses assuring specific characteristics, or by contractual warranty or guarantee provisions, as well as agreements on mechanisms for adjustment of the purchase price and on liability clauses. Appropriate insurance policies are taken out when necessary. Immediately after an acquisition has taken place, an integration phase is initiated in which any potential risks can likewise be detected as early as possible and prevented or minimized by taking the appropriate counteractions.

Sartorius Stedim Biotech has made significant acquisitions in recent years, especially in the areas of cell and gene therapy as well as biotechnologically processed tissue products (Advanced Therapies). The Group thus sees itself well positioned in these dynamically growing business areas. Nevertheless, investments in innovative and highly valued companies involve risks. If the targeted business area does not develop as expected or the acquisitions are not adequately integrated, this could have a negative impact on the Group's economic situation.

Personnel Risks

As an innovative technology company, Sartorius Stedim Biotech employs a large number of highly qualified employees. In this context, there is a risk of not being able to attract suitable employees in the future or of losing existing top performers. Sartorius Stedim Biotech prioritizes attracting, developing, and retaining talents to sustain its growth as an innovative technology group.

To mitigate the recruitment and retention risks of highly qualified staff, talent management and succession planning processes, clear career paths, employer branding activities and performance-based compensation packages are key to stay competitive in the market. To create an attractive corporate culture, the Group has defined corporate values, developed globally uniform management programs and created a brand identity designed to give all employees a reliable basis for collaboration.

Sartorius Stedim Biotech is countering demographic change primarily by training junior employees and promoting continuous learning for every employee, accompanied by appropriate performance development processes.

Organizational agility as a key factor for Sartorius Stedim Biotech to react on volatile business developments. Additionally, a skills framework supports to identify relevant skill trends and gaps within the organization. All elements are supported by a central digital HR platform to secure safe and stable processes as well as to enable decision making based on high-quality data.

IT Risks

The Group's business processes are supported by a wide range of specific IT systems and software applications. The technical IT infrastructure and the global network connecting the Group's locations play a decisive role in the operation and optimization of business processes.

However, the increasing dependence on these systems also harbors risks. Cyberattacks continue to pose a significant threat, which can lead to considerable restrictions and even failures of business processes. In the worst-case scenario, such attacks could lead to uncontrolled data loss or manipulation of data, as well as downtime and failure of applications, systems, and facilities.

To minimize these risks, the Group continuously invests in new and reliable technologies and ensures the safe operation of applications, systems, and plants. Since 2023 the Group holds an ISO 27001 certification, confirming the proper implementation of an Information Security Management System (ISMS) for operating the global IT infrastructure and application landscape.

Sartorius Stedim Biotech also works with certified IT security partners, with whom strategic concepts for IT security and efficiency are developed, and systems and equipment for security are tested in regular audits.

In the context of IT Security, Artificial Intelligence (AI) presents both risks and opportunities to the Sartorius Group. On one hand, attackers increasingly leverage AI to accelerate and refine their attacks, making them more sophisticated and harder to detect. On the other hand, Sartorius Group is leveraging AI-powered tools to identify threats faster and initiate targeted countermeasures automatically, strengthening overall security resilience.

Adjustments to the security strategy based on monitoring dynamic developments in risks and threats are continuously integrated and implemented in the system and application landscape. These measures provide reliable protection and make it possible to detect potential threats at an early stage and respond to them quickly and appropriately.

The Group involves employees in the security strategy by regularly providing them with basic, mandatory training and easy-to-implement but effective strategies for staying safe when using information technology and by encouraging them to report suspicious activities directly to the IT department for further investigation. This is also regularly tested by running Phishing Campaigns which confront all employees with real-life scenarios in a safe environment to reinforce the learning experience.

Financial Risks

The global nature of the Sartorius Stedim Biotech Group’s operations means that its business activities are exposed to financial risks. The most significant of these are exchange rate risks, interest rate risks, liquidity risks, and tax risks.

Exchange Rate Risks

As a consequence of its global business activities, the Group is exposed to risks arising from fluctuations in foreign exchange rates. Since more than half of consolidated sales revenue are generated in foreign currencies and, in turn, approximately two-thirds of this total revenue is in US dollars or in currencies pegged to the US dollar, the Group is positively or negatively impacted by currency effects when translating balance sheet items or profit and loss statement components. Other currencies of relevance to the Sartorius Stedim Biotech Group include the British pound, the Singapore dollar, the South Korean won, the Japanese yen, the Chinese renminbi, and the Swiss franc.

The global production network enables the Group to naturally offset a major share of foreign-currency revenues with corresponding foreign-currencies costs. For example, many products for the North American market are manufactured locally and therefore do not entail any material currency-related cost disadvantages compared to U.S. competitors.

The risk exposure is monitored continuously with a cash flow at-risk model in order to evaluate and steer the remaining risk based on the expected net exposure for the next 12 months and taking into consideration hedging transactions already executed. On this basis, a decision is made as to whether further derivative financial instruments, in particular spot, forward, and swap transactions, should be used to limit the maximum potential loss. Please refer to page 314 for further details on FX hedging.

Interest Rate Risks

The Group has concluded fixed interest agreements for about 95% of its debt instruments outstanding so that any changes in the interest rate will not have any meaningful effect on consolidated earnings. The remaining portion of the financing instruments outstanding as of the reporting date is subject to variable interest rates based on short-term money market rates. The Group constantly monitors interest rate trends and the Group's interest rate exposure and arranges for hedging transactions where it is considered necessary and financially advisable to do so for individual loans. As of December 31, 2025, the Group did not hold any interest rate derivatives in its portfolio of financial instruments.

Liquidity Risks

The general risk is that Sartorius Stedim Biotech will not be able to pay its creditors. In order to minimize those liquidity risks in the individual Group companies, on the one hand, and to optimize the Group's net interest income, on the other, a variety of long- and short-term financing instruments are used. With regard to loan maturities, Sartorius Stedim Biotech generally follows a risk-averse approach.

As described in chapter 2.11, the Group is largely financed by its majority shareholder Sartorius AG and other affiliated companies of Sartorius Group. Therefore, Sartorius Stedim Biotech depends on its controlling shareholder with regard to financing. Since Sartorius Stedim Biotech is generating a large portion (>75%) of the Sartorius Group's revenues, profits, and cash flows, the risk that the funding will be stopped is very limited.

In September 2023, the Sartorius Group issued long-term, unsecured, and fixed-rate bonds with a total volume of €3 billion. The bonds had maturities of between 3 and 12 years and interest rates ranging from 4.25% to 4.875%. The proceeds were used in particularly to refinance the bridge financing taken out for the Polyplus acquisition and for general corporate purposes. Sartorius Stedim Biotech has received corresponding loans by Sartorius AG and its affiliates. The interest rates and maturities are in line with those of the underlying bonds.

There are some bilateral credit lines in place on a smaller scale for individual Group companies. Furthermore, cash pooling agreements are used between selected Group companies as the primary instrument for managing liquidity within the Group.

On the level of the Sartorius Group and Sartorius Stedim Biotech Group, there are currently no financing agreements that include clauses regarding compliance with financial covenants, which would lead to early repayment in the event of non-compliance.

Tax Risks

Sartorius Stedim Biotech and its subsidiaries do business across the globe and are therefore subject to the tax laws and regimes of various countries. Regular audits by financial authorities are conducted in jurisdictions where the company is tax-resident. Changes in tax laws, rulings by the courts, and interpretation of the laws by the fiscal authorities or courts in these countries can result in additional tax expenses and payments and thus also affect the corresponding tax items in the statements of financial position and profit or loss. Risks can also arise from acquisitions, divestitures, restructurings, and other reorganizations.

To manage these risks the local financial organizations, supported by the Group Tax Department and external consultants in the respective countries, continuously monitor and analyze the tax framework. In addition, cross-border intra-Group transactions are managed and advised by the Group Tax Department.

Provisions are made for uncertain tax obligations based on estimates. The company believes it has adequately addressed all known tax risks and remains committed to compliance and a cooperative relationship with tax authorities in its tax strategy.

Litigation and Compliance Risks

Litigation Risks

Litigation risks for Sartorius Stedim Biotech can arise from pending or forthcoming legal disputes or from administrative proceedings. All judicial or extrajudicial disputes are attended to by the company's own attorneys and legal experts, who engage external lawyers as needed.

At present, there are no pending or discernible legal disputes or proceedings that have not been considered in the statement of financial position, whose occurrence is at least considered possible and that could have a substantial negative impact on the Group.

Compliance Risks

As a global company acting in numerous geographies and in a highly regulated market environment a high number of laws and regulations apply to Sartorius Stedim Biotech. Furthermore, the Group has developed a significant number of internal guidelines, procedures and manuals that are intended to support a compliant behavior and therefore also the business success of the Group. Due to the large number a high complexity of the applicable rules and regulations there is a risk that Sartorius Stedim Biotech fails to fulfill all relevant requirements which can ultimately lead to sanctions, financial losses due to penalties or fines, and reputational damage.

The Group has therefore implemented an integrated GRC organization which covers the elements of a compliance management system and a risk management system including the necessary internal controls. The key elements of this organization are described in the Compliance Management Handbook which sets a clear framework of how to deal with compliance risks, including roles and responsibilities, as well as the aggregation of the significant compliance risks into compliance risk categories. In addition to its support and oversight role within the compliance management system the Corporate Compliance team takes responsibility for overarching compliance risks (so-called integrity risks such as anti-trust, corruption and money laundering), whereas the majority of the compliance risk categories are allocated to specific functional managers (e.g. tax compliance or HR compliance).

Overall, the Group considers itself to be well positioned in the compliance area, whereas the formalization of the processes is not yet fully available and is expected to be improved over the coming years.

2.8 Internal Control Procedures

Introduction

The objectives defined by the Chairman of the Board for the internal control system of Sartorius Stedim Biotech are as follows:

- Prevent risks that would endanger the quality of the assets of Sartorius Stedim Biotech or even its existence;
- Ensure that the executive management activities, the transactions completed, and the conduct of employees comply with the guidelines defined by executive management, applicable laws and regulations, the fundamental values, standards, and internal rules of the business, and the ethical codes and conventions of the health care and life science industry;
- Ensure that accounting and financial information and management data provided to the executive management of the company accurately reflect the operations of Sartorius Stedim Biotech;
- Prevent risks arising from operations, errors, or fraud, especially in the accounting and financial area.

Scope of Internal Control

The internal control system described covers the parent company and its affiliates.

Components of Internal Control

Environment for Internal Control

The core of any business is its people (their individual attributes, including integrity, ethical values, and expertise) and the environment in which they operate. They are the engine that drives the organization and the foundation that supports the company.

Risk Assessment Process – Risk Mapping

The company must be aware of, and deal with, the risks it faces. It must set itself objectives and integrate them into its sales, production, marketing, finance, and other activities so that the organization operates in concert. It must also establish mechanisms to identify, analyse, and manage the related risks.

Control Activities

The following control activities are carried out at every level of the Group to ensure efficient internal control: checking the accuracy, completeness, authorization, validation, and recording of transactions and ensuring that different people discharge different duties so as to reduce the risk of errors or fraud.

Information and Communication

The availability of accurate, reliable, and complete information is essential both to achieve business objectives and to enable proper reporting to all parties concerned in compliance with the applicable laws and regulations.

Monitoring, Control, and Management

Responsibilities and authorities must be defined and understood at all levels of a company for internal controls to function effectively. Duties must be assigned in such a way that a person's work is always checked and approved by a different person. Where the size of the local unit concerned permits, responsibility for initiating, authorizing, recording, and processing transactions must always be assigned to different individuals.

Functional and local management are responsible for maintaining internal checks and internal controls at all times.

Internal Control Roles

Executive Management

The Chief Executive Officer is responsible for the development, operation, monitoring, and management of the internal control system at all levels and for providing the necessary assurances that these steps have been implemented.

Audit & Sustainability Committee of the Board of Directors

The Audit & Sustainability Committee is responsible for carrying out any necessary reviews and evaluations of the internal control procedures, including those relating to financial information. For further information about the Audit & Sustainability Committee, see page 235.

Risk Management

The Sartorius Stedim Biotech Group is inevitably exposed to a wide variety of risks by the nature of its operations around the world. Accordingly, a risk management system has been set up to help identify, assess, and manage these risks efficiently. Within this system, representatives from different business and functional areas regularly address issues related to the management of financial and non-financial risks (including environmental or social risks related to sustainability topics) in a quarterly reporting process. The risk typology is described on page 52. The Audit Committee of the Board of Directors is regularly informed by the Head of Controlling, who provides an overview of financial and non-financial risks to which the company is exposed. This organization enables management to take appropriate actions, as the CEO attends the Audit & Sustainability Committee as a guest.

Corporate Compliance

The Corporate Compliance department, led by the Chief Compliance Officer, is responsible for the design, implementation, and ongoing operation of the Group-wide Compliance Management System (CMS) through the provision of guidelines, processes, continuous consulting, training, and investigative oversight, as well as the further development and adaptation of the CMS to new risks and developments. In addition, the Corporate Compliance department takes responsibility for specific overarching compliance risk categories (so-called integrity risks, such as antitrust, corruption, and money laundering). The Chief Compliance Officer reports to the Audit & Sustainability Committee of the Board of Directors at least once per year. Internal Auditing Department

Internal Audit strengthens the ability of Sartorius Stedim Biotech to create, protect and sustain value by providing the Board with independent, risk-based and objective assurance, advice, insight and foresight.

Internal Audit enhances the company in :

- Successful achievement of its objectives,
- Governance, risk management, and control processes,
- Decision-making and oversight,
- Reputation and credibility with its stakeholders and
- Ability to serve the public interest.

Based on the annual audit plan approved by the Audit & Sustainability Committee of the Board of Directors, the Internal Audit Department (IA) evaluates the effectiveness of the organization's governance, risk management, and the internal controls in all Sartorius Group companies. As part of the internal control system, IA contributes to the compliance with internal and external rules and standards. Based on the internal audits performed during the year, IA compiles major findings and respective recommendations, which are presented to the Audit & Sustainability Committee of the Board of Directors.

Finance and Controlling Departments

The Finance and Controlling departments track and monitor operations and projects to optimize the Group's profitability and cash flow, providing both internal and external stakeholders with reliable information.

These two departments define the Group's accounting rules and methods and its core financial processes (multiyear business plan, budget, etc.) as well as reporting tools in order to monitor and support the day-to-day business.

Procedures for Preparing the Group Financial Statements and Other Accounting and Financial Information

The accounts of affiliates are prepared in accordance with the Group's accounting policies. The data is then adjusted, where necessary, to produce company accounts that comply with the applicable local legal and tax provisions. Integrated consolidation software is used both for management reporting purposes and to produce the Group financial statements.

The Group has implemented a hard-close process in order to anticipate and improve the preparation of the annual financial statements and the relative annual audit.

Accounting Standards

The consolidated financial statements are prepared in accordance with IFRS (International Financial Reporting Standards) as currently adopted by the European Union. The consolidated financial statements comply with accounting rules and methods as detailed in the notes to the consolidated financial statements.

Roles of the Group's Finance and Controlling Departments

The Finance and Controlling departments check the quality of the reporting packages submitted by affiliates, for example, by verifying principal movements between the opening and closing balance sheets to prepare the cash flow statement. Furthermore, a significant number of controls is already included in the consolidation software, so that data consistency can be ensured by automatic validations.

The Finance department also verifies the results of procedures, including currency translation, intercompany eliminations, etc.

Key points of review include the preparation and validation of the statement of changes in shareholders' equity and the cash flow statement.

Financial Information and Reporting

The Group's rules and procedures in relation to financial reporting and accounting are set out in the Financial Reporting Manual. Application of and compliance with these principles, rules, and procedures are the direct responsibility of the Finance Director of each affiliate. They must ensure that information provided via the Management Information System fully complies with all applicable disclosure requirements.

Executive management has developed policies and procedures over the financial reporting process at both local and group level that aim at ensuring compliance with local accounting standards, IFRS and Group Financial Reporting standards.

Code of Conduct and Anti-Corruption Code

The Sartorius Code of Conduct defines the requirements for responsible conduct by all employees of the Sartorius Stedim Biotech Group. The Code provides employees with guidance - for example, on human rights, international social and environmental standards, conflicts of interest, and other general standards - and helps them to act in a legally correct and ethically appropriate manner in their daily work.

In addition, Sartorius has implemented an anti-corruption code. The Sartorius Anti-Corruption Code is intended to serve as the basis for sensitizing all employees to the dangers of corruption and, at the same time, to serve as a guideline, manual, and aid in the fight against corruption. For example, it governs the handling of gifts/presents and addresses sponsorships/donations, which are further specified in a dedicated guideline.

The company ensures that employees are familiar with the content of both codes by requiring them to take part in a regular mandatory online training course.

The company also expects its business partners to comply with internationally recognized social and environmental standards, to abide by the laws, to uphold the tenets of fair competition, and to respect human rights. These requirements are set forth in the Code of Conduct for Business Partners.

A whistleblower system ensures that anyone inside or outside Sartorius can report established or soundly suspected breaches of applicable laws, standards, and regulations and internal policies and guidelines. Sartorius provides various channels for this purpose, which are available around the clock in various languages and can also be used anonymously. The Corporate Compliance department can be contacted face-to-face, via a telephone hotline, the department's electronic mailbox, or the whistleblower portal. The reporting channels can be found on both the intranet and the external website.

The company monitors compliance with the provisions of the codes as part of its compliance management system, and once a year, a report is submitted to the Audit Committee of the Board of Directors.

Compliance Management System

The Sartorius Group's compliance management system is designed to ensure compliance with legal and regulatory requirements in order to protect the company from sanctions, financial losses, and damage to its reputation. At the same time, it contributes to the quality of Sartorius products and the long-term success of the company. To ensure compliance within the Sartorius Group, Sartorius has implemented a Group-wide standard that is described in a Compliance Management Handbook. This handbook summarizes the responsibilities and authorities of specific functions and sets out the processes for efficient cooperation between them.

Corporate Transactions

The company complies with Regulation (EU) No. 596/2014 of the European Parliament and of the Council of April 16,2014, on market abuse (the "Market Abuse Regulation") and the AFEP-MEDEF Code, as amended in December 2022. Thus, transactions involving the purchase or sale of the company's securities or financial instruments are prohibited during the periods between the date on which managers, persons considered managers under the law, and any person having regular or occasional access to privileged information are aware of precise information on the course of business or prospects that, if made public, could have a significant influence on the price and the date on which the information is made public. In addition, pursuant to Article 19 of the Market Abuse Regulation, these transactions are also prohibited for a period of 30 calendar days prior to the date of publication of the company's annual and half-yearly financial statements.

In addition, transactions in the company's shares by the persons referred to in Article L. 621-18-2 of the French Monetary and Financial Code must be reported to the Autorité des Marchés Financiers (the "AMF") in accordance with the procedures and time limits set out in Article 223-22-A et seq. of the AMF's General Regulations and Article 19 of the Market Abuse Regulation. These statements are available on the AMF website (www.amf-france.org).

During the year ended December 31, 2025, the members of the Board and persons mentioned in Article L.621 – 18 – 2 of the French Monetary and Financial Code carried out the following transactions on the company`s shares:

Date of the transaction	Details of the person discharging managerial responsibilities / person closely associated	Description of the financial instrument	Nature of the transaction	Aggregated information of price and volume
10/12/2025	Sartorius AG (person closely associated to the Directors Michael Grosse, René Fáber and Lothar Kappich)	Share	Sale	Price per share: € 211.10 Volume: 750,000 shares

The transaction did not result from the exercise of a stock option program, bonus, or performance share grant, but was an intercompany transaction within the Sartorius Group. In this context, Sartorius AG sold 750,000 shares of Sartorius Stedim Biotech S.A. to its wholly owned subsidiary, Sartorius Lab Holding GmbH. The purpose of the transaction was to increase equity in Sartorius AG's separate financial statements, thereby strengthening the basis for future distributions. This transaction has no impact on the consolidated financial statements of either Sartorius Group or Sartorius Stedim Biotech Group.

In accordance with the recommendations of the AFEP-MEDEF Code and the Autorité des Marchés Financiers Recommendation No. 2010-07 of November 3, 2010, hedging transactions of any kind on the company's shares with regard to stock options are prohibited.

Mid-Term Prospects

The Group will continue to work on integrating its risk management system, compliance management system and internal controls into a holistic GRC (Governance, Risk, Compliance) concept. This process is based on elements of the AMF Internal Control Reference Framework.

2.9 Forecast Report

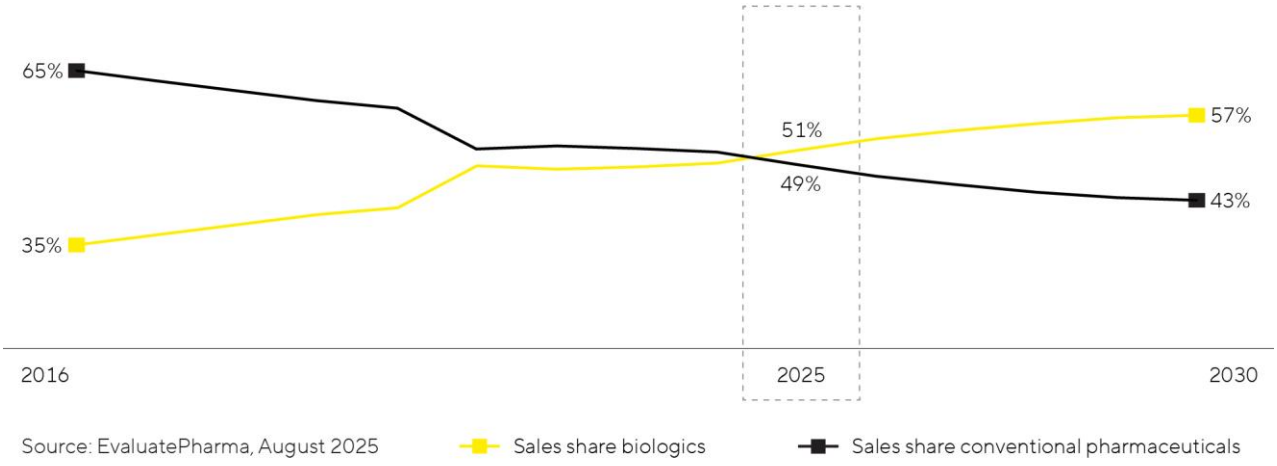
Biopharmaceutical Market

Growth in the pharmaceutical industry continues to be driven by robust long-term trends and is largely independent of economic cycles. According to estimates by IQVIA, the global pharmaceutical market is expected to grow by 5% to 8% (previous year: 5% to 8%) annually through 2029. Within this market, the biopharmaceutical segment has been expanding at an above-average rate for many years and is expected to continue outperforming overall market growth. Forecasts project average annual growth of around 10% in the coming years. The global pharmaceutical market for prescription drugs is forecast to reach a market volume of around $1 trillion by 2030, meaning that the share of biologically manufactured drugs and vaccines in total sales could rise from the current 51% to 57%.

Key growth drivers include increasing demand for medications resulting from the world's growing and aging population, as well as significant catch-up potential and improved access to biopharmaceuticals in emerging markets. The number of approved biopharmaceutical medicines continues to rise, and biopharmaceuticals are increasingly being deployed in therapeutic areas that are not yet fully explored, including the treatment of rare diseases that were previously incurable. The pharmaceutical industry is also placing a stronger focus on advanced therapies, such as cell and gene therapies, as well as biotechnologically processed tissue products.

The rising demand for medications and the growing diversity of therapeutic approaches are leading to higher production volumes and increased investment in additional manufacturing capacity among biopharmaceutical producers. This continues to be a key growth driver for the bioprocessing market. At the same time, the biopharmaceutical industry faces mounting cost pressures, amplifying the importance of innovations that enhance flexibility and efficiency in biopharmaceutical research and manufacturing. According to BioPlan, drug manufacturers are expected to make greater use of flexible single-use technologies, which are particularly cost-effective for small batch sizes compared with traditional stainless-steel systems. To address evolving industry challenges, pharmaceutical companies are increasingly adopting digitalization and automation, along with innovative software solutions that enable improved process control and optimization. Another important trend is process intensification, where the integration of multiple process steps allows the production of larger quantities of higher-quality products in shorter timeframes.

Biopharmaceuticals are Gaining Importance - Growing Share of Sales in the Global Pharmaceutical Market



Laboratory Market

According to estimates by market research firm SDi, the global market for laboratory instruments and consumables is expected to grow by around 4% (previous year: +5%) annually in the coming years, reaching approximately $101 billion by 2029.

Pharmaceutical and biopharmaceutical companies are expected to remain the strongest demand drivers among end markets – supported by continued discovery and approval of new drugs as well as the high pace of scientific and technological innovation. EvaluatePharma anticipates that sector-specific R&D expenditures will increase by 2.9% (previous year: +3.3%) annually between 2024 and 2030, reaching $343 billion.

Academic and public research institutions, laboratories in the environmental, food, and diagnostics sectors, as well as industrial markets such as chemicals, semiconductors, electronics, and materials science, also represent important end-customer segments. Beyond overall end-market growth, demand in these sectors is being driven by increasing investment in the automation and digitalization of laboratory processes, stricter regulatory requirements, and a stronger focus on sustainability and resource efficiency. This is resulting in rising investment in modern analytics and quality assurance solutions.

Sources: BioPlan: 22nd Annual Report and Survey of Biopharmaceutical Manufacturing Capacity and Production, April 2025; Evaluate Pharma: World Preview 2025, August 2025; SDi: Global Assessment Report 2025, April 2025

Future Business Development

The positive business development in 2025 confirms the assessment of the management that the dampening short-term industry factors are losing momentum, while the structural growth drivers of the life science market are regaining importance. Against this backdrop, the Group enters 2026 in a phase where the industry is back on track, even if it has not yet fully reached its long-term growth level, especially in terms of demand for equipment. Given the early stage of the fiscal year and to account for the continued high macroeconomic and industry-specific volatility, management has deliberately set a broad guidance range. The lower end of the range reflects a cautious scenario in which market conditions weaken. However, the management currently expects market dynamics to continue normalizing and positive trends to continue.

For fiscal year 2026, Sartorius Stedim Biotech expects sales revenue to increase by between around 6 and 10 percent in constant currencies, including a contribution of around 1 percentage point from US tariff surcharges. Growth will be mainly driven by the consumables business, while the equipment business is expected to remain at least stable. The underlying EBITDA margin should increase to slightly above 31 percent, driven by volume and scale effects (PY: 30.8 percent).

The ratio of capital expenditures to sales revenue is expected to remain at a similar level to 2025 (PY: 13.3 percent). This reflects the continued targeted investments in research and production capacities, technologies, and innovation supporting the Group's mid-term growth ambitions. Excluding potential capital measures and/or acquisitions, management expects the ratio of net debt to underlying EBITDA to be slightly above 2 (PY: 2.38).

Forecasts have been prepared based on historical information and are consistent with accounting policies. All forecast figures are based on constant currencies, as in previous years. Due to the continued high dynamics and volatility across the life science industry, the forecast remains subject to greater uncertainty, which is reflected in the current forecast range. Potential additional U.S. tariffs are likewise not included.

The management of Sartorius Stedim Biotech is convinced that the company's strong market position, resilient business model, and consistent focus on customers, innovation, and operational excellence provide the foundation for executing the company's growth ambitions and continuing to achieve profitable growth in the medium term.

2.10 Management Report of the Parent Company Sartorius Stedim Biotech S.A.

Financial Statements of the Parent Company as of December 31, 2025

Sartorius Stedim Biotech S.A. is the parent company of the Sartorius Stedim Biotech Group. The company is a mixed holding company. The company is managing the investments of the Group and real estate for the French companies.

In 2025, sales revenue generated at Sartorius Stedim Biotech S.A. was €1.8 million compared to €2.2 million in 2024. The operating loss amounted to -€6.4 million versus -€5.7 million in 2024. The net financing income totaled €72.1 million versus €109.4 million in 2024.

The net profit for 2025 amounted to €57.3 million compared to €100.2 million in 2024.

Appropriation of the Net Profit

The ASM will suggest appropriating the net profit of €57,326,608 for the reporting year of 2025 as follows:

- The following amount is to be added to this balance: Cumulated profit carried forward: €163,118,941

This would yield a distributable profit of €220,445,549

- Total amount of dividends to be disbursed to shareholders: €67,134,529 excluding treasury shares
- Balance resulting from disbursement: €153,311,020

The remaining amount of €153,311,020 is to be carried over to the next year.

Dividends of the Last Three Financial Years (Information Updated as of December 31, 2025)

The table below lists the amount of the dividend distributed since 2022, as well as the applicable tax provisions.

Financial years ended	Dividend[1]	Amount eligible for the 40% abatement	Amount not eligible for the 40% abatement	Dividend per shares[1]
Dec. 31, 2024	67,129,348	67,129,348	0	0.69 €
Dec. 31, 2023	67,146,006	67,146,006	0	0.69 €
Dec. 31, 2022	132,721,775	132,721,775	0	1.44 €

1 Prior deduction of social contribution on the dividend paid to physical person.

Proposition of Dividend for the Fiscal Year 2025

The Board of Directors has decided to propose at the next Annual Shareholder's Meeting on March 24, 2026, a net dividend of €0.69 per share for the fiscal year 2025; the same as was distributed for 2024

The dividends are distributed to the shareholders based on the proportion of the capital they hold.

If approved, the dividend will be paid on April 2, 2026.

Dividend Distribution Policy

The company has a policy of dividend distribution that is linked on the one hand to the Group's profit over the fiscal year concerned, and on the other hand to the Group's predictable evolution and profitability.

On March 25, 2025, the Shareholders' Meeting voted a net dividend of €0.69 per share. The payment of the dividend was made on April 4, 2025.

Dividends and interim dividends paid and unclaimed are prescribed in favor of the State five years after their date of payment (article 2277 of the Civil Code).

Elements Likely to Have an Impact in the Event of a Public Offer

According to article L. 225-100-3 of the French Commercial Code, an element is likely to have an impact in the event of a public offer: The first shareholder of Sartorius Stedim Biotech S.A. holds a significant percentage of its capital and voting rights.

Sartorius Stedim Biotech S.A. Share Capital

Share Capital as of December 31, 2025

As of December 31, 2025, the share capital amounted to nineteen million four hundred and sixty-six thousand eighty-one euros (€19,466,081). It is divided into ninety-seven million three hundred and thirty thousand four hundred and five (97,330,405) shares worth twenty-euro cent (€0.20) each, all fully subscribed and paid up (Heading I, Article 6 of the bylaws), all of which are entitled to the dividend for the fiscal year 2025, with the exception of shares held by the company.

Year end	Nature of the transaction	Share par value	Share capital increase	Share premium	Number of new shares	Number of shares after the transaction	Share capital after the transaction
Year 2020						92,180,190	18,436,038.0
Year 2021						92,180,190	18,436,038.0
Year 2022						92,180,190	18,436,038.0
Year 2023						92,180,190	18,436,038.0
Year 2024	Capital increase	0.20	1,030,043.0		5,150,215.0	97,330,405	19,466,081.0
Year 2025						97,330,405	19,466,081.0

Sartorius Stedim Biotech S.A. Shareholdings as of December 31, 2025

Situation of Sartorius Stedim Biotech S.A. Shareholdings

Shareholders	Shares	Voting rights
More than 50%	Sartorius AG	Sartorius AG
More than 10% but less than 50%	None	None
More than 5% but less than 10%	None	None

Over the past three years, the ownership of Sartorius Stedim Biotech S.A. share capital was as follows:

	December 31, 2023			December 31, 2024			December 31, 2025		
Shareholders	Number of shares	% of share capital	% of voting rights	Number of shares	% of share capital	% of voting rights	Number of shares	% of share capital	% of voting rights
Sartorius AG	67,844,071	73.6%	84.6%	69,560,810	71.5%	83.0%	68,810,810	70.7%	82.5%
Single voting rights				1,716,739	1.8%	1.0%	1,716,739	1.8%	1.0%
Double voting rights	67,844,071	73.6%	84.6%	67,844,071	69.7%	82.0%	67,094,071	68.9%	81.4%
Sartorius Lab Holding GmbH							750,000	0.8%	0.5%
Single voting rights							750,000	0.8%	0.5%
Total Sartorius Group	**67,844,071**	**73.6%**	**84.6%**	**69,560,810**	**71.5%**	**83.0%**	**69,560,810**	**71.5%**	**82.9%**
Treasury shares	15,191			30,583			33,986		
Personnel and other shareholders									
General public	24,320,928	26.4%	15.4%	27,739,012	28.5%	17.0%	27,735,609	28.5%	17.1%
Single voting rights	23,912,719	25.9%	14.9%	27,350,997	28.1%	16.5%	27,366,346	28.1%	16.6%
Double voting rights	408,209	0.4%	0.5%	388,015	0.4%	0.5%	369,263	0.4%	0.4%
Total shares	**92,180,190**	**100.0%**	**100.0%**	**97,330,405**	**100.0%**	**100.0%**	**97,330,405**	**100.0%**	**100.0%**

Legal Disclosure of Thresholds Crossed

There was no crossed threshold declared in 2025.

	Shares	% Issued Capital	Voting rights	% Voting rights
Sartorius AG	68,810,810	70.7	135,904,881	82.5
Sartorius Lab Holding	750,000	0.8	750,000	0.5
Total Sartorius Group	**69,560,810**	**71.5**	**136,654,881**	**82.9**

Control of the Company as of December 31, 2025

Sartorius AG holds, directly or indirectly, 71.5% of the share capital and 82.9% of the outstanding voting rights. Treasury shares are without voting rights.

Staff Shareholdings

None

Treasury Shares Held by Sartorius Stedim Biotech S.A.

33,986

Unpaid Capital

None

Authorized but Unissued Capital

None

Securities Not Representative of the Share Capital

None

Authority Granted by the Annual Shareholders' Meeting to the Board of Directors Still Valid

Delegation granted for increase in capital by the Shareholder's Meeting to the Board of Directors

Object - Duration	Limit	Use in 2025
Ability to issue shares and/or securities giving access to the share capital of the Company and/or securities giving the right to the allotment of debt instruments, with preferential subscription rights of the shareholders (EGM 25/03/2025 – Resolution n°19) Granted for a period of 26 months as from 25/03/2025	The limit is €6,000,000 (maximum nominal amount of the increase of the share capital) and €2,000,000,000 (maximum overall limit of the maximum nominal amount of the debt instruments); it being specified that the limits of the nominal amount of debt instrument issued, with or without preferential subscription rights of the shareholders, set in the twentieth (20th), twenty-first (21st) and twenty-fourth (24th) resolutions submitted to this Shareholders' Meeting shall be deducted from this overall limit.	None
Ability to issue shares and/or securities giving access to the share capital of the company and/or securities giving the right of the allotment of debt instruments, without preferential subscription rights of the shareholders – through public offerings, other than those referred to in the Article L. 411-2 of the French Monetary and Financial Code (EGM 25/03/2025 – Resolution n°20) Granted for a period of 26 months as from 25/03/2025	Autonomous limit of €6,000,000 (increase of the share capital) and overall limit of €2,000,000,000 (debt instruments).	None
Ability to issue shares and/or securities giving access to the share capital of the Company and/or securities giving the right to the allotment of debt instruments, without preferential subscription rights of the shareholders - through public offers addressed exclusively to qualified investors or to a restricted circle of investors as defined in the article L. 411-2 of the French Monetary and Financial Code (EGM 25/03/2025 – Resolution n°21) Granted for a period of 26 months as from 25/03/2025	Autonomous limit of €6,000,000 (increase of the share capital) and overall limit of €2,000,000,000 (debt instruments), it being specified that pursuant to Article L. 225-136, 2° of the French Commercial Code, the issue of new shares shall be limited to 30% of the share capital per year.	None
Ability to issue shares, without preferential subscription rights of the shareholders, to named beneficiaries (EGM 25/03/2025 – Resolution n°22) Granted for period of 18 months as from 25/03/2025	Nominal amount of the share capital increase or share capital increases limited to €163,464.40.	None
Ability to increase the number of shares and/or securities giving or capable of giving access to the share capital of the Company to be issued in case of share capital increase, with or without preferential subscription rights of the shareholder (EGM 25/03/2025 - Resolution n°23) Granted for a period of 26 months as from 25/03/2025	15% of the initial issue of shares, pursuant to the resolution n°19 and n°20 of the EGM of 25/03/2025 described above.	None
Ability to decide to issue shares and/or securities giving or capable of giving access to the share capital of the Company as consideration for contributions in kind in shares and/or securities giving or capable of giving access to capital, without preferential subscription rights of shareholders (EGM 25/03/2025 - Resolution n°24) Granted for a period of 26 months as from 25/03/2025	20% of the share capital of the Company at the date of the share capital increase (increase of the share capital) and overall limit of €2,000,000,000 (debt instruments).	None

Object - Duration	Limit	Use in 2025
Ability to increase the share capital of the Company through the capitalization of reserves, earnings or premiums or any other sum upon which capitalization would be permitted (EGM 25/03/2025 - Resolution n°25) Granted for a period of 26 months as from 25/03/2025	Autonomous limit of €6,000,000 (corresponding to the maximum nominal amount of the increase of the share capital).	None
Ability to issue shares and/or securities giving or capable of giving access to the share capital of the Company, reserved for members of company savings plan, without preferential subscription rights of the shareholders (EGM 25/03/2025 - Resolution n°26) Granted for a period of 26 months as from 25/03/2025	Autonomous limit of €6,000,000 corresponding to the maximum nominal amount of the increase of the share capital.	None
Ability to grant free new or existing shares to the benefit of employees or corporate officers (EGM 25/03/2025 - Resolution n°27) Granted for a period of 38 months as from 25/03/2025	10% of the Company's share capital calculated on the granting date.	None
Ability to reduce the capital in accordance with Article L. 22-10-62 of the French Commercial Code (EGM 25/03/2025 – Resolution n°28) Granted for period of 24 months as from 25/03/2025	10% of the capital of the Company by periods of 24 months.	None

Other Securities Giving Access to the Share Capital

None

Stock Options

None

Share Capital Dilution

None

Share Subscription Options Granted to Each Senior Executive of the Company and Options Exercised by Them in Fiscal Year 2025

None

Share Subscription Options Granted to the Ten Top Non-Senior Executive Beneficiaries and Options Exercised by Them in the Fiscal Year 2025

None

Options Exercised During the Fiscal Year

All options have been exercised in 2015. The stock option plans are now expired.

in €	2024	2023	2022	2021	2020
Dividend per share for the fiscal year	0.69	0.69	1.44	1.26	0.68
Number of shares	97,330,405	97,330,405	92,180,190	92,180,190	92,180,190

Share Subscription Plan

The authority delegated to the Board of Directors for setting up a new plan has recently expired. The Board of Directors no longer has any such delegated authority to set up any new plan.

Share Subscription Warrants

Sartorius Stedim Biotech S.A. has not issued any share subscription warrants.

Pledging of Shares

No Sartorius Stedim Biotech S.A. shares were pledged.

Pledging of Assets

None

Senior Executives

Information on Sartorius Stedim Biotech S.A. senior executives and a list of the positions they hold or have held over the past five years is included in the Corporate Governance report.

Directors' Fees

Directors' fees are calculated on an annual basis. The method of calculating these fees remains the same. It is as follows:

- The Directors receive Directors fees, the amount and allocation of which are fixed by the Shareholders Meeting upon proposal of the Board of Directors and on recommendation of the Remuneration and Nomination Committee. This information is made public in the Universal Registration Document and is available on the Company's website.

- Each Director receives a fixed remuneration of €20,000 per year, to be paid after the annual financial statements have been approved by the Annual Shareholders' Meeting and which falls due for payment after the Annual Shareholders' Meeting. The Chairman of the Board receives twice this amount. The Lead Independent Director, if any, receives a fixed lump-sum amount of €8 000 per full year. Furthermore, members of the Board receive an attendance fee of €5,000 per meeting for the first six (6) meetings per year and reimbursement of their expenses in addition to the fixed remuneration. For additional meetings, the members of the Board receive an attendance fee of €3,000 per meeting.

- For their membership on the Audit Committee, each Director receives a lump-sum amount of €6,000 per full year of membership in addition to the attendance fee of €3,000. If they chair the Committee of the Audit Committee, instead of this, they receive a lump-sum amount of €12,000 per full year that they hold the chairperson in addition to the attendance fee.

- For their membership on the Remunerations & Nominations Committee, each Director receives a lump-sum amount of €4,000 per full year of membership in addition to the attendance fee of €1,500. Insofar as they hold the chair of the Remunerations & Nominations Committee, instead of this, they receive a lump-sum amount of €8,000 per full year that they hold the chairperson in addition to the attendance fee.

- The remuneration for the activities on any Committee is due together with the remuneration under the terms of previous subsection hereof.

- Any value-added tax is reimbursed by the corporation, insofar as the members of the Board are entitled to invoice the corporation separately for the value-added tax and they exercise this right.

- All these resolutions will not be applied to the Directors that got an executive top management activity at the Group level, nor for the Director(s) representing the employees. In this context, the Executive Corporate Officers, as well as the Director(s) representing the employees, will not receive any remuneration for their membership.

A total of €584,240 has been provisioned in Directors' fees for 2025 (payment in 2026).

Compensation of the Executive Management Team[1]

		Base	fixed salaries € in K	Annual incentive € in K	Long Term Incentive € in K
Total 2025	**1,720**	**850**	**620**	**250**
René Fáber 2025	1,720	850	620	250
Total 2024	**1,208**	**750**	**258**	**200**
René Fáber 2024	1,208	750	258	200

1 For more details please refer to the chapter Corporate Governance on pages 205 - 264.

Independent Auditors

The independent auditors for Sartorius Stedim Biotech S.A. are:

- KPMG S.A., represented by François Assada
- PricewaterhouseCoopers Audit, represented by Cédric Minarro and Céline Gianni Darnet

Payment Terms of Trade Payables and Receivables

Payment Terms for Trade Payables and Receivables

	Article D. 441-1st : Invoices received but not paid at the date of the end of the Year whose term has expired						Article D. 441-2nd: Invoices sent but not paid at the date of the end of the Year whose term has expired					
	0 day	1 at 30 days	31 at 60 days	61 at 90 days	91 days and after	Total	0 day	1 at 30 days	31 at 60 days	61 at 90 days	91 days and after	Total
(A) Repartition of late payment												
Number of invoices concerned	1	0	0	0	0	0	0	5	1	0	3	9
Total amount of concerned invoices (including all taxes)	1,767	0	0	0	0	0	0	971,571	12230	0	37,311	1,021,112
Percentage of total amount of purchases including taxes for the year	0%	0%	0%	0%	0%	0%						
Percentage of sales including taxes for the year							0%	3%	0%	0%	0%	3%
(B) Invoices excluded from (A) relating to disputed and contentious receivables non recorded												
Number of invoices excluded	0					0	0					0
Total amount of excluded invoices including taxes	0					0	0					0
(C) Reference payment terms used (contractual or statutory period - article L. 441-6 or article L. 441-3 of Commerce Code)												
Payment terms used for the payment term calculation		Contractual time limit:		30 days				Contractual time limit:		30 days		
		Legal time limit:						Legal time limit:				

Five-Year Financial Results of the Parent Company Sartorius Stedim Biotech S.A.

in millions of € and € earning per share	2021	2022	2023	2024	2025
Share capital at end of period					
Share capital (capital stock)	18.4	18.4	18.4	19.5	19.5
Number of shares outstanding	92,180,190	92,180,190	92,180,190	97,330,405	97,330,405
Transactions and financial performance					
Sales revenue (excl. VAT)	2.1	2.6	2.3	2.2	1.8
Profit before tax, employee profit sharing plan, amortization, depreciation and provision expenses (and reversals)	115.0	154.9	100.5	105.5	76.7
Income tax	-1.4	-0.8	-2.5	3.0	8.2
Contribution to employee profit-sharing plan	0.0	0.0	0.0	0.0	0.0
Net profit	115.5	154.7	100.6	100.2	57.3
Dividends paid or proposal of dividend	62.7	116.1	132.7	67.2	67.1
Earnings per share					
EPS after tax and employee profit-sharing, but before amortization, depreciation and provision expenses	1.26	1.69	1.12	1.05	0.70
EPS after tax and employee profit-sharing, amortization, depreciation and provision expenses	1.25	1.68	1.09	1.03	0.59
Dividend per share	0.68	1.26	1.44	0.69	0.69
Personnel					
Workforce size	0	0	0	0	0
Personnel costs	0	0	0	0	0
Social security costs	0	0	0	0	0

2.11 Sustainability Statement

2.11.1 General information

1. Basis for preparation

Disclosure Requirement BP-1 – General basis for preparation of sustainability statements

The following section is the Sustainability Statement of the Sartorius Stedim Group for fiscal 2025, prepared on the basis of the European Sustainability Reporting Standards (ESRS).

Since there is no long-term experience in applying ESRS, Sartorius Stedim Biotech's preparation of this year's Sustainability Statement was again associated with uncertainties regarding open questions and related interpretations. The company has taken information into account that was available by January 31, 2026.

In addition to the company's own business operations, the double materiality assessment that was performed covered both its upstream and downstream value chain. However, the policies, actions, targets and data relate exclusively to the consolidated companies' own operations, unless otherwise stated. The scope of consolidation of the Statement is the same as the scope of consolidation of the consolidated financial statements as of December 31, 2025.

Sartorius Stedim Biotech has not made use of the option to exclude specific information on classified and sensitive information on intellectual property, know-how or results of innovation in the reporting year.

Sustainability reporting aims to make complex environmental and social impacts measurable and transparent. At the same time, however, these can only be directly quantified to a limited extent. Due to incomplete data, model-based calculation methods, and forward-looking assumptions, the reporting is based partially on estimates. To enable readers to understand the accuracy of the reporting, Sartorius Stedim Biotech has disclosed all important assumptions, judgements and thresholds, such as those used to define the value chain and end-users, to perform the double materiality assessment and for the preparation of metrics, at the relevant points in the Statement. The estimates can only be refined in future reporting periods once the relevant information from the value chain and from Sartorius Stedim Biotech's own operations is available. This will be possible as the number of companies subject to reporting requirements increases and reporting practices become more established internal and external.

Over the coming years, Sartorius Stedim Biotech will continue to develop its internal processes and controls for the preparation of its Sustainability Statement, such as the double materiality assessment, data and text processes.

General note on the presentation of figures

In individual cases, the sums of the figures shown may not precisely equal the stated totals, and percentages may not result precisely from the figures shown due to rounding.

Disclosure Requirement BP-2 – Disclosures in relation to specific circumstances

Time horizons

The time horizons used in this Sustainability Statement are in line with ESRS, unless otherwise stated in the relevant section. Based on the current reporting year (as of December 31, 2025), the short-term period therefore covers up to one year in the future, the medium-term period covers one to five years in the future and the long-term period covers more than five years in the future.

Value chain estimation

The metrics listed in the table below include estimates based on indirect sources such as sector average data and other approximate values.

The below specified pages of the Sustainability Statement provide the basis for the preparation of the the metrics, their accuracy, and where applicable, the planned actions to improve accuracy :

ESRS-Disclosure Requirement	Metric	Page Reference
E1-6	GHG emissions	140
E2-5	Substances of concern and substances of very high concern	154
E5-4	Resource inflows	159
E5-5	Resource outflows	161

Sources of estimation and outcome uncertainty

The following table provides an overview of key figures that contain sources of estimates and uncertainties in results. These arise for various reasons, such as the availability of reliable data along the upstream and downstream value chain and/or the accuracy of measurement techniques. The estimation methods used and the resulting uncertainties in the results are described on the respective pages of the Sustainability Report.

In addition, Sartorius points out that forward-looking information provided in some sections of this report or included in assumptions, estimates, and assessments is naturally subject to uncertainty.

ESRS-Disclosure Requirement	Metric	Significant estimates and outcome uncertainties	Page Reference
E1-5	Energy consumption and mix	• Calculation of fossil and nuclear energy • Self-generated energy	138
E1-6	GHG emissions	• All categories (Scope 1,2 and 3) contain assumptions and estimates	140
E2-5	Substances of concern and substances of very high concern	• Parts of the total inflow weight • Total outflow weight • Purchased substances of concern	153
E5-4	Resource inflows	• Parts of the total inflow weight	159
E5-5	Resource outflows	• Parts of the total outflow weight • Estimation of the classification of products sold (durability, recyclability) and packaging (recyclability) • Parts of the total waste	161
S1-6	Characteristics of the undertaking's employees	• Third gender	173
S1-9	Diversity metrics	• Third gender	179
S1-13	Training and skills development metrics	• Exclusion of some employees in companies that are not fully connected to the personnel management system • Third gender	191
S1-14	Health and safety metrics	• Consideration of contractual working hours instead of actual working hours	192
S1-15	Work-life balance metrics	• Third gender	194

There is no longer any uncertainty regarding the ESRS disclosure requirement S1-16 for the 2025 reporting year. The previous uncertainty was due to methodological reasons and has been completely eliminated by switching to a more precise data collection method.

Changes in preparation or presentation of sustainability information

The following key figures published in the previous fiscal year were subject to changes in their preparation or presentation in the reporting year.

The respective changes and the reasons for them, as well as the adjusted comparative figures and the difference between the previous reporting period and the corrected comparative figures, are reported on the respective pages of the sustainability statement.

ESRS disclosure requirement	Disclosure	Description	Page reference
E1-6	GHG emissions	Gross GHG emissions in Scope 1, Scope 2, and Scope 3 have been restated due to adjustments to accounting concepts, including emission factors. As a result, GHG intensity per net sales revenue has also been restated. Further information can be found in the "Climate Change" section under E1-6.	140
E1-6	Biogenic emissions	Biogenic emissions have been restated due to new emission factors. Further information can be found in the chapter "Climate Change" under E1-6.	140
E5-5	Waste generation	The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method. Further information can be found in the chapter "Resource use and circular economy" under E5-5.	161
S1-16	Total annual compensation of the highest-paid individual relative to the median total annual compensation of all employees	The total annual compensation of the highest-paid individual relative to the median total annual compensation of all employees *has been restated due to a change in data collection*. Further information can be found under S1-16. Further information can be found in the chapter "Own workforce" under S1-16.	187

Reporting errors in prior periods

No significant errors were identified in the metrics published for the 2024 reporting year, therefore no previously reported figures has to be corrected.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

Sartorius Stedim Biotech has not made any disclosures in this statement in accordance with other legislation or generally accepted sustainability reporting pronouncements.

Incorporation by reference

The following information has been incorporated by reference into this Statement. This information can be found in the management report and is marked as an ESRS disclosure in the relevant section.

ESRS-Disclosure Requirement	Metric	Page Reference
ESRS 2 SBM-1, paragraph 40 a	Key elements of the general strategy that relate to or have an impact on sustainability matters: i. significant groups of products and/or services offered, including changes in the reporting period (new/removed products and/or services);	26, 28 (management report)
	ii. significant markets and/or customer groups served, including changes in the reporting period (new/removed markets and/or customer groups);	26, 28 (management report)
	iii. headcount of employees by geographical areas	42 (management report)
ESRS 2 SBM-1, paragraph 42a	Description of the business model and value chain: inputs and approach to gathering, developing and securing those inputs;	26 (management report)
ESRS 2 SBM-1, paragraph 42b	Description of the business model and value chain: outputs and outcomes in terms of current and expected benefits for customers, investors and other stakeholders	26 (management report)

Application of the provisions for phased-in disclosure requirements in accordance with ESRS 1 Appendix C

The following table provides an overview of how Sartorius handles phased-in, relevant disclosure requirements.

ESRS	ESRS disclosure requirement	Full name of the ESRS disclosure requirement	Transitional arrangement	Handling at Sartorius
ESRS 2	SBM-1	Significant impacts, risks, and opportunities and their interaction with strategy and business model	In the first year of preparing its sustainability report, the company may omit the disclosures required by ESRS 2 SBM-3 paragraph 48 letter e (expected financial effects). In accordance with ESRS 2 SBM-3 paragraph 48(e), the company may only provide qualitative disclosures in the first three years of preparing its sustainability statement if the preparation of quantitative disclosures is not feasible.	Use of the transitional arrangement
ESRS E1	E1-9	Expected financial effects of material physical risks and transition risks, as well as potential climate-related opportunities	The company may omit the disclosures required by ESRS E1-9 in the first year of preparing its sustainability statement. In accordance with ESRS E1-9, the company may only provide qualitative disclosures in the first three years of preparing its sustainability statement if the preparation of quantitative disclosures is not feasible.	Use of the transition rule
ESRS E2	E2-6	Expected financial effects due to risks and opportunities related to environmental pollution	The company may omit the disclosures required by ESRS E2-6 in the first year of preparing its sustainability statement. With the exception of the information required in paragraph 40(b) on operating and capital expenditures incurred during the reporting period in connection with major incidents and deposits, the company may also comply with the provisions of ESRS E2-6 in the first three years of preparing its sustainability statement by providing only qualitative information.	Use of the transitional arrangement
ESRS E5	E5-6	Expected financial effects related to risks and opportunities concerning resource use and the circular economy	The company may omit the disclosures required by ESRS E5-6 in the first year of preparing its sustainability statement. The company may comply with ESRS E5-6 by providing only qualitative disclosures in the first three years of preparing its sustainability statement.	Use of the transition rule

2. Governance

Disclosure Requirement GOV-1 – The role of the administrative, management and supervisory bodies

The Company Sartorius Stedim Biotech S.A. is administered by a Board of Directors composed of nine members, five of whom are independent. While previously the directors were all appointed for a three-year period, some directors are appointed for two, three or four years since March 25, 2025. With the exception of the Director representing the employees, the members of the Board of Directors are elected individually by the shareholders at Ordinary General Meetings at the recommendation of the Board, which, first has received proposals from the Nomination and Remuneration Committee..

Due to the shareholding structure of the Company, the composition of the Board of Directors and its Committees reflect the aim by the controlling shareholder Sartorius AG of a long-lasting balance between the Directors representing these shareholders, the independent Directors, the executive Directors and the Director representing the employees. The Company's controlling shareholder Sartorius AG takes its own responsibility towards the other shareholders, direct and distinct from the Board of Directors' one. It takes particular care to avoid possible conflicts of interests, ensures transparent information provided to the market and fairly takes all interests into account.

Composition and diversity

The following table gives an overview of the composition of the Board of Directors as of December 31, 2025:

Name	Mandate	Gender	Age	Nationality	Number of mandates in non-Sartorius Group listed companies	Independent[1]	No. of years on the board	First Election	Expiration of current mandate[2]	Audit and Sustainability Committee member	Remuneration & Nomination Committee member
Michael GROSSE[3]	Chairman of the Board	m	58	German	0		1	2025	2027		
Joachim KREUZBURG[4]	Chairman of the Board	m	60	German	0		18	2007	2027		
René FÁBER	Chief Executive Officer	m	50	Slovak	0		6	2019	2029		
Pascale BOISSEL	Director	f	59	French	1	•	6	2019	2029	•	
Susan DEXTER	Director	f	70	American	0	•	10	2015	2027	•	
Cécile DUSSART[5]	Director	f	61	French	1	•	1	2025	2028	•	
Romaine FERNANDES[6]	Director representing employees	f	56	French	0		2	2023	2026		•
Anne-Marie GRAFFIN	Director	f	64	French	3	•	10	2015	2027		•
Lothar KAPPICH	Director	m	68	German	0		8	2017	2029		•
Christopher NOWERS[5]	Director	m	62	British	1	•	1	2025	2028		•
Henri RIEY[7]	Director	m	64	Monegasque	0		18	2007	2025		

1 In accordance with the Art. 10 of the AFEP-MEDEF code.
2 Directors are appointed until the date of the Annual General Shareholders' Meeting called to approve the financial statement of the previous fiscal year ending.
3 Mr. Michael Grosse joined the Board, as Board member, by way of cooptation on July, 2025, in replacement of Mr. Joachim Kreuzburg. Mr. Michael Grosse was elected as chairman of the Board on the same date for a duration of 2 years, and coopted as Board member, until the General Shareholders Meeting of 2027, subject to the validation of his cooptation by the Shareholders Meeting to be held in March 2026.
4 Mr. Joachim Kreuzburg has resigned on June 30, 2025 from his position of member of the Board and Chairman of the Board. He was Chairman of the Board since 2007. Apart from being Chairman of the Board, Mr. Joachim Kreuzburg was also President-Chief Executive Officer (PDG) from 2007 until March 27, 2023.
5 Member of the Board of Directors from March 25, 2025 until December 31, 2025.
6 Mrs. Romaine Fernandes 's term of office will expire at the end of the Ordinary Annual Shareholders' Meeting in 2026; she has been elected as a member of the Remuneration and Nomination Committee as of December 2025. She will attend her first Remuneration & Nomination Committee meeting as a member in 2026.
7 Member of the Board of Directors from January 1, 2025 until March 25, 2025.

The Chief Executive Officer is the only executive member of the Board, the proportion of executive member is therefore 12.5% and that of non-executive members 87.5%. One director is representing the employees.

The members of the Board of Directors have different, complementary experiences that are relevant to the company's sectors, products and geographical locations. In addition to that, they have many years of international experience in the life science sector and extensive market and product knowledge. The members of the Audit & Sustainability Committee also have experience in the life science sector as well as knowledge of key competitors and a fundamental understanding of marketing and sales strategies. In addition, they have expertise in the international markets relevant to the Sartorius Stedim Group and its products. Specific expertise in ESG matters is represented on the Board by one of its members.

The proportion of women on the Board of Directors is 62.5% (five female members) and gender diversity is one.

Five members of the Board of Directors are independent, which corresponds to 62.5% of the total members.

All ratios mentioned above exclude the Director representing the employees in line with French regulations.

Roles and responsibilities

The Audit & Sustainability Committee is responsible for monitoring sustainability-related impacts, risks and opportunities and make recommendations for the Board of Directors to decide upon.

On Sartorius Group level, a department specialized on sustainability matters has been set up within the area of responsibility of the Group CEO. This Corporate Sustainability department deals with identifying and managing sustainability-related impacts, risks and opportunities, as well as reporting on them for Sartorius Group as well as Sartorius Stedim Biotech Group. The management of sustainability-related impacts, risks and opportunities involves the development of strategies, goals and policies. In addition, the department supports the implementation of the strategies in the operational functions. As far as Sartorius Stedim Biotech is concerned, the Corporate Sustainability department was in contact with the Chairman of the Board, the Chief Executive Officer and the Audit & Sustainability Committee about the impacts, risks and opportunities identified and informed the entire Board of Directors about the process and the results of the double materiality analysis.

The Board of Directors is more specifically responsible for defining the company's strategy with regard to sustainability-related impacts, risks and opportunities and for monitoring progress in implementing this strategy.

The Audit & Sustainability Committee supports the Board of Directors in performing its supervisory function. The Audit & Sustainability Committee focuses in particular on monitoring 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. This also includes the monitoring of sustainability reporting. The Audit & Sustainability Committee reports on its work to the full Board.

The Corporate Sustainability department was invited to the Board of Directors meeting in the first and fourth quarters of the reporting year to report on current sustainability topics, particularly with regard to the implementation of the CSRD and the climate targets of the parent company Sartorius AG.

Specific controls for impact, risk and opportunity management are still being defined and were therefore not implemented in the reporting year.

The Board of Directors decides and monitors the setting of targets with regard to sustainability-related impacts, risks and opportunities and the progress made towards achieving these goals.

Expertise of the Board of Directors

The competence profile for the Board of Directors stipulate that its members should have the knowledge, skills and experience required to properly fulfill the Board's duties. Among other things, there should be sufficient expertise on "Sustainability, Environment and Social" on the Board. According to the Board's self-assessment, the Board of Directors of Sartorius Stedim Biotech directly and indirectly has the necessary skills and expertise necessary to monitor the material sustainability-related impacts, risks and opportunities and is therefore appropriately staffed. The entire ESG regulatory framework is assigned to the "Finance, Accounting, and Financial Statement Audit; ESG regulation" area of expertise. The ESRS topics "Corporate Governance" and "Workers in the Value Chain" are assigned to the competence area "Corporate Governance and Compliance", while the ESRS topics "Climate Change", "Pollution", and "Resource Use and Circular Economy" are assigned to the area of expertise "Environmental Impact, Consumption of Resources", and the ESRS topic "Own Workforce" is assigned to the area of expertise "Human Resources Management, Employee Safety and Engagement".

In principle, the members of the Board of Directors proactively undertake the training and further education measures required for their duties. Where necessary, the company provides organizational support and assumes the corresponding costs. Further education measures relating to sustainability in the reporting year included participation in specialist events for Board members organized by leading auditing firms and law firms, including on regulatory changes and non-financial reporting.

Specific disclosures on business conduct

The administrative, management and supervisory bodies have an important role with regard to business conduct. The Board of Directors sets out corporate values and overarching guidelines for conduct. In addition to that, the Board of Directors is also responsible for compliance with statutory provisions and the company's internal regulations.

Board of Directors

Through its Group-wide compliance management system, Sartorius Stedim Biotech aims to ensure that members of corporate bodies, managers and employees know the values, overarching guidelines for conduct and rules of the company. Therefore, regular training sessions are an essential part of this system and managers are called upon to actively exemplify and promote the company's values and guidelines for conduct.

Disclosure Requirement GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The Board of Directors and the Audit & Sustainability Committee are currently informed by the Head of Corporate Sustainability on an ad hoc basis about material sustainability-related impacts, risks and opportunities, as well as about the implementation of due diligence in the area of sustainability and the results and effectiveness of the concepts, measures, metrics and targets that have been adopted.

This means that the information can be taken into account as appropriate when monitoring the company's strategy, making decisions on important transactions and in its risk management process.

In the reporting year, the Board of Directors was informed by the Corporate Sustainability department about the results of the double materiality assessment in accordance with ESRS. This included a description of the impacts, risks and opportunities identified as material under SBM-3. In this context, the areas of identified and

possible measures for the further development of policies, actions, metrics and targets were discussed. With regard to climate change mitigation, the implications for corporate strategy and operational planning were discussed.

Audit & Sustainability Committee Disclosure Requirement GOV-3 – Integration of sustainability-related performance in incentive schemes

The remuneration policy for the Chief Executive Officer aims to remunerate him appropriately in line with his tasks and responsibilities and to take into account his performance as well as the success of the company. For this reason, the remuneration policy includes both short-term and long-term variable sustainability-related remuneration components in addition to fixed remuneration components. It meets the requirements of the French Commercial Code as well as the recommendations of the AFEP-MEDEF Code. The remuneration system for the Chief Executive Officer is determined by the Board of Directors, upon recommendation of the Remuneration and Nomination Committee.

Short-term variable remuneration

The Employee Motivation & Commitment (EMC) is anchored in the short-term variable remuneration (Short Term Incentive | STI) as a remuneration component with a one-year assessment basis. This metric replaces the Employee Net Promotor Score (ENPS) in the reporting year because it did not adequately reflect the underlying aspects and developments of employee satisfaction and was also subject to significant fluctuations. This remuneration component is a cash payment, which account for 10% of total STI. Details on the definition of the metric and the target achievement and payment modalities can be found in the remuneration report on page 249.

Long-term variable remuneration

The long-term variable remuneration (Long Term Incentive | LTI) includes a cash remuneration component with a four-year assessment period for the reduction of CO2eq emission intensity of the parent company Sartorius AG. An average annual reduction of 10% over the relevant assessment period is used as the target value for CO_2eq emission intensity. This remuneration component is a cash payment, which account for 50% of total LTI. Details on the definition of the metric and the target achievement and payment modalities can be found in the remuneration report on page 249. The start date of the first remuneration tranche was January 1, 2022. This means that the allocation of the first remuneration tranche, which includes CO2eq emission intensity as a remuneration component, will take place for the first time in 2026 based on the actual values in 2025.

The remuneration system for the non-executive Directors did not include any sustainability-related components in the reporting year.

Disclosure Requirement GOV-4 – Statement on due diligence

For Sartorius Stedim Biotech, exercising due diligence with regard to sustainability matters is a business conduct task. The following table provides an overview of the core elements of due diligence and refers to the relevant explanations of these elements in this Sustainability Statement.

Core elements of due diligence	Paragraphs in the Sustainability Statement
a) Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2, ESRS 2 GOV-3, ESRS 2 SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV-2, ESRS 2 SBM-2, ESRS 2 IRO-1, E1 MDR-P, E2 MDR-P, E5 MDR-P, S1 MDR-P, S2 MDR-P
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1, ESRS 2 SBM-3
d) Taking actions to address those adverse impacts	E1 MDR-A, E2 MDR-A, E5 MDR-A, S1 MDR-A, S2 MDR-A
e) Tracking the effectiveness of these efforts and communicating	E1 MDR-M, E2 MDR-M, E5 MDR-M, S1 MDR-M, S2 MDR-M, E1 MDR-T, E2 MDR-T, E5 MDR-T, S1 MDR-T, S2 MDR-T

Disclosure Requirement GOV-5 – Risk management and internal controls over sustainability reporting

In the reporting year, the sustainability reporting process included a double materiality analysis, data collection, and text preparation. The materiality and data collection process is based on the respective manuals, which define the principles, standards, and key internal controls that are relevant to the entire reporting process.

The reporting risks prioritized to date include, in particular, incorrect or incomplete data deliveries and possible misstatements in the report. To mitigate these risks, process-specific controls were implemented, in particular the dual control principle and plausibility checks (e.g., completeness checks, deviation analyses, comparisons, and internal text reviews). The implementation of structured risk analyses and prioritizations as well as corresponding internal controls at all process levels is being continuously advanced. The relevant internal functions are involved in this process.

The Board of Directors and Audit & Sustainability Committee are informed on an ad hoc basis about individual reporting risks and corresponding mitigation strategies and measures. Regular, structured reporting on the results of risk management and internal controls for sustainability reporting is not yet in place and is being gradually established.

3. Strategy

Disclosure Requirement SBM-1 – Strategy, business model and value chain

For the detailed disclosures on the sustainability-related core elements of its general strategy, business model and value chain, the company refers to the management report, as stated under ESRS 2 BP-2.

The company also states that its upstream value chain comprises the extraction of raw materials, the manufacture of intermediate products, and the associated logistics and services. Its own operations include product manufacturing, assembly and system integration, quality assurance, distribution and sales, and customer service. The downstream value chain relates to the use of the products by customers. The end users of Sartorius Stedim Biotech products are therefore the employees of its direct customers. In the context of ESRS, end users are persons who ultimately use a particular product or service or for whom the use is intended. The end users of Sartorius Stedim Biotech products are therefore not patients. Sartorius Stedim Biotech products are used further down the biopharmaceutical value chain to develop and produce drugs and therapies for patients.

The eight steps in the value chain include the following key aspects:

Stage / Steps	Process description
1. Raw material extraction	Extraction of basic materials that form the starting point of the value chain and are required for the manufacture of products and packaging. These include fossil raw materials, ores and metals, biological raw materials, biomass, and biogenic residues.
2. Production of raw materials, intermediate products, auxiliary and operating materials, and finished products	Provision of all materials, components, and services required for product manufacturing. These include raw materials such as plastics and chemicals, specific components for cell culture media and biotechnological processes, intermediate products such as electronic components and mechanical assemblies, auxiliary and operating materials (especially chemicals), finished products such as stainless steel tanks, and services, primarily in the areas of logistics and consulting.
3. Product manufacturing	Manufacture of finished products and central components for further assembly in Sartorius Stedim Biotech systems. Based on sales relevance, this includes: Consumables: e.g., disposable bags and filters; instruments, e.g., laboratory balances and software.
4. Assembly & system integration, where applicable	Assembly of previously manufactured components into complete end products
5. Quality assurance	Tests to ensure that all products comply with regulatory requirements and internal quality standards
6. Distribution & sales	Packaging of products, partly under clean room conditions, to ensure the highest hygiene and safety standards. Subsequently, worldwide shipping, partly temperature-controlled, to ensure the quality and stability of sensitive materials.
7. Use by customers	Use of products by customers in various areas of application. These include biopharmaceutical production, research, and quality control.
8. Customer service	Ensuring that the products can be used optimally after delivery through customer service.

Sustainability targets

The stated goal of Sartorius' sustainability efforts is to create long-term value for all stakeholders. In an environment characterised by climate change and resource scarcity, this is achieved through management that balances direct financial goals with ethical, social and environmental considerations. This helps to amplify positive impacts on people and the environment and prevent or minimise negative ones. The company is committed to exploiting the opportunities arising from sustainability concerns and minimizing the risks.

The parent company Sartorius AG pursues clear strategic sustainability goals that relate to its most important product groups, services, and markets. The focus is on reducing CO_2 emissions along the entire value chain, promoting the circular economy, and ensuring responsible supply chains. For single-use products, which dominate biopharmaceutical production, Sartorius Stedim Biotech develops solutions for material efficiency and recyclability. In terms of services, the focus is on digital offerings that optimize processes and reduce resource consumption. Geographically, Sartorius addresses global markets with a particular focus on regulatory requirements in Europe, North America, and Asia. Relationships with stakeholders — from suppliers and customers to regulatory authorities — are strengthened through transparent communication and sustainability audits.

An assessment of the most important products and markets shows that single-use technologies for the manufacture of biopharmaceuticals have the greatest impact on sustainability goals. Although they enable resource efficient and safe production processes, they pose challenges in terms of waste management and recycling. The most important customer groups are biopharmaceutical companies, which are increasingly placing value on sustainable solutions. Here, Sartorius Stedim Biotech offers digital services and process optimizations to reduce the ecological footprint.

The corporate strategy integrates sustainability as a central element. This includes investments in CO_2 reduction, the development of recyclable products, and the digitalization of processes. Future challenges lie primarily in the transformation of single-use technologies to more environmentally friendly solutions and adaptation to stricter regulatory requirements worldwide. Planned projects include the expansion of recycling programs, the introduction of sustainable packaging, the use of alternative materials and the implementation of climate-neutral production sites. These measures are crucial to achieving long-term sustainability goals and ensuring competitiveness in an increasingly sustainability-oriented market.

Disclosure Requirement SBM-2 – Interests and views of stakeholders

Sartorius Stedim Biotech's strategy is geared towards long-term success. It therefore systematically takes the requirements and feedback of stakeholders into account as part of the strategy process. The Sartorius Stedim Biotech Group is in continuous dialogue with its most important stakeholders. Customers together with Business partners / Suppliers and workers along the entire value chain as well as investors are among the most important stakeholders.

- Customers: Customers are crucial to the success and growth of Sartorius Stedim Biotech. Their needs and preferences determine the demand for products and services. It is therefore essential for the company to understand the interests of its customers and to create appropriate incentives for more sustainable products. To this end, various sustainability matters such as decarbonization, climate neutrality, and resource conservation and circular economy, as well as other environmental and social standards are discussed in individual dialogues and as part of industry-related association work (e.g. BioPhorum, NIMBL, PSCI).

- Own workforce: Sartorius' own workforce is responsible for the daily execution of business processes and has a decisive impact on the efficiency and effectiveness of the company through its performance and commitment. Sartorius therefore maintains a continuous exchange with its employees through various channels with the aim of identifying and discussing their interests, including human rights requirements, so that they can be taken into account in the company's strategy. The interests and viewpoints of employees are represented to management at many sites through works councils. The interests of the employees are also represented in the Board of Directors. Twice a year, Sartorius Stedim Biotech Group conducts a direct survey of its employees as part of what are known as 'pulse checks'. These surveys help the company to find out quickly how employees perceive their personal work situation and motivation. The insights gained are used to implement improvements through the HR department and managers. Managers are asked to discuss the anonymous results with their team and agree improvements together. As the results vary from team to team, the actions derived from the survey will also vary.

- Investors: Investors provide the capital required for growth, expansion and operations. The Sartorius Stedim Biotech Group engages with analysts and investors on sustainability-related topics as part of its regular capital market communication. There are also special ESG conferences and ESG calls, in some cases held directly with the specialized ESG teams.

- Suppliers / business partners and workers in the value chain: Suppliers and business partners contribute to the efficiency, quality and competitiveness of Sartorius Stedim Biotech. The existing sustainability challenges can only be overcome in close cooperation with business partners. For example, a large number of different people work for Sartorius Stedim Biotech in the value chain. Working and production conditions are the responsibility of the suppliers. Requirements in the areas of environmental protection, social issues including working conditions and human rights, and business conduct are part of the Group's business relationships. They are communicated to business partners in training sessions and verified as part of structured self-disclosures. The goal is to sustainably align the working and production conditions of the business partners with the Sartorius Code of Conduct for Business Partners. Surveys, audits and anonymous whistleblower systems help the Group to better understand local conditions and take effective action.

The various corporate functions and departments at Sartorius Stedim Biotech, such as Investor Relations, Sales, Human Resources, Corporate Compliance and Corporate Sourcing are in a continuous direct communication with the above-mentioned stakeholder groups. The Corporate Sustainability department also conducts its own discussions with stakeholder groups in some cases, particularly with customers and investors. For sustainability management and reporting purposes, the topics of stakeholders are brought together by Corporate Sustainability.

The Board of Directors is briefed by Corporate Sustainability on current sustainability-related topics that involve the requirements of stakeholder groups. For further information on the role of the Board with regard to sustainability management, including reporting channels, the company refers to its disclosures under ESRS 2 GOV-1.

Sartorius Stedim Biotech carefully examines and evaluates the sustainability-related issues raised by stakeholders and uses this information to determine whether action is required to adjust the company's strategy. The discussions held with stakeholders during the reporting year enabled the Group to gain a deeper understanding of key issues such as climate change mitigation, resource conservation, and the use of chemicals . Integrating these topics into its double materiality assessment enabled Sartorius Stedim Biotech to understand the relevance of these aspects for its corporate strategy. The viewpoints and expectations of stakeholders were systematically analyzed and formed an essential basis for the definition of strategic priorities. This ensures that Sartorius Stedim Biotech Group's strategy and its business model are developed in line with the identified interests and needs of the stakeholders.

Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As part of its double materiality analysis, Sartorius Stedim Biotech assessed both positive and negative sustainability-related impacts and risks in the areas of the environment, social affairs, and corporate governance as material along the entire value chain. By updating the double materiality analysis in the reporting year, new impacts and risks, as well as opportunities for the first time, were assessed as material that were not present in the previous year. The impacts identified are caused directly by the company's business model and strategy and not by other external factors. Overall, the double materiality analysis did not reveal any significant differences between individual business units (such as divisions, business units, products) or individual countries/regions, meaning that the results apply equally to all areas.

The following section explains the material impacts, risks, and opportunities in relation to the specific ESRS topics, as well as changes compared to the previous year.

Climate change

Most of the energy used worldwide comes from fossil sources. Unchanged from the previous year, there are actual negative material impacts on climate change along the entire value chain for Sartorius Stedim Biotech. These impacts are attributable not only to the use of fossil fuels in its own production but also to the goods and services it purchases and the use of the products it sells.

ESRS Subtopic	Category	Description	Time horizon	Change from previous year
Energy / Climate protection	Negative impact (upstream value chain)	Sartorius Stedim Biotech's suppliers have an actual negative impact on climate change, as the manufacture of goods purchased by Sartorius and the use of services consume energy, which contributes to higher greenhouse gas emissions and thus to global warming.	current	None
	Negative impact (own operations)	Sartorius Stedim Biotech's own activities have a negative impact on climate change, as the manufacture of its products consumes energy, which contributes to higher greenhouse gas emissions and thus to global warming.	current	None
	Negative impact (downstream value chain)	Sartorius Stedim Biotech products have actual negative impacts on climate change, as the use of some products consumes energy, which contributes to higher greenhouse gas emissions and thus to global warming.	current	None

There were still no material climate-related risks in the reporting year. This relates both to material physical climate risks and to material climate-related transition risks. This assessment is based on the fact that the combination of the financial impact and the likelihood of occurrence does not exceed any of the thresholds defined in the double materiality assessment.

As there were no material climate-related risks for the company in fiscal year 2025, it was not necessary to carry out a specific climate resilience analysis in accordance with ESRS E1 SBM-3. The risk situation is continuously monitored as part of the company’s sustainability management and risk management activities so that it can react promptly to changing conditions and requirements.

Pollution

Sartorius Stedim Biotech uses various categories of hazardous substances. Solvents and perfluoroalkyl and polyfluoroalkyl substances (PFAS), also known as "forever chemicals," are used in the production process for membranes, for example. Purchased electronic components may contain heavy metals and purchased plastic components may contain additives such as plasticizers to ensure certain product properties. Finished products may also contain PFAS or pollutants.

Against this backdrop, there were no changes in the reporting year compared with the previous year in terms of significant actual and potential negative impacts on the environment and risks for Sartorius in connection with the use of hazardous substances. This applies in particular to the use of substances of concern and substances of very high concern according to the ESRS classification. These can lead to environmental pollution in the upstream and downstream value chain as well as in our own operations. However, this does not cause any significant negative impacts on local communities. Failure to comply with environmental regulations can result in fines, penalties, and reputational damage, and thus significant financial risks for Sartorius.

In addition, in fiscal year 2025, the company assessed for the first time the actual and potential negative impacts of pollutant emissions, including microplastics, in the air, soil, and water along the entire value chain as material. This is due to various causes, including the use of pollutants in processes and their presence in purchased and manufactured products. Microplastic emissions can be caused in particular by improper waste treatment.

ESRS Sub-topic	Category	Description	Time horizon	Change from previous year
Substances of concern	Negative Impact (upstream value chain)	Sartorius Stedim Biotech's suppliers have a potential negative impact on environmental pollution, as the manufacture of the goods purchased by Sartorius requires substances of concern that may be released into the environment.	Long-term	None
	Negative impact (own operations)	Sartorius Stedim Biotech´s own activities have an actual negative impact on environmental pollution, as the manufacture of some products requires the use of substances of concern that are present in the water discharged into the sewage system.	current	None
	Risk	Failure to comply with environmental regulations and contributing to environmental pollution through the use of substances of concern can result in fines, penalties, and reputational damage, posing financial risks to the company. The use of certain chemicals may even be banned, leading to increased costs and/or lost sales.	Medium term	None
Substances of very high concern	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have a potential negative impact on environmental pollution, as the manufacture of the goods purchased by Sartorius requires substances of very high concern that may be released into the environment.	Long-term	None
	Negative impact (downstream value chain)	Sartorius Stedim Biotech products have a potential negative impact on the environment because some of them contain substances of very high concern that can enter the environment through improper waste treatment.	Long-term	None
	Risk	Failure to comply with environmental regulations and contributing to environmental pollution through the use of substances of very high concern can result in fines, penalties, and reputational damage, posing financial risks to the company. The use of certain chemicals may even be banned, leading to increased costs and/or lost sales.	Medium term	None
Soil, air, and water pollution and microplastics	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have a potential negative impact on environmental pollution, as the manufacturing processes involved in producing the goods purchased by Sartorius Stedim Biotech and the use of services can result in pollutants, including microplastics, entering the soil, air, and water.	Long-term	for the first time material
Water pollution	Negative impact (own operations)	Sartorius Stedim Biotech´s own activities have an actual negative impact on environmental pollution, as pollutants enter the wastewater during the manufacture of products.	current	for the first time material
Air and water pollution and microplastics	Negative impact (downstream value chain)	Sartorius Stedim Biotech products and their packaging have a potential negative impact on environmental pollution, as improper waste treatment at the end of the product life cycle can release pollutants into the air and water, including microplastics.	Long-term	for the first time material

Resource use and circular economy

A large part of the Sartorius Stedim Biotech product portfolio consists of disposable products, which account for 85% of Group sales. As in the previous year, there are therefore material actual and potential negative impacts in the upstream and downstream value chain as well as in our own operations in connection with resource use and circular economy. These are attributable to the generation and management of waste, as well as the use of primarily primary materials from fossil or petroleum-based sources and their disposal. In addition, for the first time in the reporting year, there was a material risk and opportunity in connection with resource use and the circular economy.

In this area, Sartorius Stedim Biotech could be exposed to market risk if the trend toward resource-saving products intensifies and competitors are quicker than Sartorius Stedim Biotech to bring the corresponding solutions to market, which are met with great acceptance and demand among customers. Sartorius Stedim Biotech also sees a material business opportunity in developing and offering innovative products such as software solutions that help customers effectively reduce their resource and material consumption.

ESRS sub-topic	Category	Description	Time horizon	Change from previous year
Resource inflows, including resource use	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have an actual negative impact on resource use, as Sartorius mostly uses and purchases new material and material from fossil sources, which leads to environmental damage.	Current	None
Waste	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have an actual negative impact on waste generation, as the production of the materials purchased by Sartorius Stedim Biotech generates significant amounts of waste, most of which is disposed of.	Current	None
	Negative impact (own operations)	Sartorius Stedim Biotech´s own activities do indeed have a negative impact on waste generation, as the manufacture of its products generates considerable amounts of waste, most of which is disposed of.	current	None
	Negative impact (downstream value chain)	Sartorius Stedim Biotech products have an actual negative impact on waste generation, as they result in significant amounts of waste, most of which is disposed of.	Currently	None
Resource outflows related to products and services	Negative impact (downstream value chain)	Sartorius Stedim Biotech products have an actual negative impact on resource outflows in the downstream value chain, as they are usually only used once and then disposed of. The disposed material is lost to the technical or biological cycle and thus to reuse and recycling, which is associated with an environmental impact.	Currently	None
	Risk	Sartorius Stedim Biotech faces a business risk if it fails to develop and offer products that are optimized for the circular economy. These products should aim to support customers in reducing their resource and material consumption and help them achieve their sustainability goals. A lack of such innovative solutions could impair Sartorius' competitiveness and weaken the company's market position.	Long term	for the first time material
	Opportunity	Sartorius Stedim Biotech has a business opportunity to develop and offer innovative products that help customers effectively reduce their resource and material consumption. This can be achieved through the use of digital software solutions to simulate research projects, thereby replacing or reducing physical laboratory capacities. Such solutions offer customers clear added value through increased efficiency and sustainability and can help establish Sartorius as a pioneer in the industry.	Long term	for the first time material

Own workforce

With regard to the company's workforce, there were material actual positive impacts on the company's own workforce in the reporting year. These are related to working conditions, equal treatment, and equal opportunities, and contribute to raising living standards. At the same time, there are also material potential negative impacts in relation to the above-mentioned issues with regard to health and safety, as well as violence and harassment in the workplace, which in turn can lead to a deterioration in living standards.

ESRS sub-theme	Category	Description	Time horizon	Change from previous year
Working conditions	Positive impact (own operations)	Sartorius Stedim Biotech´s own activities have a real positive impact on the standard of living of employees through good working conditions, such as secure jobs, reasonable wages and working hours, and measures to promote work-life balance. Depending on the situation in each country, these go beyond legal requirements, are based on employee participation and trusting social partnerships, and are laid down in collective agreements.	Current	None
	Negative impact (own operations)	Sartorius Stedim Biotech´s own activities have a potential negative impact on the standard of living of its own workforce through occupational accidents and work-related illnesses that affect health and well-being.	Short term	None
Equal treatment and equal opportunities for all	Positive Impact (own company)	Sartorius Stedim Biotech´s own activities have a real positive impact on the standard of living of employees by promoting equal treatment and equal opportunities in the areas of remuneration and training, as well as employee diversity and inclusion, which contributes to the reduction of social inequalities. Depending on the respective country situations, these go beyond legal requirements.	current	None
	Negative Impact (own operations)	Sartorius Stedim Biotech´s own activities have a potential negative impact on the standard of living of its own workforce through violence and harassment in the workplace, which can affect equal opportunities and equal treatment.	Short term	None

The material impacts mentioned relate to the entire workforce, i.e., both to the company's employees and to its non-employee worker. The company refers to S1-14 for the definition of the term "workforce". The company's employees work mainly in production, but also in marketing and sales, administration, and research and development. Non-employee workers are mainly used in production to cover peak workloads.

However, the actual positive impacts specifically affect Sartorius' own employees, as they are attributable to the attractive working conditions offered by the company to its own employees. The potentially negative impacts in relation to workplace accidents as well as violence and harassment in the workplace affect employees and non-employees equally. However, these negative impacts should not be regarded as widespread or systemic, but rather as isolated incidents.

In 2025, no operational activities were identified that pose material risks in relation to child labor and forced labor. This includes the company's production sites, countries, and geographical areas.

No material risks or opportunities arising from the impacts and dependencies related to the company's own workforce were identified in the reporting year. In addition the Group's own workforce is not currently impacted by any transition plans to reduce the negative impact on the environment and to implement more environmentally friendly and climate-neutral activities, as the company has not yet defined any such plans.

Workers in the value chain

Workers in the value chain are workers who perform activities for the company in both its upstream and downstream value chains, at the stage of suppliers, service providers, customers and companies in which Sartorius has a stake. This includes all types of workers performing various physical and intellectual activities.

In the reporting year, there were material potential negative impacts from suppliers in relation to working conditions, equal treatment and equal opportunities, and other labor-related rights that could affect the physical and mental well-being of the respective workers. As in the previous year, there were no material impacts on workers at customers and in the company's investments, nor were there any material positive impacts in general.

ESRS sub-topic	Category	Description	Time horizon	Change from previous year
Working conditions	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have a potential negative impact on the standard of living of their employees due to poor working conditions such as inadequate wages, working hours, and insufficient health and safety measures. These conditions can cause both material and immaterial impairments that can significantly reduce the quality of life of the employees affected.	Short term	Expansion of the description to include additional topics that are now considered material
Equal treatment and equal opportunities for all	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have a potential negative impact on the standard of living of its employees through unequal treatment and unequal opportunities, for example in the areas of compensation, training, and inclusion, as well as violence and harassment in the workplace. Such practices can significantly reduce the quality of life of the employees affected and thus lead to social inequalities.	Short term	Expansion of the description to include additional topics that are now considered material
Other work-related rights	Negative impact (upstream value chain)	Sartorius Stedim Biotech´s suppliers have a potential negative impact on living standards if they use child labor and forced labor. These practices represent a serious restriction of civil liberties and can lead to significant social consequences that can significantly reduce the quality of life of the employees affected.	Short term	for the first time material

The material negative impacts listed in the table are partly related abstractly to the respective supply chains and are partly attributable to sub-suppliers of Sartorius Stedim Biotech's direct suppliers. The material negative impacts with regard to child labor and forced labor affect sub-suppliers who are active in the supply chain for electronic products, for example. In this context, there is a generally increased risk of child labor and forced labor, particularly in the extraction and processing of rare earths and metals. These impacts are currently systemic to these supply chains.

At present, Sartorius Stedim Biotech has no detailed information about workers in the value chain who may be more severely affected by these material negative impacts.

In the reporting year, no material risks and opportunities were identified that arise or may arise from the impacts and dependencies associated with workers in the value chain.

Business conduct

In the reporting year, corporate governance had a material positive impact on the company's workforce, which is linked to the Sartorius Stedim Biotech corporate culture. This was accompanied by an operational risk. An unattractive corporate culture could lead to employees leaving the company and make it more difficult to attract new talent. This could have a material financial impact on the company. In addition, a business opportunity related to animal welfare was assessed as material for the first time in the reporting year. Sartorius Stedim Biotech sees growth potential in technologies that can help customers replace animal testing or, more generally, the use of materials of animal origin in research and development.

ESRS sub-topic	Category	Description	Time horizon	Change from previous year
Corporate culture	Positive impact (own company)	Sartorius Stedim Biotech´s own operations have a real positive impact on corporate culture by promoting values and rules of conduct that lead to employee satisfaction, loyalty, and retention.	current	None
	Risk	An unattractive corporate culture could lead to employee turnover, damage the company's reputation, make it difficult to attract talent, and pose a financial risk to the company.	current	None
Animal welfare	Opportunity	Sartorius Stedim Biotech has a business opportunity to develop technologies that help customers reduce or replace animal testing or the use of materials of animal origin. These innovative solutions not only offer an ethical advantage, but can also help establish Sartorius Stedim Biotech as a leader in biotechnology research and development. By promoting alternative methods for research and development, Sartorius can tap into new markets while helping to improve scientific standards and meet regulatory requirements. This not only opens up new revenue potential, but also positions the company as a responsible player in the industry.		for the first time material

Financial effects of material risks and opportunities

Currently, there are no measurable financial effects of the material sustainability-related risks and opportunities. For reporting on the expected short-, medium-, and long-term financial effects of its material risks and opportunities on its financial position, financial performance, and cash flows, the company uses the relief provisions under ESRS and will therefore only provide this information in future reports.

Dealing with material impacts, risks and opportunities

Sartorius Stedim Biotech is carefully analyzing the impact of material impacts, risks and opportunities on its business model, value chain, strategy, and decision-making, and deriving the necessary actions from this analysis. This is a long-term process that must be integrated into key business conduct processes.

In fiscal year 2025, the results of the double materiality assessment were integrated into risk management. The results were also incorporated into compliance processes, which led to the adoption of a new Code of Conduct.

The parent company Sartorius AG also initiated project for performance management of sustainability-related topics that contributes to the integration of sustainability-related topics into corporate management by defining sustainability-related key performance indicators and adapting internal planning and reporting processes. This led to an adjustment in budget planning in the reporting year in order to make the appropriate financial resources available for climate-related actions.

Finally, the results of the double materiality assessment were incorporated into the company’s strategy process.

Resilience of the business model and strategy

The impacts, risks and opportunities identified as part of the double materiality assessment and the current management approaches in each case were presented by Corporate Sustainability to the Board of Directors of Sartorius Stedim Biotech and discussed in detail on this basis.

On this basis, the company concluded that, based on current assessments, its business model and strategy are sufficiently resilient to cope with the above-mentioned impacts and risks and to take advantage of opportunities. This is a qualitative assessment by the Board of Directors with no specific time horizon.

Further disclosures

No additional impacts, risks or opportunities beyond the ESRS requirements were identified.

4. Impacts, risks and opportunities management

Disclosure Requirement IRO-1- Description of the process to identify and assess material impacts, risks and opportunities

The process to identify, assess and prioritize material impacts, risks and opportunities (IROs) was carried out in the reporting year by the Corporate Sustainability department in cooperation with Finance & Controlling in a centralized, internal procedure based on ESRS and the corresponding implementation guidelines. Impacts, risks and opportunities were identified and assessed using methodologies from the company's risk management system, drawing on internal and external expert knowledge and incorporating the views of stakeholders. The identification and assessment of IROs was carried out in accordance with ESRS on the basis of a gross assessment.

Compared to the previous year, the identification process was specified in greater detail; in particular, it was expanded and deepened (e.g., in the areas of climate and biodiversity). With regard to impacts, the identification and assessment process was integrated even more closely into the sustainability-related due diligence process. Furthermore, additional value chain analyses, studies, and databases were consulted as well as peer comparisons. Within the double materiality assessment process, the approach to assessing the severity of impacts was further standardized.

The double materiality assessment process is described below. Due to the process changes, the following descriptions have also been made more precise compared to the previous year.

Step 1: Identification of IROs

The current business model and the entire value chain associated with it were initially used as the basis for identifying IROs. This has not changed materially compared to the previous year. As a result, the update of the double materiality assessment is based on the results from the previous year. The IROs were identified centrally with the aid of internal and external analyses and using existing sustainability-related due diligence processes, including the whistleblowing hotline and information from discussions with internal and external experts and stakeholders. This means that existing IROs were either confirmed, clarified, or newly added.

As in the previous year, the entire range of stakeholders under ESRS 1 (i.e., both affected stakeholder groups and users of sustainability reporting) was consulted in order to systematically take the views of stakeholders into account in this stage of the process. Discussions with internal experts engaging in regular exchanges with the relevant stakeholders in the course of their daily business enabled specific perspectives to be systematically incorporated into the double materiality assessment process.

No external experts were consulted during this stage of the process.

The results of the identification process were systematically documented and structured in an IRO inventory.

Step 2: Assessment of the IROs

The IROs identified were then qualitatively assessed on a scale of one to four using standardized criteria in accordance with ESRS.

Assessment of actual Impacts

Actual impacts are assessed based on their severity for people and the environment, i.e., their influence on natural resources.

- For actual positive impacts, the severity criteria of scale and scope were assessed and the results were added together and divided by two.
- For actual negative impacts, the severity criteria of scale, scope and irremediable character were assessed and the results were added together and divided by three.

Criterion	Scale and Description
Severity for people and the environment	
Magnitude	1) insignificant
	2) moderate
	3) significant
	4) critical
Scope	1) limited
	2) regional
	3) supra-regional
	4) global
Irreversibility	1) fully reversible
	2) largely reversible
	3) partially reversible
	4) irreversible

Assessment of potential impacts

Potential impacts were assessed on the basis of their severity for people and the environment, i.e. their impact on natural resources, and their likelihood of occurrence:

- For potential positive impacts, the severity criteria of scale and scope were assessed and the results were added together and divided by two.
- For potential negative impacts, the severity criteria of scale, scope and irremediable character were assessed and the results were added together and divided by three.
- The likelihood of occurrence of the potential impact was then determined.

For the overall result, the severity determined above was added to the likelihood of occurrence and divided by two. For potential negative impacts on human rights, their severity in accordance with ESRS took precedence over their likelihood.

Criterion	Scale and Description
Severity for people and environment	
Magnitude	1) insignificant
	2) moderate
	3) significant
	4) critical
Scope	1) limited
	2) regional
	3) supra-regional
	4) global
Irreversibility	1) fully reversible
	2) largely reversible
	3) partially reversible
	4) irreversible
Likelihood of occurrence	1) remote
	2) possible
	3) probable
	4) very likely

Assessment of risks and opportunities

Risks and opportunities were assessed on the basis of their financial magnitude for the company and their likelihood of occurrence. The effect on EBIT was taken as a measure of financial import, as this reflects the financial impact on the company's cash flow, access to financing, or cost of capital. For the overall result, the financial magnitude and likelihood of occurrence were added together and divided by two. Both criteria are based on the definitions established as part of the company's risk management process.

Criterion	Scale and Description
Financial magnitude for the company	1) insignificant
	2) moderate
	3) significant
	4) critical
Likelihood of occurrence	1) remote
	2) possible
	3) probable
	4) very likely

Step 3: Materiality assessment for the IROs

The IROs were then classified according to materiality thresholds.

Materiality thresholds for Impacts

Actual impacts were classified as material if they had a severity rating of at least two on a scale of two to four for people and the environment. This threshold takes into account all topics with a medium or high severity rating.

Potential impacts were classified as material if both their severity for people and the environment and their likelihood of occurrence were at least two. In addition, the average value of these two criteria, i.e., the sum of the two divided by two, had to be greater than two.

		Materiality			
Severity for people and the environment	4	immaterial	material	material	material
	3	immaterial	material	material	material
	2	immaterial	immaterial	material	material
	1	immaterial	immaterial	immaterial	immaterial
		1	2	3	4
		Likelihood of occurrence			

Materiality thresholds for risks and opportunities

Risks and opportunities were classified as material if both their financial magnitude and their likelihood of occurrence were at least two on a scale of one to four. In addition, the average value of these two criteria, i.e., the sum of the two divided by two, had to be greater than two.

		Materiality			
Financial magnitude	4	immaterial	material	material	material
	3	immaterial	material	material	material
	2	immaterial	immaterial	material	material
	1	immaterial	immaterial	immaterial	immaterial
		1	2	3	4
		Likelihood of occurrence			

Reasons for selected thresholds

The thresholds selected by Sartorius Stedim Biotech were determined by Corporate Sustainability in consultation with Risk Management after careful consideration of their relevance to the company and their feasibility. By using these selected thresholds, the company has excluded "marginal issues" that have a high degree of severity but only a low likelihood of occurrence, for example. The focus is on issues that are more likely to occur or have a relevant degree of severity.

From the company's perspective, this ensures an appropriate level of focus both in sustainability reporting and for IRO management, while also ensuring consistency with the topics addressed in strategic planning.

Validation of the results

Several control steps were implemented throughout the process of the double materiality assessment to ensure the validity of the results. Relevant functions, including Human Resources, Environment, Health, Safety & Security (EHSS), Corporate Sourcing, Corporate Compliance, Corporate Sustainability, and Risk Management, were involved in the process in order to review the assessments of the IRO. These assessments were considered both in individual discussions and in joint meetings.

A comparison of the IRO landscape with that of other companies was also carried out. Occasional feedback from stakeholders was additionally incorporated into the process. The results were presented to the Board of Directors, which they have acknowledged with approval.

Disclosure Requirement ESRS E1 IRO-1: Specific disclosures on climate impacts, risks and opportunities

An integral part of the double materiality assessment was the identification and assessment of actual and potential climate-related impacts, risks, and opportunities resulting from the company's business activities and plans. The process followed the general steps of the double materiality assessment described above. Specific details are described below:

Climate-related impacts

Climate-related impacts were identified and assessed comprehensively for the first time in the previous year as part of a central process.

The assessment took place at various levels: for the upstream value chain based on supplier groups, for the company's own operations at the level of the individual Group companies, and for the downstream value chain at the level of the business units.

Climate-related impacts in the upstream value chain were assessed by experts from the Corporate Sourcing department based on a central assessment of the GHG footprint of supplier groups. For the Sartorius Stedim Biotech's own operations, the Environment, Health, Safety & Security department assessed the climate-related impacts of production at each site based on energy consumption and GHG emission sources. In the downstream value chain, product sustainability experts analyzed the impact of the products sold on GHG emissions, particularly through their use and disposal at the end of the product life cycle.

The Corporate Sustainability and Risk Management departments provided advisory support to the functions during the assessment process. The assessments were then consolidated at Group level and finally agreed with the relevant Group departments.

In the reporting year, the material climate impacts of the previous year were reviewed by the departments involved. As the company's business model and associated value chain, as well as external factors and framework conditions, had not changed significantly, the material climate impacts of the previous year were confirmed.

By conducting a detailed assessment of actual and potential impacts, the company can evaluate its current performance in terms of climate change mitigation, assess future risks and opportunities, and take appropriate action.

Physical climate related risks

As part of the dual materiality analysis, the physical climate risks from Commission Delegated Regulation (EU) 2021/2139 were also assessed in a central climate risk analysis. This included potential acute and chronic physical climate risks based on the TCFD classification.

For the upstream value chain, potential climate risks and the resulting climate risks of selected suppliers were already assessed as essential in the previous year. This included, for example, the assessment of risks relating to raw material suppliers or transport service providers. The assessment was based, among other things, on the Environmental Performance Index at country level and supplier evaluations. For the downstream value chain, potential climate risks at customers that could affect the company were also examined in the previous year. Sustainability experts carried out a central assessment for this purpose. The assessments of potential climate risks for the short, medium, and long term for the various Group companies were consolidated and then enriched by central evaluations in comparison with information from the existing central risk management system and supplemented by central assessments of business activities. The evaluation results for the upstream and downstream value chain were reviewed and confirmed this year.

For the Group's own operations, the process for identifying climate-related risks was further developed in fiscal year 2025. For the first time, the IPCC database was used, among other things, to systematically identify climate risks for two climate scenarios over three time horizons for our own production sites. The climate scenarios considered included an optimistic one in which GHG emissions are limited to 1.5°C (SSP1 RCP2.6) and a pessimistic one in which GHG emissions lead to a temperature increase of 3.3°C to 5.7°C (SSP5 RCP8.5) ("hot house world"). The analysis referred to the current situation in fiscal year 2025, the year 2030, and the year 2050. The climate risks identified in this way were then centrally assessed based on an evaluation of their impact on the respective location.

The result of the climate risk analysis was that, as in the previous year, no significant climate risks were identified for the upstream and downstream value chain or for the company's own locations.

This results in an overall assessment for the Group that, at present, none of the company's assets and business activities are identified as being susceptible to physical gross risks from climate-related hazards in the short, medium, or long term.

As part of the double materiality assessment, the physical climate-related hazards from Commission Delegated Regulation (EU) 2021/2139 were also assessed. Specifically, potential acute and chronic physical climate-related hazards were examined in a central climate-related risk analysis based on the TCFD classification. The process for identifying climate-related risks and opportunities in this context was refined further in the reporting year. To this end, the IPCC database and other external databases were used in order to systematically identify climate-related hazards for two climate scenarios over three time horizons for the Group's own production sites and critical suppliers. The climate scenarios considered included an optimistic scenario in which GHG emissions were limited to 1.5 °C (SSP1 RCP2.6) and a pessimistic scenario in which GHG emissions resulted in a temperature increase of 3.3 °C to 5.7 °C (SSP5 RCP8.5) ("hot house world"). The analysis covered the current situation in the 2025 financial year, the year 2030 and the year 2050. The climate-related hazards identified in this way were then centrally evaluated based on an assessment of their impact on the respective site.

Accordingly, as in the previous year, no material climate-related risks were identified for the company's own sites.

For the upstream and downstream value chain, the company is therefore relying on the assessment results from the previous year, which did not reveal any material climate-related risks.

To determine climate-related hazards in the upstream value chain, the Corporate Sourcing department analyzed potential climate-related risks and hazards of selected suppliers in the previous year. This included an assessment of risks relating to raw material suppliers and transportation service providers, for example. The assessment was based, among other things, on the Environmental Performance Index at country level and on supplier evaluations. When determining climate-related hazards in the downstream value chain, internal sustainability experts carried out a centralized assessment of potential climate-related hazards at customers that could affect the company. The assessments of the various Group companies' potential climate-related hazards for short-, medium- and long-term time horizons were consolidated and then enriched by central assessments compared with information from the existing central risk management system and supplemented by central assessments regarding business activities.

The approach described above resulted in an overall assessment for the Group indicating that, for the climate-related hazards considered over the short, medium, and long term, no assets or business activities of the company susceptible to physical gross risks arising from these climate-related hazards were identified.

Transition risks

As part of the climate-related risk analysis, climate-related transition risks and opportunities were also evaluated for the company itself and its value chain based on the TCFD classification as part of the double materiality assessment. Specifically, climate-related transition risks and opportunities that could arise as a result of regulatory, technological, or market developments were identified and assessed by consulting external climate experts and information from our own research, taking into account information and assessments from Risk Management, and applying the same climate scenarios and time horizons as described above for physical risks.

The results of the analysis did not indicate any Sartorius Stedim Biotech assets or business activities that could be at risk in the short, medium, or long term due to climate-related transitional risks or that could generate business opportunities.

In the reporting year, no scenarios other than those mentioned above were considered for the identification and assessment of both climate-related physical risks and climate-related transition risks and opportunities, which is in line with the climate-related assumptions in the consolidated financial statements.

Disclosure Requirement ESRS E2 IRO-1: Specific disclosures on pollution

An integral part of the approach to the double materiality assessment described above was the identification and assessment of material impacts, risks, and opportunities related to pollution.

In this regard, Sartorius Stedim Biotech relied on its results from the previous year's assessment. The process for identifying and assessing material impacts, risks, and opportunities related to pollution was further developed. First, external value chain analyses were used to identify impacts in value chains relevant to Sartorius Stedim Biotech (e.g., pharmaceuticals, chemicals, electronics, and paper). For suppliers in the upstream value chain and the Groups' own sites, the current sustainability assessments were also consulted and evaluated as part of the sustainability-related due diligence process. In addition, Sartorius Stedim Biotech's own sites were subjected to a systematic relevance analysis for wastewater emissions. Information provided by the company within the framework of the Pollutant Release and Transfer Register (PRTR) was also included for this purpose.

At the same time, Sartorius Stedim Biotech was guided by regulatory requirements such as the REACH Regulation to identify and assess the use of substances of very high concern (SVHC). In addition, the hazardous substances used in the production process were compared with common classifications of substances of concern (SoC).

The analysis was based on several assumptions. It was based on currently available internal and external data sources on production processes and the hazardous substances used in these processes, as well as the pollutant emissions caused. Potential regulatory developments, such as a possible ban on PFAS, were additionally factored in as scenarios. Sartorius Stedim Biotech also assumed that all existing safety measures to minimize pollution were being consistently implemented.

Specific consultations, particularly with affected communities, were not carried out as part of the double materiality assessment. However, the company maintains an ongoing dialogue on sustainability issues with its relevant stakeholders and refers in this regard to its comments under SBM-2.

Disclosure Requirements ESRS E3 IRO-1 and E4 IRO-1: Specific disclosures on water and marine resources and specific disclosures on biodiversity and ecosystems

In the double materiality assessment mentioned above, the impacts, risks and opportunities related to water and marine resources and to biodiversity and ecosystems were also examined. For this purpose, the company relied on its results from the previous year's assessment. However, the process for identifying and assessing material impacts, risks, and opportunities related to water and marine resources and to biodiversity and ecosystems was also further developed for these topics.

External value chain analyses served as a starting point for identifying impacts in value chains relevant to Sartorius Stedim Biotech (e.g., pharmaceuticals, chemicals, electronics, and paper). For suppliers in the upstream value chain and the company's own sites, the current sustainability assessments were consulted and evaluated as part of the sustainability-related due diligence process.

Specifically for the topic of water and marine resources, internal water reporting and an example of the water balance of a large German site were also used for the Groups' own sites. Accordingly, there were no material impacts on water and marine resources at the Groups' own sites in the reporting year. As in the previous year, no comprehensive information is currently available for the upstream value chain that would permit an assessment of the negative impacts on water and marine resources. However, Sartorius Stedim Biotech's sustainability-related due diligence system does not currently provide any concrete indications of impacts related to water and marine resources.

Specifically with regard to biodiversity and ecosystems, Sartorius Stedim Biotech systematically reviewed its sites and critical suppliers in the reporting year to determine whether they were located near or within nature reserves or key biodiversity areas by consulting external databases (Protected Planet and Natura 2000). No Sartorius Stedim Biotech sites were found to be located in or in the immediate vicinity of biodiversity sensitive areas. Of the critical suppliers examined, three sites are located in biodiversity sensitive areas. However, the impacts of the respective sites as a result of their operational activities were not considered to be relevant. Therefore, no remedial action relating to biodiversity needs to be taken. Based on the Groups' business activities, no material impacts that could negatively affect biodiversity sensitive areas are therefore apparent, at present.

To identify risks related to water and marine resources, biodiversity, and ecosystems, the company conducted a water stress analysis for its production sites as part of the climate risk analysis described above. Sartorius currently has no sites in areas of high water stress as defined by the World Resources Institute (WRI) Aqueduct Water Risk Atlas, where there is a dependency on water (e.g., in the production process), nor does it have any such sites on the horizon up to 2030. However, the analysis shows increasing water stress for the Göttingen site in 2050. However, since the climate data evaluated from the IPCC database is heavily based on assumptions, including those regarding water withdrawals at the respective location, Sartorius Stedim Biotech does not currently consider this to be a material issue. It is assumed that water will not be rationed to any relevant extent and that any price increases for water supply will not be noticeable in the context of overall price increases. In addition, risk management currently shows no indications of any risk situations. As in the

previous year, no comprehensive information is currently available for the upstream value chain that would enable an assessment of risks (e.g., supplier failure risks) in connection with water and marine resources.

For the downstream value chain, information on customers that was available to the company from product management and sales was taken into account for both water and biodiversity and ecosystems. According to this information, there are currently no material impacts, risks, or opportunities relating to water and marine resources, biodiversity, and ecosystems in the downstream value chain.

Local communities have not yet been consulted on the topics of water and marine resources, biodiversity and ecosystems.

In summary, Sartorius Stedim Biotech concludes that there were no material actual or potential impacts, risks or opportunities relating to water and marine resources, biodiversity and ecosystems in the reporting year.

The company monitors the topics of water and marine resources as well as biodiversity and ecosystems as part of its sustainability reporting in order to identify changes or new risks at an early stage.

Disclosure Requirement ESRS E5 IRO-1: Specific disclosures on resource use and circular economy

In the course of its double materiality assessment, Sartorius Stedim Biotech identified and assessed the material impacts, risks, and opportunities related to resource use and circular economy. In this regard, Sartorius Stedim Biotech relied on its results from the previous year's assessment. The process for identifying and assessing material impacts, risks, and opportunities related to resources and the circular economy was also further developed.

Initially, external value chain analyses were considered in order to determine impacts in value chains relevant to Sartorius Stedim Biotech (e.g., pharmaceuticals, chemicals, electronics, and paper). For suppliers in the upstream value chain and the company's own sites, the current sustainability assessments were consulted and evaluated as part of the sustainability-related due diligence process.

Specifically for the topic of resource use and circular economy, life cycle analyses, material flow analyses, and model-based scenario analyses were also included for the systematic review of assets and business activities. These methods allowed the Group to identify environmental impacts along the entire value chain, from procurement to disposal, and to map and evaluate resource cycles and waste streams. In addition, local management systems for environmental protection were used to identify optimization potential in products, packaging and processes.

Specific consultations, particularly with affected communities, were not carried out as part of the double materiality assessment. However, it was assumed that the existing dialogue and feedback mechanisms were sufficiently representative to reflect the interests of the relevant stakeholders. These mechanisms include regular dialogue events with stakeholders, including local residents at the sites (e.g. round tables, workshops, forums) on general corporate development and infrastructure and construction projects, as well as the grievance mechanisms that ensure continuous feedback.

Sartorius Stedim Biotech refers in this regard to its comments under ESRS 2 SBM-2. The concerns of the relevant stakeholders were therefore incorporated into the process of identifying and assessing the material impacts, risks, and opportunities related to resource use and the circular economy, and were taken into account in this way.

Disclosure Requirement ESRS G1 IRO-1: Specific disclosures on business conduct

In the above-mentioned double materiality assessment, the material impacts, risks and opportunities related to business conduct were identified and assessed with the involvement of various internal experts, taking into account the company's business model and activities and the geographical locations of its activities.

Integration of the results of the double materiality assessment into risk and opportunity management

The Corporate Sustainability and Risk Management departments work closely together to carry out the double materiality assessment. The entire process and the results of this assessment are carefully coordinated with Risk Management and integrated into its processes. The initial risk assessment was already based on Risk Management's inventory. The assessment criteria for the double materiality assessment are also coordinated with Risk Management. During the validation phase, the assessments were subjected to a final comparison with the company's existing risk profile. In addition, the material sustainability risks are part of the company's risk inventory, which ensures that they are given the same priority as other risks in the company. Close cooperation between Corporate Sustainability and the central risk management team also ensured that any impacts and dependencies identified were reviewed to determine whether they gave rise to financial risks and/or opportunities. In the reporting year, the next steps were planned to expand the risk management system with regard to sustainability risks, which include, for example, a revision of the risk categories and alignment of the time horizons.

The double materiality assessment process is not yet integrated with the company's opportunity management or strategy process.

Prioritization and Monitoring of sustainability matters

In the 2025 reporting year, Sartorius Stedim Biotech began prioritizing material IROs as part of the integration of sustainability issues into the strategy process and the launch of a project for performance management of sustainability-related issues. This prioritization is currently being finalized and will be presented in future reporting periods.

The Corporate Sustainability department is responsible for the entire process of identifying, assessing, prioritizing and monitoring material sustainability topics and the associated IROs. This includes interlinking these with other corporate processes such as the human rights due diligence process, risk and opportunity management, and other relevant processes.

Disclosure Requirement IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

The following table summarizes the ESRS reporting requirements contained in the Sustainability Statement. The table refers to the page numbers and/or paragraphs where the corresponding reporting requirements can be found in the Sustainability Statement.

The reportable disclosures were determined on the basis of EFRAG's implementation guide ("Data Point List"). The company has not identified any immaterial data points and therefore does not make use of the principle of "materiality of information". The company focuses its reporting on mandatory disclosures.

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	E5-1	Policies related to resource use and circular economy	157
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	MDR-A	Actions and resources in relation to material sustainability matters	171
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Datapoints from other EU legislation in accordance with Appendix B

The following table provides an overview of all datapoints derived from other EU legislation listed in ESRS 2 Appendix B of this standard and refers to the relevant pages.

Disclosure Requirement and related datapoint	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Materiality for Sartorius	Page number
ESRS 2 GOV-1: Board's gender diversity, paragraph 21 (d)	X		X		material	89
ESRS 2 GOV-1: Percentage of board members who are independent, paragraph 21 (e)			X		material	89
ESRS 2 GOV-4: Statement on due diligence, paragraph 30	X				material	93
ESRS 2 SBM-1: Involvement in activities related to fossil fuel activities, paragraph 40 (d) i	X	X	X		immaterial	
ESRS 2 SBM-1: Involvement in activities related to chemical production, paragraph 40 (d) ii	X		X		immaterial	
ESRS 2 SBM-1: Involvement in activities related to controversial weapons, paragraph 40 (d) iii	X		X		immaterial	
ESRS 2 SBM-1: Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) iv			X		immaterial	
ESRS E1-1: Transition plan to reach climate neutrality by 2050, paragraph 14				X	material	135
ESRS E1-1: Undertakings excluded from Paris-aligned Benchmarks, paragraph 16 (g)		X	X		immaterial	
ESRS E1-4: GHG emission reduction targets, paragraph 34	X	X	X		material	138
ESRS E1-5: Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	X				material	138
ESRS E1-5 Energy consumption and mix, paragraph 37	X				material	138
ESRS E1-5: Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	X				material	140
ESRS E1-6: Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44	X	X	X		material	140
ESRS E1-6: Gross GHG emissions intensity, paragraphs 53 to 55	X	X	X		material	140
ESRS E1-7: GHG removals and carbon credits, paragraph 56				X	material	150
ESRS E1-9: Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			X		immaterial	
ESRS E1-9: Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		X			immaterial	
ESRS E1-9: Location of significant assets at material physical risk, paragraph 66 (c)		X			immaterial	
ESRS E1-9: Breakdown of the carrying value of its real estate assets by energy efficiency classes, paragraph 67 (c)		X			immaterial	
ESRS E1-9: Degree of exposure of the portfolio to climate-related opportunities, paragraph 69			X		immaterial	

Disclosure Requirement and related datapoint	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Materiality for Sartorius	Page number
ESRS E2-4: Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	X				immaterial	
ESRS E3-1: Water and marine resources, paragraph 9	X				immaterial	
ESRS E3-1: Dedicated policy, paragraph 13	X				immaterial	
ESRS E3-1: Sustainable oceans and seas, paragraph 14	X				immaterial	
ESRS E3-4: Total water recycled and reused, paragraph 28 (c)	X				immaterial	
ESRS E3-4: Total water consumption in m3 per net revenue on own operations, paragraph 29	X				immaterial	
ESRS 2 - SBM-3 - E4: paragraph 16 (a) i	X				immaterial	
ESRS 2 - SBM-3 - E4: paragraph 16 (b)	X				immaterial	
ESRS 2 - SBM-3 - E4: paragraph 16 (c)	X				immaterial	
ESRS E4-2: Sustainable land/agriculture practices or policies, paragraph 24 (b)	X				immaterial	
ESRS E4-2: Sustainable oceans/seas practices or policies, paragraph 24 (c)	X				immaterial	
ESRS E4-2: Policies to address deforestation, paragraph 24 (d)	X				immaterial	
ESRS E5-5: Non-recycled waste, paragraph 37 (d)	X				material	161
ESRS E5-5: Hazardous waste and radioactive waste, paragraph 39	X				material	161
ESRS 2 SBM3 - S1: Risk of incidents of forced labour, paragraph 14 (f)	X				material	166
ESRS 2 SBM3 - S1: Risk of incidents of child labour, paragraph 14 (g)	X				material	166
ESRS S1-1: Human rights policy commitments, paragraph 20	X				material	166
ESRS S1-1: Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21			X		material	166
ESRS S1-1: Processes and measures for preventing trafficking in human beings, paragraph 22	X				material	166
ESRS S1-1: Workplace accident prevention policy or management system, paragraph 23	X				material	166
ESRS S1-3: Grievance/complaint handling mechanisms, paragraph 32 (c)	X				material	170
ESRS S1-14: Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	X		X		material	184
ESRS S1-14: Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	X				material	184
ESRS S1-16: Unadjusted gender pay gap, paragraph 97 (a)	X		X		material	187
ESRS S1-16: Excessive CEO pay ratio, paragraph 97 (b)	X				material	187
ESRS S1-17: Incidents of discrimination, paragraph 103 (a)	X				material	188

Disclosure Requirement and related datapoint	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Materiality for Sartorius	Page number
ESRS S1–17: Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 104 (a)	X		X		material	188
ESRS 2 SBM3 – S2: Significant risk of child labour or forced labour in the value chain, paragraph 11 (b)	X				material	190
ESRS S2–1: Human rights policy commitments, paragraph 17	X				material	190
ESRS S2–1: Policies related to value chain workers, paragraph 18	X				material	190
ESRS S2–1: Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 19	X		X		material	190
ESRS S2–1: Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19			X		material	190
ESRS S2–4: Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	X				material	192
ESRS S3–1: Human rights policy commitments, paragraph 16	X				immaterial	
ESRS S3–1: Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines, paragraph 17	X		X		immaterial	
ESRS S3–4: Human rights issues and incidents, paragraph 36	X				immaterial	
ESRS S4–1: Policies related to consumers and end-users, paragraph 16	X				immaterial	
ESRS S4–1: Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	X		X		immaterial	
ESRS S4–4: Human rights issues and incidents, paragraph 35	X				immaterial	
ESRS G1–1: United Nations Convention against Corruption, paragraph 10 (b)	X				immaterial	
ESRS G1–1: Protection of whistleblowers, paragraph 10 (d)	X				immaterial	
ESRS G1–4: Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	X		X		immaterial	
ESRS G1–4: Standards of anti-corruption and anti-bribery, paragraph 24 (b)	X				immaterial	

2.11.2 Environmental information

Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

The following disclosures constitute the disclosures required of the Sartorius Stedim Group in accordance with Article 8 of Regulation (EU) 2020/852 ("EU Taxonomy Regulation") for fiscal year 2025.

The EU taxonomy is a classification system for determining environmentally sustainable economic activities in the real economy, combined with specific disclosure requirements for companies. These relate to taxonomy-aligned turnover, capital expenditures and operating expenditures with respect to the EU's six environmental objectives: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

The reporting requires the disclosure of both taxonomy-eligible and taxonomy-aligned turnover, capital expenditures and operating expenditures. In this context, the economic activities described in the Delegated Acts are considered to be taxonomy-eligible, as they make a substantial contribution to the achievement of the EU's environmental objectives. Economic activities that meet the technical screening criteria and the minimum safeguards criteria are considered to be taxonomy-aligned.

Special notes on reporting

Preparation of the required disclosures was associated with uncertainties for Sartorius Stedim Biotech, in particular because a number of unanswered questions currently still exist regarding the definition of taxonomy-eligible economic activities and the interpretation of the technical screening criteria and minimum safeguard criteria, which have not yet been conclusively answered by the European Commission. The company has taken information into account that was available through January 31, 2026. However, the delegated acts as of December 31, 2025 were used.

Since Sartorius Stedim Biotech did not recognize any capital expenditures and only immaterial operating expenditures for the activities in the nuclear energy and fossil gas sectors described in Delegated Regulation (EU) 2022/1214 in fiscal 2025, the reporting pursuant to Annex XII of Commission Delegated Regulation (EU) 2021/2178 does not apply. The corresponding template can be found in the "Annex to the key performance indicators under the EU Taxonomy Regulation" section.

Procedure for determining taxonomy alignment ("Compliance Assessment"):

Sartorius Stedim Biotech used a three-step process to determine taxonomy-compliant turnover, capital expenditures and operating expenditures:

- Determination of the economic activities generally eligible for taxonomy: The process of determining the Group's economic activities that are generally taxonomy-eligible was carried

out separately for the breakdown of turnover as well as capital expenditures and operating expenditures. The results are each described in the following sections on taxonomy-aligned turnover, capital expenditures, and operating expenditures, respectively.

- Assessment of compliance with the technical screening criteria: Compliance with the technical screening criteria, which include assessing whether the contribution to an EU environmental objective is substantial ("Substantial contribution" – SC) and whether the other EU environmental objectives are not significantly harmed ("Do no significant harm" – DNSH), was determined by experts from relevant functions in relevant Group companies. The results are described in each of the following sections.

- Assessment of compliance with the minimum safeguards: Sartorius Stedim Biotech assessed and determined compliance with the minimum safeguards criteria based on the recommendations contained in the Final Report on Minimum Safeguards published by the European Platform on Sustainable Finance in October 2022 for the following four topics as follows:

  - Taxes: In this regard, the Group refers in particular to the existing Group-wide risk management system, which is described in the "Opportunity and risk report" section of this Annual Report from page 51 onwards. Responsibility for tax compliance generally lies with the local management of the individual Group companies. These are supported by both local tax consulting firms and the central Group Tax Department. A system of various actions, such as monitoring local regulations (filing deadlines, tax rates, etc.) and tax risks, ensures that information is collected within the Group and reported to the Audit & Sustainability Committee accordingly.

  - Corruption and bribery: The Group refers to the existing Group-wide compliance management system, which is described in the "Corporate governance report" section of this Report from page 204 onwards.

  - Fair Competition: The Group refers to the existing Group-wide compliance management system, which is described in the "Corporate governance report" section of this Annual Report from page 204 onwards.

  - Human rights: With regard to the human rights due diligence system in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, the Group refers to the statement on due diligence under ESRS 2 GOV-4. The assessment of Sartorius Stedim Biotech's human rights due diligence did not extend to customer relationships, as the Group has not identified any relevant areas of human rights risk stemming from its products and services.

There are no significant legal proceedings or convictions in the report year for any of the four topics.

Avoiding double counting

Since the taxonomy-aligned turnover relates exclusively to a single environmental objective – transition to a circular economy – rather than to multiple environmental objectives, the possibility of double counting is ruled out.

The figures pertaining to capital and operating expenditures were determined separately using different accounts and cost types. Double counting is therefore likewise ruled out.

Summarized overview of KPIs

In the following tables, Sartorius Stedim Biotech has summarized the share of its turnover, capital expenditures and operating expenditures attributable to taxonomy-eligible and taxonomy-aligned economic activities in fiscal year 2025.

Turnover, capital expenditures and operating expenditures in accordance with EU Taxonomy Regulation in fiscal year 2025

KPI/ environmental objective	Activity	Taxonomy-eligible and -aligned	Taxonomy-eligible but not -aligned	Not Taxonomy-eligible
Turnover		**1%**	**20%**	**79%**
Circular economy	Manufacture of electronic equipment	1%	13%	
Circular economy	Repair services		5%	
Circular economy	Spare parts sales		1%	
Circular economy	Provision of data-driven IT solutions		1%	
Capital expenditures		**0%**	**79%**	**21%**
Climate change mitigation	Acquisition and ownership of buildings		65%	
Climate change mitigation	Vehicle leasing		1%	
Circular economy	Manufacture of electronic equipment		9%	
Circular economy	Repair services		1%	
Circular economy	Provision of data-driven IT solutions		3%	
Operating expenditures		**0%**	**24%**	**76%**
Climate change mitigation	Acquisition and ownership of buildings		16%	
Climate change mitigation	Vehicle leasing		1%	
Circular economy	Manufacture of electronic equipment		1%	
Circular economy	Provision of data-driven IT solutions		6%	

Detailed information on the individual key performance indicators including the relevant economic activities can be found in the section “Notes on the key performance indicators under the EU Taxonomy Regulation” and the official templates in the section “Annex to the key performance indicators under the EU Taxonomy Regulation”.

Notes on the key performance indicators under the EU Taxonomy Regulation

Turnover from taxonomy-eligible and taxonomy-aligned economic activities

Turnover pursuant to the EU Taxonomy Regulation corresponds to the figure reported in the Statement of Profit or Loss for the fiscal year in question on page 237 of this Annual Report, which was determined on the basis of the International Financial Reporting Standards (IFRS) applicable to the consolidated financial statements.

The Sartorius Stedim Biotech Group generates turnover from the following taxonomy-eligible economic activities in Annex II of the Environmental Delegated Act (Regulation (EU) 2023/2486):

- Activity 1.2: Manufacture of electrical and electronic equipment: Sartorius Stedim Biotech brings together all activities related to the development, production and sale of electronic instruments and bioprocess systems under this activity.
- Activity 5.1: Repair, refurbishment and remanufacturing: Sartorius Stedim Biotech classifies all activities related to repair and maintenance services for its bioprocess systems under this activity.
- Activity 5.2: Sale of spare parts: Sartorius Stedim Biotech considers this activity to include the sale of spare parts, such as hoses and electronic components, as part of repair and maintenance services.
- Activity 4.1: Provision of IT/OT data-driven solutions: Sartorius Stedim Biotech includes all activities related to the development, programming and sale of software for process and data analytics under this activity.

In fiscal year 2025, the taxonomy-aligned turnover accounted for 1% of consolidated turnover (previous year: 1%). This percentage is attributable to the turnover from the manufacture of some electrical and electronic equipment (economic activity 1.2), for which compliance with the technical screening criteria could be substantiated. To assess the substantial contribution to the transition to a circular economy, documentation on product requirements (specifications), technical drawings and service manuals, etc. were evaluated to substantiate technical screening criteria, such as design for repair and guarantee, ease of dismantling and recyclability. In addition, production Location-based documentation was also used to demonstrate the avoidance of significant harms.

The review of compliance with the technical screening criteria for taxonomy-eligible economic activities 5.1 and 5.2led to conclusion that the amounts cannot be reported as taxonomy-aligned due to a lack of information to demonstrate compliance with the DNSH criteria in the area of climate change mitigation.

Regarding the taxonomy-eligible economic activity 4.1, a lack of structured information meant that some of the technical screening criteria for substantial contribution to the transition to a circular economy could not be met.

Capital expenditures on taxonomy-eligible and taxonomy-aligned economic activities

Capital expenditures in accordance with the EU Taxonomy Regulation consisted of gross additions to tangible and intangible fixed assets in the reporting year, including additions from business acquisitions. In this context, goodwill is not taken into account. Capital expenditures were measured on the basis of the International Financial Reporting Standards (IFRS) applicable to the consolidated financial statements. Capital expenditures correspond to the sum of the amounts recognized in the notes to the consolidated financial statements from investment and additions from acquisitions, which are presented in the sections "16. Other intangible assets" from page 293 onwards, "17. Property, plant and equipment" from page 295 onwards, and "18. Leases" from page 297 onwards.

In relation to taxonomy-eligible economic activities that generate turnover, Sartorius Stedim Biotech calculated category a capital expenditures in the reporting year. There are currently no category b capital expenditures that are part of a plan to expand taxonomy-aligned economic activities or to transform taxonomy-eligible economic activities into taxonomy-aligned economic activities ("CapEx plan"). As in the previous year, there were also category c capital expenditures for the acquisition of products and services relating to taxonomy-eligible economic activities from Annex I of the Environmental Delegated Act (Regulation (EU) 2021/2139):

- Activity 6.5: Transport by motorbikes, passenger cars and light commercial vehicles
- Activity 7.7: Acquisition and ownership of buildings

The Group's assessment of compliance with the technical screening criteria for acquired taxonomy-eligible economic activities (category c) resulted in the conclusion that the taxonomy-eligible amounts for Activity 6.5 cannot be designated as taxonomy-aligned due to a lack of information supporting compliance with the DNSH criteria for the EU environmental objective "pollution prevention and control". This means that the company has met key technical criteria of the EU Taxonomy, for example with regard to CO_2 emissions. Sartorius Stedim Biotech could not, however, provide full evidence that other requirements, including the mandatory EU tire labels, had been met.

With respect to Activity 7.7, compliance with the technical screening criteria in Annex I of the Environmental Delegated Act could only be determined for the company's buildings in Germany. This assessment was, carried out on the basis of existing and planned certifications by the German Sustainable Building Council (DGNB) and energy performance certificates, among other data. The climate change adaptation criteria were assessed at site level as part of a climate risk assessment. There was no proof of compliance with the SC and DNSH criteria for any new Sartorius buildings during the fiscal year. Last year, assumptions were made about the primary energy demand of a building under construction for which the capital and operating expenditures were reported as taxonomy-aligned in the previous year. These assumptions were not confirmed during the final construction phase. The taxonomy-aligned capital expenditures from the previous year were adjusted.

Taxonomy-aligned capital expenditures accounted for 0% of all capital expenditures in fiscal year 2025 (previous year: 7% instead of the 15% originally reported) and has therefore fallen.

Operating expenditures on taxonomy-eligible and taxonomy-aligned economic activities

Operating expenditures as defined in the EU Taxonomy Regulation include all direct, non-capitalized costs associated with research and development, renovation actions, short-term leases, and maintenance and repair.

In relation to taxonomy-eligible economic activities that generate turnover, Sartorius Stedim Biotech calculated category a operating expenditures in the reporting year. There are currently no category b operating expenditures. As in the previous year, there were also category c operating expenditures for the acquisition of products and services relating to taxonomy-eligible economic activities from Annex I of the Environmental Delegated Act:

- Activity 6.5: Transport by motorbikes, passenger cars and light commercial vehicles
- Activity 7.7: Acquisition and ownership of buildings

The operating expenditures associated with these buildings are allocated based on the capital expenditures determined as taxonomy-aligned. No taxonomy-aligned operating expenditures were identified this year. As explained earlier under capital expenditures, assumptions made in the previous year about the primary energy demand of a building were not confirmed. The taxonomy-aligned operating expenditures for the previous year have therefore been adjusted.

Taxonomy-aligned operating expenditures accounted for 0% of all operating expenditures in fiscal year 2025 and were unchanged compared to the previous year (0% instead of the 1% originally reported).

Annex to the KPIs in accordance with the EU Taxonomy Regulation

Templates in accordance with Annex II of Delegated Regulation (EU) 2021/2178

Share of turnover from products or services associated with taxonomy-aligned economic activities

Financial year 2025			2025																
				Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")								
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic equipment	CE 1.2	23.2	1%	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	Y	Y	1%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**23.2**	**1%**	**0%**	**0%**	**0%**	**0%**	**1%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**1%**		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of electrical and electronic equipment	CE 1.2	389.1	13%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								18%		
Provision of IT/OT data-driven solutions	CE 4.1	23.5	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2%		
Repair, refurbishment and remanufacturing	CE 5.1	153.2	5%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								5%		
Sale of spare parts	CE 5.2	42.4	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1%		
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**608.2**	**20%**	**0%**	**0%**	**0%**	**0%**	**20%**	**0%**								**26%**		
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		**631.4**	**21%**	**0%**	**0%**	**0%**	**0%**	**21%**	**0%**								**27%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy- non-eligible		**2,336.0**	**79%**																

Financial year 2025			2025	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")								
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
activities (B)																			
TOTAL (A + B)		**2,967.5**	**100%**																

Share of CapEx from products or services associated with taxonomy-aligned economic activities

Financial year 2025			2025	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")								
Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Acquisition and ownership of buildings	CCM 7.7	0	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	7%*		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**7%***		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	3.1	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Acquisition and ownership of buildings	CCM 7.7	298.3	65%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								50%		
Manufacture of electrical and electronic equipment	CE 1.2	43.1	9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								10%		
Provision of IT/OT data-driven solutions	CE 4.1	14.8	3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								3%		

Start

Financial year 2025			2025								Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")			
Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Repair, refurbishment and remanufacturing	CE 5.1	2.4	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**361.8**	**79%**	**66%**	**0%**	**0%**	**0%**	**13%**	**0%**								**65%**		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		**361.8**	**79%**	**66%**	**0%**	**0%**	**0%**	**13%**	**0%**								**72%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)		**97.6**	**21%**																
TOTAL (A + B)		459.3	100%																

Share of OpEx from products or services associated with taxonomy-aligned economic activities

Financial year 2025			2025								Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")			
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Acquisition and ownership of buildings	CCM 7.7	0	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%*		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%***		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T

Start

Financial year 2025			2025				Substantial Contribution Criteria				DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx (4)	CCM (5)	CCA (6)	WTR (7)	PPC (8)	CE (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	PPC (14)	CE (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ in millions	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	1.3	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Acquisition and ownership of buildings	CCM 7.7	18.6	16%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								17%		
Manufacture of electrical and electronic equipment	CE 1.2	1.2	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								3%		
Provision of IT/OT data-driven solutions	CE 4.1	7.6	6%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								9%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**28.7**	**24%**	**17%**	**0%**	**0%**	**0%**	**7%**	**0%**								**30%**		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		**28.7**	**24%**	**17%**	**0%**	**0%**	**0%**	**7%**	**0%**								**30%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		**91.4**	**76%**																
TOTAL (A + B)		**120.1**	**100%**																

* This key figure has been restated compared to 2024.

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – Not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL – Taxonomy eligible activity for the relevant objective
CCM - Climate Change Mitigation
CCA – Climate Change Adaption
WTR – Sustainable Use and Protection of Water and Marine Resources
PPC – Pollution Prevention and Control
CE – Transition to a Circular Economy
BIO – Protection and Restoration of Biodiversity and Ecosystems
N.R. – Not relevant

Comparison of the 2024 reported CapEx and OpEx share from goods or services associated with taxonomy-aligned economic activities	2024 (as reported)	2024 (restated)	Explanation of the reasons for the restatement
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) in %	15	7	Last year, assumptions were made about the primary energy demand of a building under construction whose investment and operating expenses were reported as taxonomy-compliant in the previous year. These assumptions were not confirmed during the final construction phase. At the same time, the total amounts for activities that are taxonomy-eligible but not-aligned have changed.
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) in %	57	65	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) in %	1	0	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) in %	28	30	

Templates in accordance with Annex XII of Delegated Regulation (EU) 2021/2178

Template 1: Activities in the nuclear energy and fossil gas sectors

Template 1: Activities in the nuclear energy and fossil gas sectors		
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	no
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	no
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	no
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	no
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	no
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	no

Templates 2–5:

Not relevant

Climate change

Strategy

Disclosure Requirement E1-1 – Transition plan for climate change mitigation
Sartorius Stedim Biotech does not pursue its own climate protection ambitions and therefore does not have its own targets in this area. Accordingly, the company does not have its own climate transition plan and also currently does not intend to draw up a transition plan. This is due to the management approach of the parent company Sartorius AG, which does not provide for separate management of the Sartorius Stedim Biotech subgroup. Of course, the parent company's climate protection efforts also address the Sartorius Stedim Biotech subgroup.

Further information on Sartorius Group ambition and progress can be found in the Sartorius Group Sustainability Statement.

Impacts, risks and opportunities management

Disclosure Requirement E1-2 – Policies related to climate change mitigation

Overarching policies: Sartorius Codes of Conduct

On the level of the parent company Sartorius AG, the Sartorius Code of Conduct and the Sartorius Code of Conduct for Business Partners are the overarching corporate guidelines within the Sartorius Group. They serve as the basis for the concepts outlined in this report for dealing with the identified material impacts, risks, and opportunities. The codes each contain a general obligation to comply with laws and international sustainability-related agreements and guidelines, including the Universal Declaration of Human Rights, the conventions of the International Labor Organization (ILO), and the United Nations Global Compact. In addition, they contain specific sustainability requirements of the Sartorius Group for material issues in the areas of environment, social affairs, and corporate governance.

The Sartorius Code of Conduct applies worldwide to all employees and is part of the employment contract. It is the responsibility of the Corporate Compliance department and was supplemented with new sustainability-related requirements as of January 1, 2026. In this codified form, the requirements did not yet apply to the 2025 reporting year.

The Code of Conduct for Business Partners has been in effect worldwide since September 2022 and applies to suppliers, vendors, service providers, distributors, contractual partners, sales representatives, brokers, consultants, and their employees, agents, and representatives, among others. It is part of the supply contract with Sartorius. The Corporate Sourcing department is responsible for this code.

Both codes are also available on the website.

The Board of Directors bears ultimate responsibility for the content and implementation of the Codes of conduct and its requirements. Basis for implementation is the Group-wide compliance management system (CMS). Each function identifies the risks relevant to it; where necessary, regular in-depth risk analyses are carried out. Appropriate actions are developed based on these analyses.

The Corporate Compliance department regularly reviews compliance with the Codes of conduct and manages the reporting channels. Corporate Sustainability works to ensure that sustainability requirements are integrated into processes. Internal Audit independently reviews the effectiveness of the CMS and assists in clarifying violations. The Board of Directors is regularly informed of relevant changes and reviews to ensure that the system is appropriate and effective.

Specific sustainability guidelines in Sartorius Codes of Conduct

The following table provides an overview of the specific sustainability requirements contained in the two Sartorius Codes of Conduct for the management of the climate change impacts described in SBM-3.

	Sustainability requirements related to the ESRS topic climate change	
ESRS-Subtopic	in Sartorius Code of Conduct for Business Partners	in Sartorius Code of Conduct for employees
Energy / Climate change	• Energy efficiency must be continuously improved. • Suppliers must be committed to the use and development of climate-friendly products.	Not yet taken into account New from January 1, 2026: • Energy must be used conscientiously. • The company´s aim is to be climate neutral by 2045. • Emissions within the own sphere of influence will be reduced.

The aim to be climate neutral by 2045 is to be understood as an ambition on the level of the parent company Sartorius. The parent company is currently developing a transition plan, which should serve as a basis to implement groupwide actions that contribute to the ambition in the upcoming years.

As a result, there was no specific concept in place during the reporting year that encompassed the general objectives, responsibilities, and monitoring process for dealing with the impacts identified along the entire value chain in the area of energy and climate protection. The reason for this is that Sartorius is developing its sustainability strategy, including guidelines, step by step.

Disclosure Requirement E1-3 – Actions and resources in relation to climate change policies

Sartorius has analyzed that the most significant levers for reducing GHG emissions lie in the areas of its own energy infrastructure and use of renewable energy, as well as the use of renewable electricity in the supply chain, ecodesign and circular economy, logistics, and building construction.

In the reporting year, the following actions were implemented with regard to the individual decarbonization levers, which contribute to GHG reduction:

Strategic GHG reduction levers	Key implementation actions	Key Actions taken in the year under review
Scope 1 and 2		
Electrification Infrastructure	Use of electric vehicles	In Europe, particularly in Germany, the company has increasingly ordered and purchased electric company cars.
	Electrification of the production of heat/steam/cooling	The Guxhagen site, Germany, was operated without the use of fossil fuels for the first time as a result of the complete conversion of steam and heat generation to electrical systems initiated last year.
Use of renewable energies	Purchase of renewable electricity	The company has signed other contracts with energy providers who supply renewable electricity. This primarily concerns the Umeå site in Sweden and the Illkirch site in France. In the year under review, both sites purchased electricity exclusively from renewable sources for the first time.
	Purchase of certificates for renewable energies	In the UK and, to a lesser extent, in the US, guarantees of origin for renewable electricity have been acquired to guarantee the sustainability of energy sources. In the process, the certificates were purchased for almost all production companies in Great Britain, with the exception of one. In the U.S., this affects a single company.
	In-house generation of renewable electricity	As part of the site expansion, photovoltaic systems were installed on selected roof areas of the company buildings at the Aubagne site in France in order to generate electricity from renewable energies and further increase the degree of self-sufficiency. The plant will be commissioned in 2026.
Scope 3		
Use of renewable energy in the supply chain	Collaboration with suppliers who use renewable electricity	A portion of Sartorius Stedim Biotech's supplier base already uses renewable energies to manufacture materials or provide services. However, in the reporting year, there was no focus on increased cooperation with suppliers who use renewable electricity.
Ecodesign & Circular economy	Reduction of materials used in products and packaging	The use of materials for products and packaging was reduced in isolated cases. However, in the reporting year, there was no particular focus on reducing the materials used in products and packaging, meaning that no active actions were taken in this regard.
	Use of climate-friendly materials in products	In individual cases, climate-friendly recycled materials were used. However, in the reporting year, there was no particular focus on the use of climate-friendly materials in products, meaning that no active actions were taken in this regard.
	Operational waste management	At its Marlborough site in the USA, Sartorius actively reviewed and prepared for a change of waste management company so that in future landfill waste could be recycled. The contracts with the new provider are currently in the process of being finalized.
Logistics	Use of sea freight instead of air freight instead of transport logistics	The use of sea freight instead of air freight in transport logistics declined in the reporting year. This decline is mainly due to the demand for shorter delivery times, which necessitated the increased use of faster transport methods such as air freight.
	Reduction of business travel and use of climate-friendly means of transport	No explicit measures were taken in the reporting year to actively reduce business travel and promote the use of climate-friendly means of transport.
Buildings	Use of climate-friendly materials for building construction / renovations	In individual cases, the use of climate-friendly materials in building construction was taken into account. However, in the reporting year, there was no particular focus on the use of climate-friendly materials in building construction, so that corresponding actions were not actively pursued.

These actions will be continued and expanded further in the future.

A quantified presentation of the results achieved and the financial resources used for actions already implemented is not yet possible in the reporting year, as these are not yet systematically tracked at Group level. For this reason, it is also not yet possible to allocate the financial resources to disclosures in the financial reporting.

A quantified presentation of the expected results and planned financial resources for planned actions is also not possible in the reporting year, as the concrete action planning is only currently taken place.

The parent company Sartorius AG is currently working on an action plan to achieve its climate targets in 2030, that includes quantified and scheduled actions, defined responsibilities and necessary financial resources, as well as a concept for monitoring effectiveness. This will make it possible in future to present progress already achieved or expected for actions already implemented or planned, and to specify the associated financial resources.

Metrics and targets

Disclosure Requirement E1-4 – Targets related to climate change mitigation

Sartorius Stedim Biotech has not adopted any separate targets related to climate change mitigation as a Subgroup, but is targeting the objectives of its parent company Sartorius Group:

Scope 1 and market-related Scope 2 gross GHG emissions are to be reduced by 42% by 2030 compared to the base year 2022. This corresponds to an annual reduction of 5.4%. The Scope 1 and 2 targets mentioned above are absolute GHG reduction targets measured in tons of CO2eq.

Scope 3 GHG emissions are to be reduced by 51.6% by 2030 relative to the base year 2022 in relation to value added. This corresponds to an annual relative reduction of 8.7%.

Further information on Sartorius Group targets can be found in the Sartorius Group Sustainability Statement.

Disclosure Requirement E1-5 – Energy consumption and mix

Energy consumption rose by 15% in 2025 compared with 2024, mainly as a result of higher production and capacity expansions in Germany, France, and the US. In the reporting year, 205,265 MWh of energy was consumed (previous year: 179,188 MWh).

Despite the increase, the energy mix improved: the share of fossil energy fell by 4 percentage points to 63%, while the share of renewable energies rose by 4 percentage points to 37%. The main drivers were higher purchases of renewable energy (+30%) and an expansion of the company's own renewable generation and use (+36%).

In the 2025 reporting year, total own generation rose to 51,380 MWh (previous year: 37,723 MWh; +36%). Non-renewable generation increased by +26% to 43,786 MWh (previous year: 34,686 MWh). Own renewable generation increased significantly to 7,594 MWh (previous year: 3,037 MWh; +150%). The geothermal heat pumps commissioned at the Göttingen site last year have had a significant impact here. As a result, the share of renewables in own generation rose from 8.0% to 14.8% (+6.8 pp).

Energy intensity, which represents the total energy consumption of climate-intensive sectors per net sales revenue, amounted to 0.0000692 MWh/EUR (previous year: 0.0000645 MWh /EUR).

Climate-intensive sectors are those listed in sections A to H and section L of Regulation (EU) 2022/1288. Sartorius Stedim Biotech's business is almost entirely attributable to sector C “Manufacturing” (~ 99%). Only insignificant portions of the business are attributable to sectors J “Information and communication” and M “Professional, scientific and technical services.” Sartorius Stedim Biotech therefore includes its total energy consumption in the calculation of energy intensity. The net sales revenues used to calculate energy intensity correspond to the sales revenues reported in the income statement in accordance with IFRS on p. 236.

Energy consumption and mix	2025	2024
1) Fuel consumption from coal and coal products (MWh)	0	0
2) Fuel consumption from crude oil and petroleum products (MWh)	19,410	18,419
3) Fuel consumption from natural gas (MWh)	53,790	43,202
4) Fuel consumption from other fossil sources (MWh)	0	0
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	55,389	58,248
6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	**128,589**	**119,868**
Share of fossil sources in total energy consumption (%)	62.6	66.9
7) Consumption from nuclear sources (MWh)	**616**	**790**
Share of consumption from nuclear sources in total energy consumption (%)	0.3	0.4
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	104	178
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	73,472	56,532
10) The consumption of self-generated non-fuel renewable energy (MWh)	2,484	1,820
11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	**76,060**	**58,530**
Share of renewable sources in total energy consumption (%)	37.1	32.7
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**205,265**	**179,188**
Generation of non-renewable energy (MWh)	43,786	34,686
Generation of renewable energy (MWh)	7,594	3,037

Energy intensity per net revenue	2025	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR)	0.0000692	0.0000645

Disclosures on preparation of metrics

Definitions:

Total energy consumption represents the cumulative consumption for the company's own operations, disaggregated by fossil, nuclear and renewable energy sources. All purchased fuel types that are burned for energy consumption purposes are counted as consumption, as is purchased electricity, heating and cooling and self-generated energy that does not come from fuels from primary energy sources. Non-fossil energy sources such as wind, solar (solar thermal and photovoltaic) and geothermal energy, environmental energy, tidal, wave and other ocean energy, hydropower, biomass, landfill gas, sewage gas and biogas qualify as renewable, provided they are clearly defined in the contractual agreements with the suppliers.

Methodology:

The energy disclosures are based on the reports submitted by the individual consolidated Group companies via the Corporate Sustainability Reporting Tool. The data reports are generally based on measurements. If the relevant meters are not installed locally or the information is not available in local invoices, the data are estimated using local and central methodologies (e.g. based on historical data or averages). Energy Attribute Certificates for renewable electricity were centrally purchased for four companies in the United Kingdom and allocated to the corresponding electricity volumes at the end of the year. These certificates are contractually guaranteed by a broker. The certificates will be permanently deleted from the provider's register on March 31, 2026. The disclosures on purchased fossil and nuclear energy were prepared using average country data (MLC 2025), with which the reporting data of the consolidated subsidiaries was then multiplied. The disclosures on self-generated energy are based on estimates made by multiplying the reported energy consumption figures by conservative efficiency factors.

For reasons of simplification, the calculation of energy intensity is based on the entire Sartorius Stedim Biotech business for both total energy consumption in the numerator and sales revenue in the denominator, as approximately 99% of the business can be assigned to the high climate impact sectors as defined in sections A to H and section L of Regulation (EU) 2022/1288. Sartorius Stedim Biotech's business is almost entirely attributable to sector C, 'Manufacturing' (~ 99%). Only insignificant portions of the business are attributable to sectors J, 'Information and communication,' and M, 'Professional, scientific and technical services.' The net sales revenues used to calculate energy intensity correspond to the sales revenues reported in the income statement in accordance with IFRS on page 236.

Disclosures in relation to specific circumstances:

Sources of estimation and outcome uncertainty: Some of the energy consumption figures reported to head office by the consolidated Group companies are not based on measurements but on estimates as described above. As described above, the data on purchased fossil and nuclear electricity have been extrapolated using national average data. Sartorius is continuously working on improving its data processes. At present, no specific actions have been adopted to improve the accuracy of energy data. However, with Sartorius' planned climate protection measure to switch to renewable electricity purchases, the share of estimated fossil and nuclear energy purchases will automatically decrease in the future.

Disclosure Requirement E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

In the 2025 reporting year, Scope 1 and Scope 2 emissions (market-related) rose by 3% compared with 2024 to 45,305 t CO_2eq (Scope 1: +17%, Scope 2 market-related: -4%), mainly as a result of higher production and capacity expansions.

Scope 3 emissions increased by 4.6% to 403,532 t CO2eq (-35.0% compared to the base year 2022). The main drivers of the change in 2025 vs. 2024 were emissions in the categories of purchased goods and services (+26,416 t) and upstream transport (+18,152 t), while emissions from the categories Use of sold products (-21,889 t) and Capital goods (-5,721 t) declined. This was due in particular to an increase in procurement volume, higher production volumes, lower construction activity, and a decline in sales of energy-consuming products. In 2025, Scope 3 accounted for around 90% of total of market-related gross GHG emissions, with the largest contributions coming from purchased goods and services (39%), capital goods (18%), upstream transport (18%), and the use of sold products (17%).

Greenhouse gas intensity, i.e., total gross GHG emissions per net revenue decreased by 4% and amounted to 0,000151 t CO_2eq/EUR (previous year: 0.000155 t CO_2eq/EUR) according to market-based calculations.

Compared to the previous year, the following key figures have been restated:

- Gross GHG emissions: The GHG emissions reported in the previous year were restated for all GHG scopes. The reason for restating the Scope 3 gross GHG emissions was to optimize all accounting concepts, including emission factors, as part of the SBTi validation. The reason for the restatement of Scope 2 gross GHG emissions was the inclusion of previously immaterial non-production companies in the calculation method. Despite their immateriality, the Scope 1 GHG emissions reported in the previous year were also restated in this process, resulting in a slight increase due to various effects that partially offset each other. As a result of the restatement, gross Scope 1 GHG emissions decreased by 30 t CO2eq (-0.22%) to 13,682 t CO2eq, location-related gross Scope 2 GHG emissions increased by 3,778 t CO2eq (+9%), and market-related gross Scope 2 GHG gross emissions by 6,061 t CO2eq (+25%). Total indirect Scope 3 GHG gross emissions decreased by 141,877 t CO2eq (-27%). As a result, total location-related and market-related gross GHG emissions also fell by 138,129 and 135,846 t CO2eq (-24% and -24%), respectively.

- Greenhouse gas intensity: The reason for the restatement was the restatement of gross GHG emissions explained above. This led to an adjustment of the previous year's figure for location-based and market-related greenhouse gas intensity of -24% in each case.

- Biogenic emissions: Biogenic emissions were adjusted due to the inclusion of previously insignificant non-production companies in the method for calculating CO_2 emissions for energy and fuel quantities, as well as new emission factors. This led to an adjustment of the biogenic emissions reported in the previous year in Scope 1 of 0% and in Scope 2 of +11%.

Detailed comparison tables comparing the previously reported figures for 2024 with the updated figures can be found below, directly below the corresponding main tables.

			Retrospective		Milestones and target years			
	Base year	2024	**2025**	% 2025 / 2024	2025	2030	2050	Annual % target / Base year
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions (t CO_2e)	n.a.	13,682	16,026	17.1				
Percentage of gross Scope 1 GHG emissions from regulated emission trading schemes (%)	n.a.	0	0	0.0				
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (t CO_2e)	n.a.	44,558*	47,401	6.4				
Gross market-based Scope 2 GHG emissions (t CO_2e)	n.a.	30,463*	29,279	-3.9				
Significant scope 3 GHG emissions								
Gross Scope 3 GHG emissions (t CO_2e)	n.a.	385,918*	403,532	4.6				
1) Purchased goods and services (t CO_2e)	n.a.	129,048*	155,465	20.5				
2) Capital goods (t CO_2e)	n.a.	75,989*	70,268	-7.5				
3) Fuel and energy-related Activities (not included in Scope1 or Scope 2) (t CO_2e)	n.a.	10,674*	12,265	14.9				
4) Upstream transportation and distribution (t CO_2e)	n.a.	55,175*	73,327	32.9				
5) Waste generated in operations (t CO_2e)	n.a.	3,279*	4,135	26.1				
6) Business travel (t CO_2e)	n.a.	11,364*	9,204	-19.0				
7) Employee commuting (t CO_2e)	n.a.	n.r.	n.r.					
8) Upstream leased assets (t CO_2e)	n.a.	n.r.	n.r.					
9) Downstream transportation and distribution (t CO_2e)	n.a.	n.r.	n.r.					
10) Processing of sold products (t CO_2e)	n.a.	n.r.	n.r.					
11) Use of sold products (t CO_2e)	n.a.	91,027*	69,138	-24.0				
12) End-of-life treatment of sold products (t CO_2e)	n.a.	9,361*	9,731	3.9				
13) Downstream leased assets (t CO_2e)	n.a.	n.r.	n.r.					
14) Franchises (t CO_2e)	n.a.	n.r.	n.r.					
15) Investments (t CO_2e)	n.a.	n.r.	n.r.					
Total GHG emissions								
Total Gross GHG emissions (location- based) (t CO_2e)	n.a.	444,158*	466,959	5.1				
Total Gross GHG emissions (market- based) (t CO_2e)	n.a.	430,063*	448,837	4.4				

* This key figure has been restated compared to 2024.
n.r. = not reported (these scopes are not significant and therefore are not reported).
n.a. = not available (no target and corresponding base year has been defined)

Comparison of gross GHG emissions reported in 2024 with the restated figures			
	2024 (as reported)	2024 (restated)	Explanation of the reasons for the restatement
Scope 1 greenhouse gas emissions			
Scope 1 gross GHG emissions (t CO2eq)	13,712	13,682	▪ Adjustment for greenhouse gases not covered by the Kyoto Protocol ▪ Use of more specific emission factors
Scope 2 greenhouse gas emissions			
Location-based Scope 2 GHG gross emissions (t CO_2 eq)	40,780	44,558	The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method.
Market-based Scope 2 gross GHG emissions (t CO_2 eq)	24,402	30,463	
Total Scope 1 and market-based Scope 2 greenhouse gas emissions (t CO_2 eq)	**44,145**	**45,305**	
Significant Scope 3 greenhouse gas emissions			
Total indirect Scope 3 GHG gross emissions (t CO_2 eq)	527,796	385,918	
1) Purchased goods and services (t CO_2 eq)	215,106	129,048	Specification of all accounting concepts, including emission factors, from the perspective of improving controllability (for changes, see section "Information on the preparation of key figures")
2) Capital goods (t CO_2 eq)	110,839	75,989	
3) Activities related to fuels and energy (not included in Scope 1 or Scope 2) (t CO_2 eq)	8,510	10,674	
4) Upstream transportation and distribution (t CO_2 eq)	42,036	55,175	
5) Waste generation in operations (t CO_2 eq)	4,017	3,279	
6) Business travel (t CO_2 eq)	11,623	11,364	
11) Use of sold products (t CO_2 eq)	112,971	91,027	
12) Treatment of products at the end of their life (t CO_2 eq)	6,115	9,361	
13) Downstream leased assets (t CO_2 eq)	n.a.	n.a.	
14) Franchises (t CO_2 eq)	n.a.	n.a.	
15) Investments (t CO_2 eq)	n.a.	n.a.	
Total GHG emissions			
Total gross GHG emissions (location-based) (t CO_2 eq)	582,287	444,158	
Total gross GHG emissions (market-based) (t CO_2 eq)	565,909	430,063	

GHG intensity per net revenue	2025	2024
Total Gross GHG emissions (location-based) per net revenue (tCO_2e/EUR)	0.000156	0.000160*
Total Gross GHG emissions (market-based) per net revenue (tCO_2e/EUR)	0.000150	0.000155*

* This key figure has been restated compared to 2024.

Comparison of GHG intensity per net sales revenue reported in 2024 with the restated figures			
	2024 (as reported)	2024 (restated)	Explanation of the reasons for the restatement
Total gross GHG emissions (location-based) per net revenue (t CO_2 eq/EUR)	0.000209	0.000160	Recalculation of total gross GHG emissions (location-based)
Total gross GHG emissions (market-based) per net revenue (t CO_2 eq/EUR)	0.000203	0.000155	Recalculation of total gross GHG emissions (market-based)

Contractual instrument type	2025	2024
Contractual instruments for purchase		
Bundled		
Renewable electricity contract (MWh)	68,389	56,247
Share of total electricity purchased (%)	58	53
Unbundled		
Renewable electricity contract (MWh)	4,762	0
Share of total electricity purchased (%)	4	0
Contractual instruments for sale		
Bundled		
Renewable electricity contract (MWh)	0	0
Share of total electricity purchased (%)	0	0
Unbundled		
Renewable electricity contract (MWh)	0	0
Share of total electricity purchased (%)	0	0

Biogenic CO_2 emissions	2025	2024
Biogenic CO_2 emissions - Scope 1	150	253*
Biogenic CO_2 emissions - Scope 2	468	1,180*
Biogenic CO_2 emissions - Scope 3	Not determinable**	Not determinable**
Total biogenic CO_2 emissions (Scope 1 + 2)	**618**	**1,433***

* This key figure has been restated compared to 2024.
** Due to the lack of legal requirements for calculation, biogenic emissions in Scope 3 could not be calculated for Sartorius in the reporting year. The company is awaiting the announced guidance from EFRAG, which will contain information on calculation methods to ensure ESRS-compliant disclosure in the future.

Gross GHG emissions of the non-consolidated group	2025	2024
Scope 1 and 2 gross GHG emissions of the non-consolidated group over which operational control is exercised (t CO_{2eq})	24	6

Comparison of biogenic CO_2emissions reported in 2024 with the newly presented values			
	2024 (as reported)	2024 (restated)	Explanation of the reasons for the restatement
Biogenic Scope 1 CO_2emissions	249	253	Update of the year-specific values of the emission factors by the database provider
Biogenic Scope 2 CO_2emissions	1,064	1,180	
Total biogenic CO_2 emissions	**1,313**	**1,433**	

Disclosures on preparation of metrics

Definitions:

- Scope 1 GHG emissions: These are the direct GHG emissions from sources owned or controlled by Sartorius Stedim Biotech.
- Scope 2 GHG emissions: These are the indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling consumed by Sartorius Stedim Biotech.
- Scope 3 GHG emissions: These are all indirect GHG emissions (not included in Scope 2) generated in the Sartorius Stedim Biotech value chain, including upstream and downstream emissions. Upstream emissions are indirect GHG emissions related to purchased or acquired goods and services. Downstream emissions are indirect GHG emissions related to goods and services sold.
- Biogenic CO_2-emissions: Biogenic CO_2-emissions are released during the combustion or decomposition of biomass and are therefore part of the natural carbon cycle. They are reported separately from GHG emissions in accordance with the ESRS.

Methodology:

Accounting for GHG emissions is based on the GHG Protocol's 2015 Corporate Accounting and Reporting Standard and 2011 Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The accounting policies for GHG categories that are both applicable and significant, as well as year-on year changes, and biogenic emissions are described below.

Scope 3 categories 8 Upstream leased assets, 10 Processing of sold products, and 14 Franchising are currently not applicable to Sartorius. Scope 3 categories 7 Employee commuting, 9 Downstream transportation and distribution, and 15 Investments were classified as insignificant according to an internal analysis based on the GHG Protocol criteria.

The table below provides an overview of the emission factors used. The emission factors took account of all CO_2 equivalents except for the AIB factors, which only include pure CO_2 emissions. Spend-based emission factors used to calculate the GHG emissions were adjusted for inflation.

Category	Methodology
Scope 1	
	▪ Stationary energy consumption-related emissions: The energy consumption figures reported under E1-5 were multiplied by the average emission factors from an external database for each specific energy source. Change from previous year: The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method. Some emission factors were replaced with more specific factors. ▪ Mobile energy consumption-related emissions: The energy consumption reported under E1-5 was multiplied by the average emission factors from an external database for each specific energy source. Change from the previous year: Some emission factors were replaced with more specific factors. ▪ Volatile emissions: At Sartorius, volatile emissions include refrigerant emissions, which were determined by the sites in Germany themselves using local calculation methods. Change from the previous year: For the base year 2022 and the previous year 2024, the data from the German locations was extrapolated to the rest of the Group. ▪ Process emissions: Process emissions are not relevant for Sartorius in the context of GHG accounting. Change from previous year: In order to achieve full compliance with the GHG Protocol, Sartorius has only been determining greenhouse gases listed in the Kyoto Protocol in this category since the reporting year. This is currently not relevant for the company.
Scope 2	The energy consumption reported under E1-5 was multiplied by the contractual or energy source-based, country-specific emission factors from an external database. Change from the previous year: The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method. Some emission factors were replaced with more specific factors.
Scope 3	
1 Purchased goods and services	Production materials were accounted for on a weight basis: The weights of production materials were multiplied by a weight-based emission factor per purchasing category from an external database. All non-production-related materials and purchases related to indirect expenses were accounted for on an expenditure basis: Expenditures were multiplied by an expenditure-based emission factor from an external database. Water withdrawals were accounted for on a volume basis: the volume of water was multiplied by a volume-based emission factor from an external database. Change from the previous year: The majority of production materials were accounted for on a weight-based basis, whereas in the previous year only a small proportion was accounted for in this way. In addition, water withdrawals were accounted for for the first time. Updated EPA dispensing factors were used and adjusted for inflation.
2 Capital goods	Gross additions to fixed assets were multiplied by a specific expenditure-based emission factor from an external database. Change from the previous year: Updated EPA emission factors were used and adjusted for inflation.
3 Activities related to fuels and energy (not included in Scope 1 or Scope 2)	The energy consumption reported under E1-5 was multiplied by the average emission factors from an external database for each specific energy source. Change from previous year: The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method. Some emission factors were replaced with more specific factors. Updated EPA expenditure factors were used and adjusted for inflation.
4 Upstream transport and distribution	The GHG emissions for services rendered were requested directly from the freight forwarders and added up. In some cases, the energy consumption of storage activities was estimated retroactively for the purpose of calculating emissions, as the survey of service providers was only started in the current year and did not yet cover the entire year. In one individual case, it was assumed that the reported data was CO_2rather than CO2 equivalents. A small portion that could not be covered by emissions reports was extrapolated for the sake of completeness or determined on a small scale based on expenditure. The modal split of managed transport was applied to unmanaged upstream transport. The expenditure for this transport was multiplied by an expenditure-based emission factor from an external database. Change from the previous year: Purchased storage services were accounted for for the first time. Updated EPA spend factors were used and adjusted for inflation.

Category	Methodology
5 Waste generation in operations	The waste generation reported under E5-5 was multiplied by weight-based material- and disposal-specific emission factors. Wastewater generation was multiplied by volume-based disposal-specific emission factors. Change from the previous year: The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method. Wastewater generation was accounted for for the first time.
6 Business travel	The train, flight, and rental car distances recorded in the central travel booking system were multiplied by mode-specific emission factors. Distances that were not recorded were extrapolated based on the reported data and also multiplied by a mode-specific emission factor. Change from the previous year: Some emission factors were replaced with more specific factors.
11 Use of products sold	The units sold of energy-consuming product groups were multiplied by self-calculated energy factors. The energy factors were estimated on the basis of, among other things, the service life and annual usage of representative products per product group. This was based on internal expert opinions. The total energy consumption of the products sold, determined in this way, was multiplied by a global emission factor for electricity from an external database. Change from previous year: Instead of the sales of energy-consuming product groups, the units sold were reported for the first time. All previously used emission factors were replaced with more specific factors.
12 Treatment of products at the end of their service life	The resource outflow according to ESRS E5-5 was used and multiplied by weight-based material- and disposal-specific emission factors from an external database. This is based on the assumption that instruments are recycled and consumables are 50% incinerated with heat recovery and 50% incinerated without heat recovery. Change from the previous year: The above information on disposal was revised in the reporting year to better reflect Sartorius' activity profile. Previously, the assumptions were based on average global disposal.

Primary data was used for 14% (previous year: 11%) of Scope 3 emissions calculations. This currently applies exclusively to the upstream transport and distribution category, for which the emission reports of freight forwarders, among other sources, were used.

The following table provides an overview of the emission factors used.

Emission Factor – Database / Provider	Version	Application for GHG Scope	Consideration of all relevant GHGs according to IPCC
VfU	VfU – VfU 2018 V1.4	1	Yes
MLC	V18	1, 2, 3	Yes
DESNZ	V14.1	1, 3	Yes
AIB	Residual Mixes V15 AIB 2024	2	No
EPA	EPA V7.1	3	Yes
EPA Spend Factors	2022 (inflation-adjusted)	3	Yes
IEA	IEA V8 – IEA 2025	1, 2, 3	Yes
Self-calculated average factors		3	-

With the exception of AIB factors, the emission factors generally take all CO_2 equivalents into account. The AIB factors only take into account pure CO_2 emissions. Compared to the previous year, the Ecoinvent, Ecometrica and GHG Protocol databases are no longer relevant in the Scope 3 area. For the first time, the EPA's expenditure-based emission factors were adjusted for inflation when calculating GHG emissions.

To calculate greenhouse gas intensity, total location-related and market-related gross GHG emissions were compared with net sales in accordance with the income statement in accordance with IFRS, as shown on page 236.

Electricity contract instruments were classified and calculated on the basis of purchased renewable electricity under E1-5.

Biogenic emissions were also calculated on the basis of the energy data under E1-5 by multiplying the respective energy and fuel quantities by country-specific biogenic emission factors (from the previous year).

The GHG emissions of the non-consolidated group were estimated by multiplying the number of employees by a separate GHG factor.

Disclosures in relation to specific circumstances

Value chain estimation: For the calculation of category 3.11 Use of products sold, estimates of customer behavior, i.e. energy consumption, were made. For the calculation of category 3.12, assumptions about the disposal routes of sold products were made. The basis for the respective assumptions is described in the section on methodology above. The assumptions made may differ from the actual ratios, meaning that the calculated GHG emissions for both categories only have a moderate degree of accuracy. No actions to improve accuracy are currently planned.

Sources of estimation and outcome uncertainty: All GHG categories shown are subject to uncertainty. The reasons for this are explained below.

Category	Sources for estimates and uncertainty in results
Scope 1	
Stationary energy consumption-related emissions	Decentralized energy consumption was sometimes based on estimates due to the unavailability of data (meters, bills, etc.).
Mobile energy consumption-related emissions	Fuel consumption of the fleet was partially estimated as no consumption data measurements were available.
Fugitive emissions	Volatile emissions and process emissions were partly estimated based on previous year's values.
Process emissions	Volatile emissions and process emissions were partially estimated.
Scope 2	
	Decentralized energy consumption was sometimes based on estimates due to the unavailability of data (meters, invoices, etc.).
Scope 3	
1 Purchased goods and services	On the level of the parent company Sartorius AG, weight-based accounting was based on purchasing categories rather than individual products and includes some estimated weights. In addition, the methodology used included elements of expenditure-based accounting, which should generally be regarded as only an estimate of emissions. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.
2 Capital goods	On the level of the parent company Sartorius AG, emissions were calculated exclusively on an expenditure basis, i.e., without the use of specific life cycle analyses for capital goods. Expenditure-based accounting is generally only an estimate of emissions. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.
3 Activities related to fuels and energy (not included in Scope 1 or Scope 2)	Decentralized energy consumption was sometimes based on estimates due to the unavailability of data (meters, invoices, etc.).
4 Upstream transportation and distribution	On the level of the parent company Sartorius AG, the provision of GHG emissions by transport service providers did not follow a standardized process. In one individual case, the data provided was classified as CO2 because there was uncertainty regarding the use of CO2 equivalents for accounting purposes. The energy consumption used to calculate emissions from storage activities was partly estimated retrospectively. In addition, the methodology used included elements of expenditure-based accounting, which can generally only be regarded as an estimate of emissions. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.
5 Waste generation in businesses	Due to the unavailability of data (invoices, etc.), the decentralized waste data was sometimes based on estimates.
6 Business travel	On the level of the parent company Sartorius AG, the extrapolation of unavailable activity data was based on average values. In addition, the kilometers driven by rental cars were not measured but are based on estimates. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.
11 Use of sold products	On the level of the parent company Sartorius AG, the calculation of emissions was based solely on assumptions about the energy consumption of products. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.
12 Treatment of products at the end of their service life	On the level of the parent company Sartorius AG, the weights of packaging sold were estimated by considering purchased packaging as packaging sold. In addition, assumptions were made about disposal methods, as no information was available on the actual disposal of products by customers. For Sartorius Stedim Biotech Group, the share of emissions for this category was calculated on the basis of the Sartorius Stedim Group's share of total Sartorius Group's Sales revenue.

Given the many estimates and assumptions involved, Sartorius Stedim Biotech currently treats the GHG emissions calculated on the basis of the methodologies described above as an indication. The GHG accounting will gradually be specified in more detail in the coming years so as to enable even better management of emissions. Among other things, this will involve switching from the spend-based calculation method to more specific driver-based calculation methods.

Disclosure Requirement E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

In the reporting period, Sartorius Stedim Biotech did not develop any projects for the removal or storage of greenhouse gases, nor did it contribute to any such projects in the upstream or downstream value chain.

Please also note that the company did not purchase or plan to purchase any carbon credits during this period. As such, no emission reductions or removals were financed or intended to be financed by climate change mitigation projects outside the value chain.

Disclosure Requirement E1-8 – Internal carbon pricing

No internal carbon pricing schemes were used or implemented in the reporting period. As such, there are no internal shadow prices, CO_2-fees or CO_2-funds that influenced decision-making or provided incentives for implementing climate-related policies and targets.

Pollution

Impacts, risks and opportunities management

Disclosure Requirement E2-1 – Policies related to pollution

As explained in E1-2, Sartorius Stedim Biotech is covered by the policies on the level of the parent company Sartorius AG. Sartorius' codes of conduct including their implementation and monitoring concept within the framework of the group-wide CMS form the overarching company guidelines.

The following table provides an overview of the specific sustainability requirements it contains for the management of the environmental pollution impacts and risks presented under SBM-3.

	Sustainability requirements related to the ESRS topic Pollution	
ESRS-Subtopic	Sartorius Code of Conduct for Business Partners	Sartorius Code of Conduct for Employees
Soil, air, and water pollution including microplastics	• Damage to health or the environment must be prevented by controlling and managing emissions into soil, air, and water. • An emergency plan with appropriate procedures and trained personnel must be in place so that appropriate actions can be taken to avert danger in the event of a threat to the environment.	Not yet considered New from January 1, 2026: Damage to health or the environment must be prevented by controlling and managing emissions into soil, air, and water.
Substances of concern and very high concern	The use of hazardous substances must be minimized. The REACH and ROHS directives must be complied with. Products must not contain certain persistent organic pollutants or mercury.	Not yet considered New from January 1, 2026: The use of hazardous substances must be reduced, and alternatives must be reviewed regularly.

The concept for managing impacts in the upstream value chain does not include the elimination of substances of very high concern. Furthermore, there were no specific concepts in place for managing impacts and risks in our own operations and impacts in the downstream value chain during the reporting year. The reason for this is that the parent company Sartorius AG is developing its sustainability strategy, including guidelines, step by step.

In addition to the CMS implementation and monitoring processes, the parent company Sartorius AG has a specific Group-wide Environment, Health & Safety (EHS) management system that serves to continuously improve EHS processes. The EHS management system follows the Plan-Do-Check-Act model. Requirements are reviewed through internal EHS audits. The Environment, Health, Safety & Security department is responsible for the management system.

Disclosure Requirement E2-2 – Actions and resources related to pollution

Sartorius Stedim Biotech is taking numerous actions to reduce pollution.

Soil, air, and water pollution including microplastics

- Suppliers' compliance with environmental protection requirements designed to prevent soil, air and water pollution is checked via self-assessment. The company refers to its explanations on the sustainability-related due diligence system in S1-1. There is currently no explicit review of microplastic emissions.

- Sartorius Stedim Biotech's own production sites implement local environmental protection actions to prevent and manage pollution. The release and discharge of pollutants into wastewater is subject to regulatory requirements at all relevant sites. These sites therefore have discharge permits that are subject to corresponding monitoring requirements.

- Distillation plants are operated at the membrane production sites in Göttingen, Germany, and Yauco, Puerto Rico to recycle almost all of the solvents contained in the production water and enable their reuse. Non-recyclable solvent residues are disposed of professionally by contracted service providers. In accordance with official approvals, production wastewater is discharged into the sewage system or undergoes further treatment by external service providers.

- Currently, no special actions are being taken to prevent soil, air and water pollution in the downstream value chain resulting from the improper disposal of Sartorius products. However, the actions mentioned in the next section for handling and reducing hazardous substances help to reduce the environmental impact of Sartorius products in the downstream value chain.

Substances of concern and very high concern

- Suppliers' compliance with environmental protection requirements and, in this context, the environmentally sound handling of hazardous substances, is checked via self-assessment.

- Where its own operations are concerned, Sartorius Stedim Biotech provides transparency both locally and centrally about the hazardous substances it purchases and their use in the final products. In line with the EU Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) or other equivalent regulations on international markets, hazardous substances are managed and customers are informed about hazardous substances in products.

- Sartorius Stedim Biotech made significant progress during the reporting year in reducing the use of isopropanol (IPA) in filter production, particularly in the context of integrity testing as part of quality assurance at the Göttingen site. Traditionally, some integrity tests require the filters to be wetted with water, which means that water-repellent hydrophobic filters must be tested with IPA. A solution developed back in 2018 and patented by Sartorius Stedim Biotech enables integrity testing of hydrophobic filter cartridges and MaxiCaps® using water alone. This technology has now been extended to smaller Sartofluor® MidiCaps®. The testing technology for the production of hydrophobic filter cartridges has also been introduced at the Yauco plant in Puerto Rico.

- Sartorius Stedim Biotech is also researching alternatives to products containing PFAS in order to prepare for possible restrictions at an early stage. The PFAS-free Sartopore Evo® sterilization filter was introduced in the reporting year. A new filter design for small process volumes, such as in cell and gene therapy, is to be completed in the coming year. Sartorius Stedim Biotech also plans to offer a special Confidence Validation® service to support customers in switching to the new solution.

The actions specified are ongoing, without a fixed time horizon. The expected results of these actions include, in particular, reduced pollutant emissions, which will help to prevent or reduce environmental pollution.

It is not yet possible to provide a quantified presentation of results already achieved or expected for actions already implemented or planned, or of the financial resources used or planned for this purpose, for the reporting year, as the actions have not yet been systematically tracked or planned at Group level. For this reason, it is also not currently possible to allocate the financial resources to disclosures in the financial reporting.

The parent company Sartorius AG is currently working on an action plan that includes quantified and scheduled actions, defined responsibilities and necessary financial resources, as well as a concept for monitoring effectiveness. This will make it possible in future to present progress already achieved or expected for actions already implemented or planned, and to specify the associated financial resources.

Metrics and targets

Disclosure Requirement E2-3 – Targets related to pollution

The management of environmental pollution, including compliance with legal requirements, is a local responsibility at Sartorius. For this reason, the company has not yet set any Group-wide targets for pollution. Whether it makes sense to set measurable, time-bound and results-oriented Group targets, including key performance indicators for measuring effectiveness in the future therefore still need to be examined.

Disclosure Requirement E2-4 – Pollution of air, water and soil

Sartorius Stedim Biotech has currently identified only material impacts in connection with water pollution. The process for manufacturing membranes and membrane filters falls under the EU Industrial Emissions Directive (IED). The Göttingen site in Germany is subject to reporting requirements under the EU Pollutant Release and Transfer Register (PRTR), which is relevant in this context. Due to a capacity expansion and increase in production, this site recorded a 76% year-on-year increase in annual load in discharged wastewater of 232,127 kg of total organic carbon (TOC) as of December 31, 2025. TOC is a sum parameter in environmental analysis and indicates the total amount of organic carbon in a sample. When viewed individually, most of the substances contained in the wastewater load are biodegradable. The company also operates equivalent processes for the production of membranes and membrane filters in Puerto Rico. However, the annual TOC loads at the Yauco site there are currently well below the PRTR reporting thresholds and are therefore not included in the ESRS reporting.

Wastewater emissions (kg)	2025	2024
Total organic carbon (TOC) (as total C or COD/3)	232.127	131.567

Disclosures on preparation of metrics

Definitions:

Wastewater emissions refer to the annual wastewater loads discharged from a facility. These emissions are reported for facilities that exceed the reporting thresholds specified in the EU Pollutant Release and Transfer Register (PRTR) for certain pollutants listed in Annex II to Regulation (EC) No. 166/2006.

Methodology:

For each Sartorius production site, internal experts have evaluated whether the local plants discharge the pollutants specified in the PRTR regulation into the water. As a result, two companies engage in industrial activities ("Surface treatment with an organic solvent consumption capacity of more than 150 kg/h or more than 200 t/year") that are covered by the IED (membrane production at Sartorius Stedim Biotech), and were therefore classified as relevant for ESRS reporting. All other companies do not carry out any IED activities and have therefore been classified as not relevant for ESRS reporting at this time. All companies have the appropriate regulatory discharge permits and are required to monitor their wastewater.

Both companies relevant for ESRS reporting compiled the data on the basis of measurements of chemical oxygen demand (COD) or biological oxygen demand (BOD). The COD or BOD was then converted into total organic carbon (TOC) in accordance with the requirements of the ESRS and in line with the PRTR list.

Only those values that exceed the PRTR reporting values are fully included in the ESRS consolidation.

Disclosure Requirement E2-5 – Substances of concern and substances of very high concern

Substances of concern

In 2025, the company recorded a significant increase in the use and release of substances of concern (SoC), primarily due to higher production and purchasing volumes (+39% compared to 2024). The increase was particularly strong for reproductive toxins and carcinogens, which account for a large proportion of the total amount. At the same time, the quantities of these substance groups released also rose sharply, in some cases disproportionately (e.g., +169% for reproductive toxins released).

The difference between the inflow and outflow quantities is mainly due to the fact that a certain solvent is sent by Sartorius Stedim Biotech to a recycling company for processing after several cycles of use and is then repurchased from the recycling company.

Total amount of substances of concern	2025	2024
Inflow: Total amount of substances of concern that are generated or used during production or that are procured (tonnes)	**1,121**	**804**
by main hazard class:		
Toxic for reproduction (t)	905	670
Carcinogenic (t)	187	126
Persistent, Mobile and Toxic (t)	5	4
Specific target organ toxicity, single exposure (t)	4	4
Respiratory sensitation (t)	20	0
Outflow: Total amount of substances of concern that left the company's facilities in the form of emissions, products or as part of products or services (tonnes)	**427**	**213**
by main hazard class:		
Toxic for reproduction (t)	212	79
Carcinogenic (t)	187	126
Persistent, Mobile and Toxic (t)	5	4
Specific target organ toxicity, single exposure (t)	4	4
Respiratory sensitation (t)	20	0

Substances of very high concern

The inflow of substances of very high concern (SVHC) rose by 20% in 2025 compared to the previous year, in line with the general increase in production and purchasing. Particularly relevant is the increase in substances toxic to reproduction, which account for the majority of the increase. The quantities of substances of very high concern released are developing in proportion to their inflow, without any structural change in the substance profile.

Total amount of substances of very high concern	2025	2024
Inflow: Total amount of substances of very high concern that are generated or used during production or that are procured (tonnes)	**16**	**13**
by main hazard class:		
Toxic for reproduction (t)	8	6
Carcinogenic (t)	3	3
Persistent, Mobile and Toxic (t)	5	4
Respiratory sensitation (t)	0	0
Outflow: Total amount of substances of very high concern that left the company's facilities in the form of emissions, products or as part of products or services (tonnes)	**16**	**13**
by main hazard class:		
Toxic for reproduction (t)	8	6
Carcinogenic (t)	3	3
Persistent, Mobile and Toxic (t)	5	4
Respiratory sensitation (t)	0	0

Disclosures on preparation of metrics

Definitions:

- **Substances of concern:** Substances from the ECHA candidate list of substances of very high concern for authorization or a substance that is classified in one of the hazard classes specified in ESRS under the CLP Regulation (Regulation on Classification, Labelling and Packaging of Substances and Mixtures).
- **Substances of very high concern:** Substances from the candidate list of substances of very high concern for authorization published by the European Chemicals Agency (ECHA).
- **Substances generated, used or procured in the production process:** This is the cumulative total weight of substances contained in all externally purchased physical materials and products.
- **Substances leaving the company's facilities in the form of emissions, products or as part of products or services:** This is the cumulative total weight of substances contained in or emitted from all externally sold products.
- **Hazard classes:** These are defined based on the ECHA and CLP.

Methodology:

Substances of concern that are generated, used or procured during production were identified using the purchasing system and the CLP list as the company has no standardized database. The amounts of substances of very high concern were added to this, as they likewise fall into the category of substances of concern. These substances of very high concern were determined with the help of the hazardous substances management system and an external consultant. The material weights were calculated using the material master data and purchasing data. Where no net weight was available, figures were calculated by multiplying the expenditure by a self-determined weighting factor. The substances were assigned to hazard classes from the specified databases. The total amount of substances of concern leaving the company as emissions or products is assumed to be the same as the amounts purchased. The amounts of substances of concern that were returned to a recycling company for reprocessing and subsequently repurchased were deducted, as they did not leave the company as emissions or products.

Disclosures in relation to specific circumstances:

Value chain estimation: This metric includes estimated data from the upstream value chain. In specific cases, some net amounts were estimated as described above, with self-calculated weighting factors. Sartorius is continuously working on improving its data processes. No concrete actions have yet been decided upon to improve the accuracy of data for substances of concern or substances of very high concern.

Sources of estimation and outcome uncertainty: As explained earlier, the calculated total weight of the inflow is partly based on an estimate of the net weight of the purchased components, products and materials. Equating the resource outflow with the resource inflow causes another uncertainty. As the Group currently has no standardized database for substances of concern, the disclosures are estimated using the purchasing system.

Resource use and circular economy

Impacts, risks and opportunities management

Disclosure Requirement E5-1 – Policies related to resource use and circular economy

As explained under E1-2, the Sartorius Code of Conduct for Employees and the Sartorius Code of Conduct for Business Partners, including their implementation and monitoring concept, form the overarching corporate guidelines within the framework of the Group-wide CMS.

The following table provides an overview of the specific sustainability guidelines contained in the codes in the context of resource use and circular economy that address the negative impacts and risks described in SBM-3 in the area of resource use and waste management in the company's own operations as well as in its upstream and downstream value chain. A new Code of Conduct came into force on January 1, 2026. The overview therefore incorporates the new sustainability guidelines from the code.

Sustainability requirements related to IROs in the ESRS topic of resource use and circular economy

ESRS subtopics	Sartorius Code of Conduct for Business Partners	Sartorius Code of Conduct for employees
Resource inflows, including resource use	Not yet taken into account	Not relevant
Waste	Waste must be handled in compliance with the applicable laws.	Not yet taken into account New from January 1, 2026 Waste is reduced in the respective areas of activity, and opportunities for extending the useful life of resources are evaluated and promoted.
Resource outflows related to products and services	Not relevant	Not relevant

Beyond the sustainability requirements set out in the Code of Conduct, the company did not have any specific concepts in the area of resource use and circular economy in the reporting year. The reason for this is that the parent company Sartorius AG is developing its sustainability strategy, including guidelines, step by step. Nevertheless, at the beginning of 2024, the Board of Directors once again reaffirmed its ambitions for sustainable resource use and circular economy and discussed the strategic objectives for further management. The focus is particularly on the further development of eco-design, the gradual decoupling of material use from fossil raw materials, increasing the recyclability of products, and consistently avoiding operational landfill waste. However, due to the complex challenges involved, a concrete implementation concept can only be developed in dialogue with relevant stakeholders. For this reason, the company is engaged in a continuous, solution-oriented exchange with industry associations, as well as bilaterally with customers, suppliers, and the scientific community.

With regard to the business opportunity in the area of digitalization described under SBM-3, which involves the targeted reduction of resource and material consumption, in particular through software-supported solutions for controlling and optimizing customer processes, the company is pursuing an integrated portfolio approach.

Disclosure Requirement E5-2 – Actions and resources related to resource use and circular economy

Sartorius Stedim Biotech implements targeted actions to improve resource utilization and the circular economy. The most important actions taken by the company in 2025 to prevent waste in the supply and downstream value chains include:

Changes to product design

Sartorius Stedim Biotech integrates eco-design principles into its products and packaging to reduce waste and improve recyclability. Such actions not only affect Sartorius internally but also have an effect backwards and forwards along the entire value chain. To this end, as already explained in E1-3, Sartorius Stedim Biotech is using eco-design in its packaging and products to reduce GHG emissions by optimizing its size and choice of materials (mono-material, less GHG-intensive materials) and by developing alternatives to crude oil-based virgin plastic in close cooperation with customers and suppliers. In this context, the switch from fossil to renewable or recycled materials is part of the initiative to promote a circular economy. With this in mind, Sartorius Stedim Biotech pushed ahead with ISCC Plus certification at relevant sites in the year under review. The goal is transparent traceability, reduction of the use of fossil raw materials and reduction of plastic waste along the entire upstream and downstream value chain. At the present time, certification has already been completed at four sites. These include Göttingen, Germany, Aubagne, France, Stonehouse, England, and M'Hamdia, Tunisia. Certification is planned for other locations in 2026. As a result, an average of 50% of fossil plastics are replaced by bio-circular raw materials in selected product lines – such as Flexsafe® bags, Ambr® bioreactor vessels and Vivaflow® filters.

Waste prevention and sustainable materials in the supply chain

In November 2025, the parent company Sartorius AG published the "Supplier's Sustainability Handbook", which defines clear guidelines and requirements for suppliers. This includes requirements for waste avoidance, reduction and recycling in the company's own operations, eco-design of products and materials, use of circular material and avoidance of environmentally harmful substances (e.g. PFAS) as well as expectations for transparency in material and waste streams. This ensures that waste avoidance and the circular economy are already implemented in upstream production stages.

Waste avoidance in own operations

At some production sites, Sartorius Stedim Biotech operates an operational waste management system in order to make operating operations as resource-efficient as possible. This approach encompasses the continuous prevention, reuse, recycling and other recovery of waste prior to external disposal by contracted waste management companies.

Conservation of resources through digital customer processes

Digitalization is the biggest lever for increasing efficiency and conserving resources in the bioprocess – and at the same time it is a business opportunity for Sartorius. Through the use of process data, simulations, digital control and real-time optimization, faulty batches, long scale-up phases and the associated material consumption can be reduced. Sartorius pursues the vision of the "Fully Connected Lab", a digitally networked ecosystem for continuous process optimization from research to production, and sells the appropriate hardware and software products for this purpose. To this end, the company invests in software start-ups and AI-based solutions (e.g. Umetrics Tools, NVIDIA Initiative). In the medium term, digital tools can save a relevant share of the resource consumption in customer processes – while at the same time increasing productivity.

Product Life Cycle Assessments

On a case-by-case basis, Sartorius Stedim Biotech also carries out project-specific product life cycle assessments (product LCA) to determine the environmental impact of its products, including their packaging. In the reporting year, two cradle-to-grave LCAs were carried out for a bioreactor, taking into account the climate change potential, resource use, water consumption and other environmental impacts. In 2025, the focus was on scaling the cradle-to-gate product carbon footprint (PCF) across all business units, with plans for continuous expansion. More than a hundred cradle-to-gate PCFs have been conducted. The PCF/LCA are confidential and are not published externally.

The aforementioned actions are not currently subject to a specific time horizon. The expected outcomes of these actions include fewer GHG emissions, a reduction in resource consumption, and less pollution. This will not only benefit the global climate and ecosystem, but also the economy by ensuring that the supply of resources needed for production is secure over the long term.

It is not yet possible for the year under review to provide a quantified presentation of the results already achieved or expected for actions that have already been implemented or planned, as well as the financial resources used or planned for this purpose, as the actions are not yet systematically tracked or planned at Group level. For this reason, it is currently not possible to allocate the financial resources to information in the financial report.

The parent company Sartorius AG is currently working on an action plan, including quantified and scheduled actions, defined responsibilities and necessary financial resources, as well as a concept for monitoring effectiveness. In the future, this will make it possible to present progress already made or expected for actions that have already been implemented or are planned, as well as to indicate the associated financial resources.

Metrics and targets

Disclosure Requirement E5-3 - Targets related to resource use and circular economy

The company is carefully analyzing the metrics first prepared and presented in ESRS E5-4 and ESRS E5-5 in fiscal 2024, to identify trends and develop and implement appropriate targets and actions. Due to its incremental approach, the company has not yet implemented any targets for monitoring the effectiveness of policies and actions in the area of resource use and circular economy. The company is working on setting up measurable, time-bound and outcome-oriented targets, including metrics for measuring effectiveness for the entire Group.

The effectiveness of the concepts at Sartorius is currently being monitored as part of the compliance management process (see E5-1). The effectiveness of actions at Sartorius is currently mainly monitored through regular progress reports to the divisional steering committees, some of which are held monthly.

Disclosure Requirement E5-4 - Resource inflows

Sartorius Stedim Biotech procures a wide range of raw materials and supplies for the manufacture of its products and product packaging. These include, in particular, plastics, metal and electronic components, chemicals, and cardboard for product packaging. The plastics used are mostly primary materials from fossil sources.

The company does not directly procure any critical materials. However, some purchased electronic components, for example chips, semiconductors and batteries, can contain i.a. critical materials like lithium, tungsten and silicon metal. Rare earths are also used in the electronic components.

In the 2025 reporting year, the inflow of resources increased to 27,055 tons (+57% compared to 2024). In absolute terms, the use of recycled materials increased to 6,055 t (+22%), while their share of total materials fell from 30% to 22% (–8 pp). This development reflects the fact that primary materials grew disproportionately in 2025 (+75%) – driven by higher procurement volumes. As in the previous year, the proportion of certified sustainably sourced biological materials could not be determined in the reporting year. Although the company has created the technical requirements in its material master data system, it is dependent on information from suppliers. The company is therefore making use of a relief provision that applies in the first three years of reporting under ESRS, which means that it does not have to disclose information about its value chain until later.

Resource inflows	2025	2024
Total weight of components, products and materials including packaging (t)	27,055	17,206
Proportion of biological materials from certified sustainable sourcing (%)	Not determinable	Not determinable
Proportion of recycled components, products and materials (%)	22	30
Weight of recycled components, products and materials (t)	6,055	5,210

Disclosures on preparation of metrics

Definitions:

The material resource inflow includes the total weight of all physical products and materials used to manufacture the company's products and services during the reporting period. To measure this, the company equates the total weight used with the total weight purchased. The metric includes all purchased raw materials, associated process materials and semi-finished products or parts, as well as packaging material.

Biological material from certified, sustainable sourcing comes from sources that meet certain environmental, social and governance sustainability criteria and are externally certified by an accredited organization.

Recycled material is material made from recycled or reused resources.

Methodology:

The information on resource inflows was compiled on the basis of the material master data and the net weight specified therein or the corresponding material attributes (material group, proportion of recycled material) multiplied by the corresponding purchase quantities in the financial system. If no net weight is available, the weight is calculated using the average for the material group or a self-calculated weight factor. For parts of the company that are not recorded in the system, the purchased material is estimated.

Information relating to specific circumstances:

Estimates for the value chain: The key figure contains estimated data for the upstream value chain. In this specific case, some net weights were estimated as described above using the average for the material group or using self-calculated weight factors derived from the ratio of purchase amount and net weight per material group from the available weight data. Sartorius is continuously working to improve its data processes. At present, no specific actions have been decided upon to improve the accuracy of the data for resource inflows.

Sources of estimates and uncertainty in results: As described above, part of the calculated total weight of the entire resource inflow is based on an estimate of the net weight of the purchased components, products, and materials.

Disclosure Requirement E5-5 - Resource outflows

Sartorius Stedim Biotech's resource outflows are classified into products, including packaging, and waste. The main product categories include consumables and instruments. Consumables include, for example, disposable bags and filters. Instruments include, for example, electronic products such as bioreactors, laboratory balances, and pipettes. Consumables consist largely of plastics. Instruments consist mainly of plastics and metals.

In the reporting year, the estimated recyclable share in products decreased from 12% to 10% (–2 pp) and in packaging from 21% to 17% (–4 pp). For products, the proportion refers to the product category of instruments, which largely do not use adhesive bonds so that the individual parts can be easily separated and thus recycled.

The company does not currently manufacture any products that are explicitly designed according to circular principles. A large part of the product portfolio, the consumables, is in fact explicitly intended for single use due to legal requirements concerning quality and subsequent disposal by the customer.

However, electronic products address sustainability matters in that they are repairable and have a long durability (lifetime). In line with the European WEEE Directive 2012/19/EU, old appliances in the EU must also be taken back by Sartorius Stedim Biotech or by authorized partners and sent for recycling.

As part of the further development of the company's policy and actions on resource use and circular economy, Sartorius Stedim Biotech will examine additional possibilities for developing products according to circular principles.

The expected durability (lifetime) of the products placed on the market by Sartorius Stedim Biotech varies by product group. In the instruments product category, the expected durability of the products the Group places on the market is 9 years on average. Larger biopharmaceutical devices last up to 15 years. Sartorius Stedim Biotech is not aware of the industry average and hence cannot make a statement on durability relative to the industry average. Services are used to increase the durability of sold products. However, as Sartorius Stedim Biotech offers a large number of repair and maintenance services, the company cannot make a blanket statement on increasing the durability of Group's products.

As regards repairability, Sartorius Stedim Biotech attaches particular importance to ensuring that its instruments are easy to repair. This includes the long-term provision of spare parts to extend the service life of the products and so minimize their environmental footprint. The company offers customer support and repair services for its products via its website and the "My Sartorius" customer portal. Sartorius Stedim Biotech continues to offer repair services for some products even after they have been discontinued.

Product group	Durability of Sartorius Stedim Biotech's products	Industry average durability
Consumables	The durability (lifetime) is not relevant for consumables, as these are explicitly intended for one-time use at the customer's site.	
Instruments	9 years	not known

Products and packaging placed on the market	2025	2024
Proportion of recyclable products in %	10	12
Proportion of recyclable packaging in %	17	21

Total waste generated from own activities rose to 7,775 tons (+6% compared to 2024) in the reporting year. The increase is mainly attributable to production expansions and capacity increases, particularly at the sites in Germany, France, and the US. The amount of waste recycled was nearly at previous year's level at 3,831 tons, while the amount of waste sent for disposal increased to 3,943 tons (+14%). As a result, the recycling rate fell from 53% to 49% (-4 pp.).

In the case of hazardous waste, there was a significant shift from recycling to disposal (recycling -94%, disposal +28%, mainly incineration). For non-hazardous waste, recycling volumes increased (+10%) and landfilling was significantly reduced (-48%). In terms of composition, plastic waste (+33%) and the category "Other, unspecified waste" (-6%) increased in particular, while waste wood (-16%) and paper (+18%) decreased.

All previous year's waste generation figures have been restated. Due to a refinement of the calculation method for non-production companies, the waste fractions "residual waste" increased from 1,424 tons to 1,440 tons, "plastic waste" from 1,157 tons to 1,185 tons, and "paper waste" from 1,090 tons to 1,156 tons. These increases totaling 110 tons led to a corresponding increase in non-hazardous waste for incineration, which rose from 639 to 749 tons. This also affected the relevant total for waste for disposal and the rate of non-recycled waste. Detailed comparison tables, which compare the previously reported figures for 2024 with the updated figures, can be found below, directly below the corresponding main table.

Waste by treatment method	2025	2024
Total waste generated from own operations (t)	7,775	7,423
Diverted from disposal (t)	3,831	3,843
Hazardous waste (t)	31	372
Preparation for reuse (t)	9	0
Recycling (t)	22	372
Other recovery processes (t)	0	0
Non-hazardous waste (t)	3,800	3,471
Preparation for reuse (t)	8	23
Recycling (t)	3,792	3,448
Other recovery processes (t)	0	0
Directed to disposal (t)	3,943	3,580
Hazardous waste (t)	1,765	1,374
Incineration (t)	1,581	1,237
Landfilling (t)	3	0
Other disposal operations (t)	181	137
Non-hazardous waste (t)	2,178	2,206
Incineration (t)	1,009	749
Landfilling (t)	351	678
Other disposal operations (t)	818	779
Share of non-recycled waste (t)	3,943	3,580
Share of non-recycled waste (%)	50.7	48.2
Waste by composition		
Total amount of waste generated from own operations (t)	7,775	7,423
Hazardous waste (t)	1,796	1,796
Radioactive waste (t)	0	0
Other hazardous waste (t)	1,796	1,796
Non-hazardous waste (t)	5,980	5,676
Residual waste (t)	1,455	1,440
Plastic waste (t)	1,539	1,185
Paper waste (t)	1,288	1,156
Waste wood (t)	687	814
Other waste (t)	1,011	1,081

Comparison of waste generation reported in 2024 by waste type and waste generation by treatment method	2024 (as reported)	2024 (restated)	Explanation of the reasons for the new presentation
Residual waste in t	1,424	1,440	The amount of waste generated was restated due to the inclusion of previously insignificant non-production companies in the calculation method.
Plastic waste in t	1,157	1,185	
Paper waste in t	1,090	1,156	
Non-hazardous waste in t	5,566	5,677	Change due to the reasons mentioned above.
Non-hazardous waste for incineration in t	639	749	Change due to the reasons mentioned above.
Waste generation in t	7,313	7,423	Change due to the reasons mentioned above.
Non-recycled waste in t	3,470	3,580	Change due to the reasons mentioned above.
Waste directed for disposal in t	3,470	3,580	Change due to the reasons mentioned above
Share of non-recycled waste in %	47.4	48.2	Change due to the reasons mentioned above

Disclosures on Preparation of metrics

Definitions:

- Expected durability of products: The expected durability of products is the expected ability of a product to remain functional and relevant when used as intended.
- Recyclable content: The recyclable content in products and packaging refers to product content that can be sent for technical recycling.
- Total waste generated: Waste is defined as the weight of accumulated waste since the beginning of the year, broken down into waste diverted from disposal and waste directed to disposal as well as hazardous and non-hazardous waste, specified according to the corresponding treatment method used. Hazardous waste is classified on the basis of national regulations. Hazardous waste consisted mainly of chemicals and, to a lesser extent, oils and fats as well as pharmaceutical waste. Small quantities of certain non-hazardous waste fractions were grouped together under "other waste" in order to improve the clarity of external waste reporting. Other waste includes electronic/electrical scrap, metal waste, glass waste, organic waste, mixed recycling waste, and other non-hazardous site-specific waste that cannot be classified into the central Sartorius waste categories.

Methodology:

The calculation of the rate of recyclable content in product packaging is based on data from purchased packaging, with the assumption that the quantities purchased correspond directly to the quantities sold and are not stored in warehouses. The calculation multiplies the net weight of the packaging by the purchased amount. If no net weight is available, the weight is calculated using the average for the material group or a self-calculated weight factor. For parts of the company that are not covered by the system, the purchased material is extrapolated. The recyclable percentage in products equates to the percentage from the instruments product group. Durability is determined by interviewing experts on typical instruments in each business area and calculating an average.

Waste disclosures are prepared based on the reports submitted by the individual consolidated Group companies via the Corporate Sustainability Reporting Tool. Special and defined waste categories, e.g. for recycling and reuse, are specified in the reporting system, which add up to the total waste and are intended to prevent double accounting. The sites themselves classify their waste in the correct category based on local legislation. As a rule, the he data reports are based on invoices. If the relevant invoices are not available locally, the data is estimated using site-specific methods (e.g., based on historical data or averages). The figures for non-production companies were estimated and included in the calculation method for the first time.

Disclosures in relation to specific circumstances:

Disclosures regarding value chain estimates: The metrics for the rates of recyclable content in products and packaging include estimated data from the upstream value chain. In the specific case, some net weights were calculated as described above, with self-calculated weighting factors. Sartorius Stedim Biotech is continuously working on improving its data processes. At present, no concrete actions have been adopted to improve the accuracy of the data for resource outflows.

Disclosures on sources of estimation and outcome uncertainty: As described above, part of the calculated total weight of the total resource outflow is based on an estimate of the net weight of the components, products and materials sold for the calculation of the rate of recyclable content in the products. The estimated proportion of products relates to the instruments product group, in which adhesive joints are largely dispensed with so that the individual parts are easily separable and therefore recyclable.

The expected durability of products and the recyclable content in products are based on internal expert estimates. The recyclable portion of product packaging is also calculated on the assumption that the product packaging purchased corresponds to the product packaging sold, as no large stocks of packaging material are stored. The recyclable share is therefore based on the resource inflow, which includes an estimated weight share as described above under resource inflow. In addition, some of the waste reported by the consolidated Group companies to the head office is estimated in cases where the corresponding invoices are not available.

2.11.3. Social information

Own workforce

To ensure consistent reporting, the terms workforce, employees and non-employees are defined as follows and unless explicitly stated otherwise, are used consistently throughout the Report. The company's own workforce comprises employees and non-employees, whereby the active core workforce of the consolidated Group companies is counted as employees. Accordingly, the following groups are excluded from the count: employees in training, employees on leave, employees on long-term absence, temporary workers and members of the Executive Board. Non-employees are contingent workers who work for but are not employed by Sartorius Stedim Biotech and are therefore excluded from payroll. At Sartorius Stedim Biotech, these are generally temporary workers.

Impacts, risks and opportunities management

Disclosure Requirement S1-1 – Policies related to own workforce

As explained under E1-2, the Sartorius Code of Conduct for Employees, including its implementation and monitoring concept, is one of the overarching corporate guidelines within the Group-wide CMS.

The following table provides an overview of the specific sustainability requirements contained therein for managing the impacts described under SBM-3 on the topic of own workforce.

	Sustainability requirements related to IRO on the ESRS topic of own workforce
ESRS sub-topics and sub-sub-topics	Sartorius Code of Conduct for Employees:
Working conditions	
Secure employment	Not yet considered New from January 1, 2026: Not taken into account
Working hours	Not previously taken into account New from January 1, 2026: Sartorius attaches great importance to compliance with external and internal guidelines on occupational safety and health protection. This includes preventing excessive physical and mental fatigue through appropriate work organization, including reasonable working hours and breaks.
Reasonable remuneration	At Sartorius Stedim Biotech, remuneration for regular working hours, overtime, and compensation for overtime corresponds to or exceeds the statutory minimum wages or industry standards. Remuneration may not be withheld illegally or as a punitive measure. Remuneration is paid in accordance with applicable law. New from January 1, 2026: Employees receive fair and competitive remuneration for regular working hours and overtime. Remuneration is at least equal to the minimum wage stipulated by applicable law and is otherwise determined in accordance with the law of the place of employment. Sartorius Stedim Biotech does not withhold remuneration illegally or as a punitive measure and pays it in accordance with applicable law.
Social dialogue	The company works with employee representatives in a spirit of constructive reconciliation of interests. New as of January 1, 2026: Sartorius Stedim Biotech works together with employee representatives in a spirit of constructive reconciliation of interests.
Freedom of association, existence of works councils, and employees' rights to information, consultation, and participation / collective bargaining, including the percentage of employees covered by collective agreements	Sartorius Stedim Biotech respects the right of all employees to form and join trade unions and employee representatives. Employees who are members of a trade union or employee representative body are neither favored nor disadvantaged. Employee representatives are granted access to the workplaces in accordance with local law. New as of January 1, 2026: Sartorius Stedim Biotech respects the right of all employees to form and join trade unions and employee representatives in accordance with the applicable legislation. In addition, the right of trade unions to operate freely and in accordance with the law of the respective place of employment, for example in the form of strikes or collective bargaining, is respected. Employees who are members of a trade union or employee representative body, join such a body, or form one themselves are neither favored nor disadvantaged.
Work-life balance	Not previously taken into account New from January 1, 2026: For Sartorius Stedim Biotech, good working conditions also include an appropriate balance between work and leisure time.
Health and safety	Sartorius Stedim Biotech strives to provide all employees worldwide with a safe and healthy working environment and to continuously improve it. That is why great importance is attached to compliance with external and internal guidelines on occupational safety and health protection. New as of January 1, 2026: Sartorius Stedim Biotech strives to provide all employees with a safe and healthy working environment and to continuously improve it. For this reason, great importance is attached to compliance with external and internal guidelines on occupational safety and health protection. This includes in particular: ▪ ensuring appropriate safety standards in the provision and maintenance of workplaces, workstations, and work equipment ▪ adequate protective actions against hazards posed by chemical, physical, and biological substances ▪ the prevention of excessive physical and mental fatigue through appropriate work organization, including reasonable working hours and breaks ▪ providing appropriate training and instruction for the respective employees A health and safety management system is operated in accordance with the relevant legal regulations.

Equal treatment and equal opportunities for all	
Gender equality and equal pay for equal work/employment and inclusion of people with disabilities	All Sartorius Stedim Biotech employees are required to be task-oriented, open, friendly, and fair in their dealings with colleagues, employees, and third parties, thereby contributing to an atmosphere of respectful cooperation. Discrimination, disadvantage, harassment, or exclusion of employees based on their gender, ethnic origin, worldview, race, religion, age, disability, appearance, sexual orientation and identity, origin, or political views will not be tolerated. New as of January 1, 2026: Sartorius Stedim Biotech does not tolerate discrimination or harassment based on race, skin color, national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, veteran status, political opinion, religion or ideology, or any other characteristics protected by applicable law.
Training and skills development	Not previously taken into account New from January 1, 2026: "Sartorius Stedim Biotech offers a continuous range of training actions and adequate development opportunities for employees.
Diversity	Not previously included New from January 1, 2026: Sartorius Stedim Biotech promotes a culturally diverse and inclusive work environment.
Actions against violence and harassment in the workplace	For "harassment," see the explanations under "Gender equality and equal pay for equal work"; "violence" not previously considered New as of January 1, 2026 Discrimination, bullying, (sexual) harassment, coercion, threats, insults, and the threat or use of physical violence are not accepted.
Other work-related rights	
Child labor	Child labor and any form of exploitation of children is prohibited. The special vulnerability of young workers is respected. New from January 1, 2026: Child labor or any form of exploitation of children will not be tolerated. The definition of child labor is based on the principles of the ILO. In general, this refers to the employment of children below the age at which compulsory schooling ends under local law, with the minimum age being 15 in principle. In addition, internal company guidelines are observed if they stipulate a higher minimum age for employment.
Forced labor	Any form of forced labor is prohibited. New from January 1, 2026: Forced labor is not tolerated. This includes any work or service that is demanded of a person under threat of punishment and that they do not perform voluntarily, for example as a result of human trafficking or debt bondage. Furthermore, slavery, slave-like practices, serfdom, or other forms of domination or oppression in the workplace, such as through extreme economic or sexual exploitation and humiliation, will not be tolerated.

In the reporting year, the Sartorius Code of Conduct for Employees thus explicitly included specific requirements in the area of occupational safety to prevent accidents at work, harassment, child labor, and forced labor. The Sartorius Code of Conduct also explicitly included specific requirements on discrimination relating to all ESRS grounds for discrimination in the reporting year. In addition, the promotion of diversity and inclusion is directly addressed. There are currently no significant specific policy commitments regarding inclusion or support actions for people from groups that are particularly vulnerable among our own workforce.

There were no specific concepts for secure employment, working hours, work-life balance, training and skills development, diversity, or violence in the workplace in the reporting year. There was also no policy on human trafficking. The reason for this is that the parent company Sartorius AG is developing its sustainability strategy, including policies, step by step.

In addition to the CMS implementation and monitoring processes, the Group-wide EHS management described under E2-1 contributes to the continuous improvement of EHS processes, i.e., occupational safety and health.

Specific information on human rights policy

The parent company Sartorius AG has consolidated its human rights obligations and the corresponding implementation and review process in a Declaration of Principles for Respect for Human Rights, which is Sartorius' human rights policy. Human rights policy in relation to the workforce is designed in line with the internationally recognised content and procedural standards of the UN Guiding Principles on Business and Human Rights. The Policy Statement is available to all employees, the public, rights holders and suppliers, as well as all other stakeholders of the company via the company website in English. It is also available to all Sartorius employees via the intranet.

Compliance with the principles, rights, and standards set out in the Sartorius policy statement is monitored as part of the sustainability-related due diligence system.

The core component is the specific risk management system of the parent company Sartorius AG in accordance with the requirements of the German Supply Chain Due Diligence Act (LkSG). To this end, Sartorius continuously analyzes and assesses its own subsidiaries and direct suppliers on the basis of country and industry risks, using recognized external sustainability assessment platforms. This abstract assessment covers all subsidiaries and now also covers all active suppliers. Sartorius Stedim Biotech subsidiaries and suppliers categorized as high-risk according to this abstract assessment and/or of particular strategic and/or financial relevance must complete a sustainability-related self-assessment on the sustainability platform regarding compliance with human rights, labor standards, health and safety, and environmental protection, and are also subject to media screening. The self-assessment and media screening are used to generate a sustainability-related overall assessment/rating for the subsidiary or supplier. Corporate Sourcing is responsible for conducting the risk analysis for suppliers, while Corporate Sustainability is responsible for subsidiaries. Supplier ratings are then weighted according to various criteria (e.g., turnover with the supplier in question) so that they can additionally be placed in an overall context for Sartorius. In addition, compliance with the requirements is checked through internal and external PSCI-audits.

The Human Rights Officer of the parent company Sartorius AG evaluates the appropriateness and effectiveness of the sustainability-related risk management system. The evaluation results are reported to the Executive Board and the Supervisory Board of the parent company Sartorius AG on an annual and ad hoc basis as required, along with recommendations for remedial action. The Human Rights Officer's reporting obligations are set out in detail in a corresponding letter of delegation, which requires the Human Rights Officer to inform the entire Executive Board of Sartorius AG regularly (at least once a year) about her activities in this role. In addition, she must immediately inform the CEO of the parent company Sartorius AG urgent or particularly significant cases, such as (impending) violations of protected legal interests that require remedial action, or changes in situational risk that necessitate adjustments to risk management.

The workforce itself is also closely involved in monitoring compliance with and the guidelines set out in the statement. This applies to both own workforce and workers in the value chain. They have the option at any time to report violations to the responsible manager, workers' representatives, the Compliance Officer or via the compliance or whistleblowing hotline, as well as anonymously via the whistleblower portal. If substantiated human rights violations are identified, the company will work with the workforce and/or their representatives to determine appropriate remedial action. For further information on grievance management and remediation, Sartorius Stedim Biotech refers to the disclosures in S1-3.

Disclosure Requirement S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

Sartorius Stedim Biotech is in constant contact with relevant stakeholders, including its workforce. The Group maintains this dialogue via the employee survey every six months and all year round via employee discussions led by managers. Through the works council, Sartorius ensures participation at operational level and enables

employees to help shape decisions for the company. Works councils have been set up at 22 of 47 companies and cover most of Sartorius' employees (currently: 62%).

The Group Works Council is also involved in discussions on the impacts on the company's workforce that may arise from reducing GHG emissions and transitioning to more environment-friendly and climate-neutral operations.

The findings from company surveys and the many in-person employee discussions are also incorporated directly into the process of assessing material impacts, risks, and opportunities. The corporate functions integrated in the system are in day-to-day contact and conversation with the workforce in the ordinary course of business and so can specifically incorporate workers' interests at various points in the process – whether in the process of identifying and evaluating material impacts or agreeing on appropriate management actions if adverse impacts have occurred.

Further information on stakeholder dialogue can be found in ESRS 2 SBM-2.

The Board of Directors bears ultimate responsibility for incorporating the interests of employees and ensuring that the results inform the company's approach.

The company has not concluded a Global Framework Agreement or comparable agreements with workers' representatives in relation to respect for human rights.

The effectiveness of cooperation with the company's own workforce is evaluated by an annual evaluation of the Group-wide Employee Motivation & Commitment (EMC) indicator (cf. MDR-T in the Corporate Governance chapter), which has also been part of the short-term compensation components of the Board of Management since this year (cf. GOV-2). In addition, the effectiveness of the externally conducted PSCI audits is assessed on site by asking employees specifically about the implementation and effectiveness of policies and actions on PSCI-relevant topics.

Disclosure Requirement S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

The company is committed to taking immediate remedial action in substantiated cases where it has caused or contributed to negative impacts on the workforce. There were no substantiated cases in the reporting year and no remedial action was required.

The complaints system ensures that people inside or outside Sartorius Stedim Biotech can report breaches of applicable laws, standards, regulations and internal guidelines. For this purpose, Sartorius Stedim Biotech provides various round-the-clock reporting channels that can be used in various languages and also anonymously if preferred. The reporting channels can be found on the intranet and on the company's public website, ensuring that the channels are accessible. The compliance team can also be contacted in person, via the hotline, by e-mail or via the whistleblower system. The publicly accessible "Rules of Procedure for Whistleblowers" on the website provides transparency for whistleblowers, explains how the process works and how it protects whistleblowers. The basic availability of the whistleblowing system is also addressed in the corresponding annual training courses on the Code of Conduct that are mandatory for all employees. The specific protective actions include that the processing employees are obliged to secrecy and are impartial and free from instructions. In addition, access to the transmitted information is only granted to those who actually need it to process the complaint. The identity of the whistleblower is protected within the framework of the statutory provisions. There are also no negative consequences for whistleblowers who file complaints in good faith and turn out to be unfounded. Retaliatory actions constitute serious misconduct on the part of Sartorius and will be punished. Sartorius will also take appropriate actions, if necessary, to prevent or prevent retaliatory actions by third parties.

Complaints handling mechanisms are managed by the Compliance team, which is trained accordingly. The Compliance department monitors submitted complaints and tracks the implementation of any remedial action. All reported cases are documented, reviewed and tracked to ensure the effectiveness of the channels and the actions taken.

Disclosure Requirement S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Sartorius Stedim Biotech has actions in place to manage material impacts on its own workforce. Some of these actions are geared towards the local circumstances at the sites and are not consistent throughout the Group. As part of its regular human resources work and health and safety management, the company has implemented the following actions, for example.

Occupational safety, health protection and work-life balance:

Sartorius Stedim Biotech has taken technical and organizational actions at its sites to prevent negative impacts on employees and promote positive ones.

In all relevant contexts, local hazardous substance management systems ensure the safe selection, use and monitoring of the chemicals involved.

Ergonomic equipment and working environments in laboratories, production facilities, and administrative areas are designed to prevent accidents at work and work-related health problems such as back pain. Ergonomics must also be specifically taken into account in all new buildings and conversions.

Sartorius Stedim Biotech offers employees therapeutic help with stress and strain to support their mental health. This includes advice on stress management as well as addiction prevention and help with addiction. At the time of reporting, this is not available at all sites.

Sartorius Stedim Biotech also supports working conditions that promote job satisfaction and a healthy work-life balance. These include flexitime and hybrid working wherever possible.

Regular internal and external audits plus mandatory training ensure compliance with and ongoing refinement of health and safety standards.

- Diversity and prevention of violence and discrimination in the workplace:

The company is committed to respecting the dignity of all its employees and creating equal opportunities. Diversity is promoted worldwide. The company supports its managers in strengthening diversity and developing it in their daily work. Managers must therefore complete mandatory annual training on unconscious bias, which is designed to help uncover unconscious stereotypes and prevent the resulting discrimination. It also addresses diversity, gender equality and the employment of persons with disabilities.

- Adequate wages:

Remuneration is also based on the principle of competitive pay for good performance. In light of this, Sartorius Stedim Biotech also uses performance-related remuneration components that are geared toward the company's success. In some countries, remuneration also includes

contributions to occupational pensions and health insurance costs. In several countries, pay is based on a collective agreement, which makes it transparent and comprehensible (55%).

- Social dialogue and freedom of association:

  Employees' opinions matter. Sartorius Stedim Biotech therefore conducts regular global employee surveys that aim to establish the extent to which employees identify with the corporate strategy, how they rate the managerial skills of their superiors, whether they consider their training opportunities sufficient and what changes they would like to see. Employee committees, works councils, trade unions and other bodies also serve to represent employee interests. If the internationally recognized right to freedom of association and collective bargaining is restricted by law at one of the company's sites, Sartorius Stedim Biotech should attempt to bridge this gap through appropriate actions without violating local laws. For example, a systematic internal conversation with employees within the bounds of national laws can make a positive contribution to the value of social dialogue.

- Development and training:

  Employees have a wide range of offer regarding seminars and training courses. Annual performance reviews between employees and their line managers are mandatory and provide a forum for discussing performance, targets and individual development opportunities. Reviews are conducted according to standardized Group- wide criteria. Specific local training programs are offered worldwide for production employees, improving not only their skills but also product quality and occupational safety. In addition, management positions are increasingly filled from within the company's own ranks, thereby offering opportunities for development. In this context, the HR department also conducts so-called 'talent talks' together with the relevant managers, with the help of which talents are specifically identified talented for succession planning within the company.

Promoting positive impacts:

Sartorius Stedim Biotech also strives to promote positive impacts, for example by using performance-based remuneration models that boost motivation and productivity. Training opportunities, attractive fringe benefits and development prospects for employees aim to build long-term loyalty. The promotion of young talent and a strong commitment to lifelong learning address demographic change and offer employees a wide range of career opportunities.

Prevention of negative impacts, dealing with negative impacts and remedial actions

To prevent negative effects from occurring in the first place, Sartorius is committed to preventive actions. With the help of regular internal audits and feedback loops, the company is close to the processes on site and can identify possible negative effects at an early stage and possibly even before they occur, and initiate preventive actions.

If employees do experience negative impacts, Sartorius Stedim Biotech endeavors to remedy the situation and eliminate the cause. Targeted actions are developed and implemented for this purpose. This applies both to work-related health problems and confirmed incidents of discrimination. In addition, feedback processes – whether via annual reviews between employees and managers or anonymously via employee surveys – are methodically evaluated and discussed at the individual management levels so that any structural negative impacts in the areas mentioned can be identified and addressed at an early stage.

Effectiveness testing of actions

The effectiveness of these actions is monitored through regular employee surveys and an internal analysis of metrics. For instance, the company evaluates trends in fluctuation, the sickness rate, training and development, and accident figures. Appropriate actions are then identified and initiated at the relevant levels.

In addition, Sartorius Stedim Biotech is a member of the Pharmaceutical Supply Chain Initiative (PSCI). Members of the network share their knowledge and expertise on human rights and environmental issues in order to jointly manage complex global changes and new requirements. External voluntary PSCI audits are conducted at Sartorius Stedim Biotech sites to identify further potential for improving management systems and processes. The aim is to conduct PSCI audits at five company sites each year, with sites selected on the basis of risk. The Human Resources departments, in particular the Talent & Leadership Development division, and the Environment, Health, Safety & Security department play a pivotal role in the above actions. Sartorius Stedim Biotech provides targeted resources to manage material impacts on its own workforce by taking actions such as those above. The necessary staffing for these actions is in place in the corresponding departments. The funding required is part of the routine budget. At present, Sartorius Stedim Biotech is unable to provide detailed information on the specific resources allocated to managing material impacts in relation to its own workforce. This is because the collection and processing of relevant data in this form has not yet been implemented. Nevertheless, Sartorius Stedim Biotech is working on refining the processes and systems required for this and to provide more detailed information in future reporting periods.

Metrics and targets

Disclosure Requirement S1-5 – Targets related to managing material negative impacts and advancing positive impacts

Sartorius Stedim Biotech has not yet set any Group-wide, measurable outcome-oriented targets related to managing material negative impacts and advancing positive impacts as the company gradually develops its sustainability strategy. During the fiscal year, the Group conducted a survey of the current status of relevant metrics to establish a sound data basis. The Group is continuously moving forward with the process for defining targets, working closely with employees and in consultation with workers' representation bodies to ensure that future targets meet the actual needs and interests of the workforce.

Targets related to material risks and opportunities were not relevant as no risks and opportunities were identified in the reporting period.

Disclosure Requirement S1-6 – Characteristics of the undertaking's employees

In the 2025 reporting year, the total number of employees rose to 10,265 (+4% compared to 2024), while full-time equivalents also increased by 4% to 10,131 FTE. At the same time, the employment structure was strengthened: the proportion of permanent employment contracts rose to 95.3% (2024: 93.3%), while the number of fixed-term contracts fell significantly (–27%). The regional workforce grew in all core regions, particularly in EMEA (+348 people).

The proportion of women in the workforce rose slightly to 39.8%, driven by stronger growth in female employees. The differentiation according to working time models also shows a stable development: The number of full-time employees increased to 9,753 (+3.7%), while the number of part-time employees rose to 512 (+4.1%). The proportion of part-time employees thus remained virtually constant at 5.0%, with the increase mainly attributable to female employees.

In addition, the turnover rate fell noticeably from 11.2% to 8.4%, mainly due to declines in both voluntary departures and terminations as part of the "Fit for Future" corporate program.

Overall, these developments reflect a stable, growing, and increasingly long-term employment structure, which further strengthens the company's attractiveness as an employer.

Employees	2025	2024
Total number of employees (headcount)	10,265	9,901
Total number of employees (FTE)	10,131	9,766

Employees by gender (headcount)		
Gender	**2025**	**2024**
Male	6,180	6,015
Female	4,085	3,886
Other	0	0
Not disclosed	0	0
Total Employees	**10,265**	**9,901**

Employees in significant countries (headcount)		
Country	2025	2024
Germany	3,082	3,077
France	1,471	1,409

Employees by contract and gender (head count)	2025	2024
Total number of employees	**10,265**	**9,901**
Male	6,180	6,015
Female	4,085	3,886
Other	0	0
Not disclosed	0	0
Number of permanent employees	**9,835**	**9,271**
Male	5,930	5,644
Female	3,905	3,627
Other	0	0
Not disclosed	0	0
Number of temporary employees	**430**	**630**
Male	250	371
Female	180	259
Other	0	0
Not disclosed	0	0
Number of non-guaranteed hours employees	**0**	**0**
Male	0	0
Female	0	0
Other	0	0
Not disclosed	0	0
Number of full-time employees	**9,753**	**9,409**
Male	6,049	5,886
Female	3,704	3,523
Other	0	0
Not disclosed	0	0
Number of part-time employees	**512**	**492**
Male	131	129
Female	381	363
Other	0	0
Not disclosed	0	0

Employees by contract and region (head count)	2025	2024
Total number of employees	**10,265**	**9,901**
EMEA	7,131	6,783
Americas	1,724	1,746
APAC	1,410	1,372
Number of permanent employees	**9,835**	**9,271**
EMEA	7,026	6,489
Americas	1,715	1,745
APAC	1,094	1,037
Number of temporary employees	**430**	**630**
EMEA	105	294
Americas	9	1
APAC	316	335
Number of non-guaranteed hours employees	**0**	**0**
EMEA	0	0
Americas	0	0
APAC	0	0
Number of full-time employees	**9,753**	**9,409**
EMEA	6,619	6,292
Americas	1,724	1,746
APAC	1,410	1,371
Number of part-time employees	**512**	**492**
EMEA	512	491
Americas	0	0
APAC	0	1

Employee Turnover	2025	2024
Total employee headcount turnover (headcount)	846	1,146
Voluntary	611	840
Dismissal	202	255
Retirement	25	44
Death in service	8	7
Rate of total employee headcount turnover (%)	**8.4**	**11.2**

Disclosures on Preparation of metrics

Definitions:

- Employees: The active core workforce of the consolidated Group companies is counted as employees. Accordingly, the following groups are excluded from the count: employees in training, employees on leave, employees on long-term absence, temporary workers and members of the Executive Board.

- Full-time equivalents: Full-time equivalents are calculated from the ratio between standard (default) and contractually agreed (planned) weekly working time. Note that standard working time may vary by country.

- Significant countries: Significant countries are countries in which the number of employees is greater than 50 and which represent at least 10% of the total number of employees.

- Gender: According to ESRS, gender includes "male", "female", "other" and "not disclosed". "Other" includes employees who categorize themselves as neither male nor female. "Not disclosed" includes employees who did not provide their own gender information.

- Permanent and temporary contracts: Permanent contracts are contracts without an end date. Temporary contracts are employment contracts with an end date, including employees in partial retirement.

- Non-guaranteed hours employees: Employees with contractually non-guaranteed hours. This employee category is currently not relevant for Sartorius Stedim Biotech.

- Full-time employees and part-time employees: Full-time employees are those with a full-time equivalent of 1. Part-time employees are those with a full-time equivalent of less than 1.

- Employee fluctuation: Employee Fluctuation includes employees who left the Sartorius Stedim Group voluntarily or involuntarily during the reporting period. Employees whose fixed-term contracts ended during the reporting year are not included. The company considers termination by employees and mutual agreements to be "voluntary". The company counts "dismissal" as employer dismissal. In addition, employees who left the company upon retirement or as a result of their death are included.

Methodology:

The metrics in the above tables are based on the Group-wide HR system as of December 31. For the employee gender categories "other" and "not disclosed", Sartorius Stedim Biotech made an estimate based on the 2022 German census, as the information is not currently recorded in the HR system.

The employee fluctuation rate is calculated by dividing the total number of employees who left the company during the reporting period by the average number of employees in the reporting year. This average number is calculated from the reporting date data for the respective quarterly end.

Disclosures in relation to specific circumstances

Sources of estimation and outcome uncertainty: Sartorius Stedim Biotech made an estimate for employees categorized as "other" and "not disclosed", as explained above. Accordingly, there is slight outcome uncertainty in the disclosures on gender. Sartorius is continuously working to improve the data situation. At present, no specific actions to improve data accuracy have been decided upon.

Disclosure Requirement S1-7 – Characteristics of non-employees in the undertaking's own workforce

The number of non-employee workers increased sharply by 63% in the reporting year: As of December 31, 2025, the total number of non-employees was 703 (previous year: 430). At Sartorius Stedim Biotech, these are usually contingent workers.

Contingent workers play an important role in the company's flexibility and adaptability. The targeted use of contingent workers allows the company to respond to changing market demands and short-term project requirements without having to permanently expand the employee base. This approach is crucial to maintaining efficiency and responsiveness. Sartorius Stedim Biotech hires contingent workers primarily at production sites. In the reporting year, this was essentially the case in France.

Non-employees (headcount)	2025	2024
Total number of non-employees	703	430

Disclosures on Preparation of metrics

Definitions:

Non-employees are contingent workers who work for but are not employed by Sartorius Stedim Biotech and are therefore excluded from payroll.

Methodology:

The metrics in the above table are based on the Group-wide HR system as of December 31.

Disclosure Requirement S1-8 – Collective bargaining coverage and social dialogue

The proportion of employees covered by collective agreements remained at the previous year's level in the reporting year. As of December 31, 2025, 55% (previous year: 53%) of all employees were covered by collective agreements.

In Germany and France, which are significant countries according to ESRS, collective bargaining coverage also remained at the previous year's level. In Germany, collective bargaining coverage was 82% and in France 100% (previous year: 81% and 100%, respectively). These were country-specific collective bargaining agreements. The incomplete coverage in Germany can be explained by employees who are not covered by collective agreements because their job characteristics and/or remuneration level do not fall within the personal scope of a collective agreement. Some companies are also not bound by collective agreements.

This means that collective agreement coverage also remained constant in the regions in the reporting year: In the EMEA region, collective bargaining coverage totaled 69% (previous year: 67%). In regions outside the EEA, collective bargaining coverage was 36% in the Americas region (previous year: 36%) and 5% in the APAC region (previous year: 5%). Coverage outside the EEA is lower due to lower legal labor standards.

In addition, employee representation also remained unchanged compared to the previous year: As of December 31, 2025, the proportion of employees represented in the workplace in the two significant EEA countries, Germany and France, was 100% in each case (previous year: 100%). In the EMEA region, 76% (previous year: 75%) of all employees at the workplace were represented by employee representatives.

Coverage Rate	Collective Bargaining Coverage		Social dialogue
	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (estimate for regions with >50 empl. representing >10% total empl)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)
0–19%		Asia | Pacific	
20–39%		Americas	
40–59%			
60–79%			
80–100%	Germany France		Germany France

Disclosures on Preparation of metrics

Definitions:

- Employees: Per the definition set out in S1-6.
- Collective bargaining coverage: At Sartorius Stedim Biotech, these are employees covered by collective bargaining agreements.
- Social dialogue: Sartorius Stedim Biotech counts the number of employees represented by a works council as employees covered by social dialogue.

Methodology:

Collective bargaining coverage is based on the Group-wide HR system by selecting defined employee groups and countries as of December 31.

The metric for social security is based on a survey of the consolidated Group companies. For Group companies with a works council, 100% of employees are included in the calculation. For Group companies without a works council, 0% of employees are included in the calculation.

Disclosure Requirement S1-9 – Diversity metrics

The percentage distribution of genders in top management remained unchanged compared to the previous year: As of December 31, 2025, 73% of employees in top management were men and 27% were women. None of the top management were in the "other" or "not disclosed" gender categories.

The percentage distribution of ages has also remained unchanged compared to the previous year. The age distribution of employees was as follows: 15% were in the under-30 age group, 64% were in the 30–50 age group and 21% were in the over-50 age group.

Gender diversity	2025	2024
Top management (headcount)	**55**	**48**
Male	40	34
Female	15	14
Other gender	0	0
Gender not disclosed	0	0
Top management (%)	**100**	**100**
Male	73	71
Female	27	29
Other gender	0	0
Gender not disclosed	0	0

Age group diversity of employees	2025	2024
Total employees (headcount)	**10,265**	**9,901**
Under 30 years old	1,540	1,467
30-50 years old	6,571	6,331
Over 50 years old	2,154	2,103
Total employees (%)	**100**	**100**
Under 30 years old	15	15
30-50 years old	64	64
Over 50 years old	21	21

Disclosures on Preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Top management:** Sartorius Stedim Biotech defines top management as the first and second management levels below the Board of Directors. Employees with global management responsibility or significant local responsibility for the core business and working at the Group's management level 2 or 3 are counted.
- **Gender**: Per the definition set out in S1-6 MDR-M (77).
- **Age groups:** Sartorius Stedim Biotech defines the age groups in line with ESRS, as follows: Under 30 years: includes all employees aged 29.9 or younger at the end of the reporting period; 30–50 years: includes all employees aged between 30.0 and 49.9 at the end of the reporting period; Over 50 years: includes all employees aged 50.0 or older at the end of the reporting period.

Methodology:

The metrics in the above tables are based on the Group-wide HR system as of December 31. For the employee gender categories "other" and "not disclosed", Sartorius Stedim Biotech made an estimate based on the 2022 German census, as the information is not currently recorded in the HR system.

Disclosures in relation to specific circumstances:

Sources of estimation and outcome uncertainty: As explained above, Sartorius Stedim Biotech made an estimate for employees categorized as "other" and "not disclosed". Accordingly, there is slight outcome uncertainty in the disclosures on gender. Sartorius Stedim Biotech is continuously working to improve the data and an improvement in this specific case is under evaluation.

Disclosure Requirement S1-10 – Adequate wages

As of December 31, 2025, no Sartorius Stedim Biotech employee received remuneration that was below the applicable benchmark for fair remuneration (previous year: 0.1%). In the previous year, this was the case in China.

Adequate wages	2025	2024
Employees paid below an adequate wage (%)	0.0	0.1

Disclosures on Preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Adequate wages:** The benchmark for adequate wages is based on the respective statutory minimum wages of the countries in which Sartorius Stedim Biotech operates. If the benchmark in a country is higher than the annual contractual base salary of an employee in that country, the employee will not be counted as adequately paid.

Methodology:

The metrics in the above tables are based on the Group-wide HR system as of December 31.

Disclosures in relation to specific circumstances:

Sources of estimation and outcome uncertainty: As explained above, to determine adequate wages, Sartorius Stedim Biotech uses the contractually agreed base salary and not the actual salary paid. Consequently, factors such as overtime pay are not taken into account in the comparison. This can lead to inaccurate results. Sartorius is continuously working to improve the data situation. At present, no specific actions to improve data accuracy have been decided upon.

Disclosure Requirement S1-11 – Social protection

In the reporting year, most employees were covered by public programs or by benefits offered by the company against loss of income due to significant life events. Under ESRS, significant life events include illness, unemployment, work-related accidents and disability, parental leave and retirement.

In some countries, coverage—whether through statutory actions or Sartorius Stedim Biotech actions—is not available for all of the life events mentioned. Coverage for occupational accidents and disability is not available in Ireland and the United Kingdom, and retirement coverage is not available in Argentina. In the USA and Brazil, retirement coverage through Sartorius Stedim Biotech actions is only partially available if certain criteria are

met. In the USA, for example, only employees who are older than 59 and have been with the company for more than 25 years are eligible. In Brazil, only full-time employees benefit from retirement coverage.

Employees covered for the following life events (%)	2025	2024
Sickness	100	100
Unemployment	100	100
Employment injury and acquired disability	91	91
Parental leave	100	100
Retirement	93	92

Disclosures on Preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Coverage rate:** In the coverage rate, Sartorius Stedim Biotech counts all employees who are covered against the life events specified in ESRS. This includes: sickness, unemployment, employment injury and acquired disability, parental leave and retirement.

Methodology:

The figures are based on a survey of the consolidated Group companies as of December 31.

Disclosure Requirement S1-12 – Persons with disabilities

The proportion of employees with disabilities remained unchanged compared to the previous year. As of December 31, 2025, employees with disabilities accounted for 2% of the workforce (previous year: 2%).

People with disabilities	2025	2024
Percentage of employees with disabilities (total)	2	2

Disclosures on Preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Disabilities**: The applicable country-specific definitions and local guidelines are used to establish which employees have disabilities.

Methodology:

The figure is compiled on the basis of the Group-wide HR system and based on a survey of the consolidated Group companies as of December 31.

Disclosure Requirement S1-13 – Training and skills Development metrics

The proportion of employees who received a performance appraisal was down slightly by 6% compared to the previous year. As of December 31, 2025, 86% (previous year: 92%) of all employees had participated in a performance and career assessment. Among women, 85% received such an assessment, among men 87% (previous year: 91% and 93%, respectively).

The average number of training hours also fell by 3%. The average number of training hours per employee was 17.7 hours (previous year: 18.3). Women completed an average of 16.3 training hours (previous year: 16.7), while men completed 18.7 training hours (previous year: 19.3).

	2025	2024
Employees who had regular performance and career development reviews (%)	86	92
Male	87	93
Female	85	91
Other	0	0
Not disclosed	0	0

	2025	2024
Average training per employee (hours)	18	18
Male	19	19
Female	16	17
Other	0	0
Not disclosed	0	0

Disclosures on Preparation of metrics

Definitions:

- Employees: Per the definition set out in S1-6.
- Gender: Per the definition set out in S1-6.
- Performance and career development reviews: All employees for whom a completed performance and career assessment is available are counted. This is usually documented in the human resources management system. The cycle ends with the annual performance review, in which employees and supervisors conduct the annual assessment by comparing performance with agreed expectations. A successfully completed annual assessment forms the basis for preparations for the following year. The global process of performance and career assessments at Sartorius began on December 1, 2024, and ended on February 28, 2025. Employees who are eligible for a performance and career assessment are those who belong to the active permanent workforce, joined the Group before October 1 of the previous year (2024), and are still with the Group at the end of the reporting year. The following employees are therefore not eligible: employees who are on leave at the time the process begins, employees in training, and employees of companies newly acquired within the last six months.

Methodology:

The figures are based on a survey of the consolidated Group companies as of December 31.

Disclosures in relation to specific circumstances

Information on sources for estimates and uncertainty of results: Sartorius Stedim Biotech has made an estimate for "other" employees and "no information" as described above. Accordingly, there is uncertainty regarding the reported data on performance and career assessments. Sartorius Stedim Biotech is continuously working to improve the data situation and accuracy. No specific actions to improve the accuracy of the data have been decided upon at this time.

Disclosure Requirement S1-14 – Health and safety metrics

The coverage rate of the company's own workforce by a certified health and safety management system increased by two percentage points compared to the previous year. As of December 31, 2025, 38% of the company's own workforce was covered by a health and safety management system. This includes externally certified systems in accordance with ISO 45001 (previous year: 35%).

In the reporting year there were no fatalities (previous year: 0) among employees or external workers due to work-related injuries or ill health.

The rate of reportable accidents per 1,000,000 working hours decreased for the company's own employees compared to the previous year and remained at the same level for external workers. The company recorded 54 reportable accidents involving its own employees (previous year: 63) and 13 reportable accidents involving external workers (previous year: 8), corresponding to a rate of 3.0 and 11.1 reportable accidents per 1,000,000 working hours (previous year: 3.6 and 11.1). The number of work-related illnesses among employees was 2 (previous year: 8).

The number of days lost by employees fell by 23% compared to the previous year. Accidents at work and work-related illnesses resulted in 880 days lost by employees (previous year: 1,137).

Health & safety	2025	2024
Coverage of workforce by health & safety management system (%)	38	35
Fatalities of employees as a result of work-related injuries and work-related ill health (number)	0	0
Fatalities of non-employee workers as a result of work-related injuries and work-related ill health (number)	0	0
Recordable work-related accidents of employees (number)	54	63
Recordable work-related accidents of non-employee workers (number)	13	8
Rate of recordable work-related accident of employees (quote)	3.0	3.6
Rate of recordable work-related accident of non-employee workers (quote)	11.1	11.1
Cases of recordable work-related ill health of employees (number)	2	8
Days lost of employees to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health (number)	880	1,137

Disclosures on preparation of metrics

Definitions:

- Workforce: The company's own workforce comprises employees and non-employees. Employees meet the definition set out in S1-6 including the groups of persons excluded there and non-employees meet the definition set out in S1-7.
- Rate of coverage with a health and safety management system: The rate is the workforce covered by occupational health and safety systems externally certified to the ISO 45001 standard.
- Recordable work-related accidents: Recordable work-related accidents at the company include injuries that result in death, inability to work, work restriction or transfer to another job, medical treatment that goes beyond first aid, or unconsciousness. Major injuries that are diagnosed by a doctor or other licensed medical professional but do not result in death, inability to work, work restriction or transfer to another job, medical treatment beyond first aid or loss of consciousness are also counted.
- Recordable work-related ill health: Recordable work-related ill health includes acute, recurrent and chronic health problems caused or aggravated by working conditions or practices.
- Days lost: Days lost include the first full day up to and including the last day of absence in calendar days.
- Rate of recordable work-related accidents: The rate is the total recordable work-related accidents among employees relative to the total theoretical working hours of employees multiplied by 1,000,000.

Methodology:

The rate of coverage with a health and safety management system is determined on the basis of the ISO certificates provided in the customer portal and the number of employees per certified company.

The figures of work-related injuries, accidents, ill health and days lost are based on a query of the cumulative figures in the consolidated Group companies. The rate of recordable work-related accidents is based on the theoretical working hours that were extrapolated based on a manual calculation for all employees using data from the Group-wide HR system for the reporting year.

Disclosures in relation to specific circumstances:

Sources of estimation and outcome uncertainty: To calculate the rate of recordable work-related accidents, Sartorius Stedim Biotech uses theoretical rather than measured working hours. It does not take account of absences due to individual short- and long-term absences such as illness, overtime, and trainee absences due to training or university education. Consequently, there are outcome uncertainties in the calculated rate, which may actually be higher or lower. Sartorius Stedim Biotech is continuously working to improve the data situation. No specific actions to improve the accuracy of the data have been decided upon at this time.

Disclosure Requirement S1-15 – Work-life balance metrics

The proportion of employees entitled to leave of absence for family reasons remained at the previous year's level in the reporting year. As of December 31, 2025, 91% of employees were entitled to leave of absence for family reasons (previous year: 90%).

At the same time, slightly more employees than in the previous year actually took advantage of this entitlement (+12%): 19% of employees took leave of absence for family reasons (previous year: 17%), 17% of men and 22% of women (previous year: 16% and 19% respectively). In the gender category "other" or "no information," the proportion was 0% in each case because there were no employees in this gender category.

Work-life-balance	2025	2024
Percentage of employees entitled to take family-related leaves (%)	91	90
Percentage of entitled employees that took family-related leaves by gender (%)	19	17
Male	17	16
Female	22	19
Other	0	0
Not disclosed	0	0

Disclosures on preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Family-related leave:** Family-related leave includes maternity leave, paternity leave, parental leave, and carers' leave that is available under national law or collective bargaining agreements. Employees entitled to leave of absence for family reasons are those who are covered by regulations, organizational policies, agreements, contracts or collective bargaining agreements that contain leave of absence for family reasons entitlements and have reported their entitlement to the company or the company is aware of the entitlement. Only employees who are entitled to all family-related leave are counted for the metric.
- **Gender**: Per the definition set out in S1-6.

Methodology:

The figures are based on a survey in the consolidated Group companies as of December 31 and gender data from the Group-wide HR system. For the employee gender categories "other" and "not disclosed", Sartorius Stedim Biotech made an estimate based on the 2022 German census, as the information is not currently recorded in the HR system.

Disclosures in relation to specific circumstances:

Sources of estimation and outcome uncertainty: As explained above, Sartorius Stedim Biotech made an estimate for employees categorized as "other" and "not disclosed". Accordingly, there is slight outcome uncertainty in the disclosures on gender. Sartorius Stedim Biotech is continuously working to improve the data and an improvement in this specific case is under evaluation.

Disclosure Requirement S1-16 –Remuneration metrics (pay gap and total remuneration)

The gender pay gap among employees remained unchanged from the previous year at 11% (previous year: 11%). This statement describes a gender-specific total remuneration gap, with women earning on average 89% (previous year: 89%) of what men earn overall. However, according to ESRS, this is an unadjusted earnings gap because factors such as function, responsibility/hierarchy level, education, and experience are not included in the calculation.

The annual total compensation of the highest-paid individual relative to the median annual total compensation of all employees has increased compared to the previous year. The ratio of the total annual remuneration of the highest-paid individual to the median total remuneration of all employees was 24 in the reporting year (previous year: 18). This means that the highest-paid individual earned 24 times the median of employees.

Pay gap and total remuneration	2025	2024
Gender pay gap (%)	11	11
Total annual remuneration of the highest paid individual to median annual total remuneration of all employees	24	18

Comparison of total compensation reported in 2024	2024 (as reported)	2024 (restated)	Explanation of reasons for restatement
Annual total compensation of the highest-paid individual relative to the median annual total compensation of all employees	21	18	Change in calculation methodology to actual remuneration paid

Disclosures on preparation of metrics

Definitions:

- **Employees:** Per the definition set out in S1-6.
- **Total remuneration:** The total remuneration of employees and the highest-paid individual refers to actual payments from local payrolls. This includes the annual base salary, variable remuneration, and additional remuneration. The share package, which applies exclusively to the highest-paid individual as part of variable compensation, was included in the calculation at a rate of 25% due to its four-year term. In the previous year, total compensation was determined based on the target amounts for fixed, variable, and additional compensation, which reflected the annual gross target salary per full-time equivalent.
- **Gender pay gap:** This is the total remuneration of female employees relative to the total remuneration of male employees as of December 31.
- **Annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees:** This is the ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration for all employees excluding the highest-paid individual.

Methodology:

The metrics are based on the Group-wide HR system as of December 31 and a survey of total remuneration in the consolidated Group companies.

The gender pay gap was calculated in two steps. First, the average gross hourly wage of employees was determined using the following formula: total remuneration / 52.14 weeks / planned weekly working time on December 31, 2025. The pay gap under ESRS was then calculated using the following formula: (average gross hourly wage of male employees - average gross hourly wage of female employees) / average gross hourly wage of male employees.

The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees was calculated using the following formula in line with ESRS: total remuneration of the highest-paid employee / median of the total remuneration for all employees (excluding the highest-paid individual).

Disclosure Requirement S1-17 – Incidents, complaints and severe human rights impacts

The total number of complaints submitted in the reporting year regarding discrimination, including harassment, fell to 5 (previous year: 15), insofar as the complaint related to discrimination or harassment. Of these, 0 complaints were justified/partially justified (previous year: 0), 0 were unjustified/could not be clarified (previous year: 0) and 0 are still being investigated (previous year: 0).

No additional complaints were recorded that were submitted via complaint channels or, where applicable, to the OECD National Contact Points for Multinational Enterprises (previous year: 0 unfounded) and are not already included in the above figures.

As in the previous year, there were no fines, sanctions or damage payments in connection with the incidents and complaints described above (previous year: EUR 0).

No serious incidents relating to human rights were identified (previous year: 0) and there were no fines, sanctions, or compensation payments in this regard (previous year: EUR 0).

Sartorius Stedim Biotech strives to maintain its record in this area and to continuously improve training and guidelines in order to ensure a safe and respectful working environment.

Incidents, complaints and severe human rights impacts within own workforce	2025	2024
Incidents of discrimination, including harassment (number)	5	15
Complaints filed through channels for people in the company's own workforce to raise concerns (number)	0	0
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above (EUR)	0	0
Severe human rights incidents (number)	0	0
Total amount of fines, penalties, and compensation for damages as a result of severe human rights incidents (EUR)	0	0

Disclosures on preparation of metrics

Definitions:

- Workforce: Per the definition set out in S1-14.
- Discrimination: This includes work-related incidents of discrimination and harassment, including discrimination on the grounds of gender, ethnic origin, nationality, religion, disability, age, sexual orientation or other relevant forms. Harassment is explicitly included as a specific form of discrimination.
- Cases, complaints and incidents: Restricted to cases, complaints and incidents received through the reporting channels formally opened by Sartorius Stedim Biotech (email, whistleblower portal, hotline, in person, by mail and the reporting channel in accordance with the Group-wide company agreement on dealing with bullying, discrimination and sexual harassment in the workplace) and for which Sartorius Stedim Biotech is partly responsible and which are related to employment.
- Severe human rights violations: Cases of forced labour, human trafficking or child labour are counted as severe human rights violations.

Methodology:

The metric is based on a manual aggregation of the above-mentioned data sources.

Workers in the value chain

Impact, risk and opportunity management

Disclosure Requirement S2-1 – Policies related to value chain workers

Sartorius Stedim Biotech is captured by the policies on the parent company level of Sartorius AG. As explained under E1-2, the Sartorius Code of Conduct for Business Partners, including its implementation and monitoring concept within the framework of the Group-wide CMS, represents one of the two overarching corporate guidelines.

The following table provides an overview of the specific sustainability requirements contained therein for managing the impacts described under SBM-3 on the topic of labor in the value chain.

ESRS sub-topics and sub-sub-topics	Sustainability requirements with IRO relevance to the ESRS topic of labor in the value chain
	Sartorius Code of Conduct for Business Partners
Working conditions	
Working hours	The applicable legal provisions and ILO standards on working hours in the supply chain must be complied with.
Reasonable wages	Employees must always be remunerated in accordance with the applicable legal provisions, including the statutory minimum wage and industry standards. Similarly, overtime pay and compensation for hours worked in excess of those specified in the employment contract must comply with legal requirements and agreed industry standards. Employees must be informed regularly and in a comprehensible manner about how their remuneration is calculated. Remuneration must be paid at regular intervals, and unlawful withholding of remuneration as a disciplinary or punitive measure is not permitted.
Health and safety at work	A safe working environment must be ensured at all production sites, as well as a safe living environment in all accommodation provided by the company. A health and safety management system that complies with the relevant legal requirements must be implemented. All mechanical, chemical, and biological hazards in the workplace, as well as hazards arising from the use of infrastructure, must be identified, assessed, and documented. Appropriate actions must be taken to protect employees. These documented plans must be reviewed at regular intervals and updated as necessary. Safety instructions for all identified hazards must be made available to the employees concerned. Mandatory training tailored to the hazards posed by the employees' work must be carried out and documented. Business partners must have the necessary processes and resources in place to ensure the proper maintenance of all equipment and its safe operation.
Equal treatment and equal opportunities for all	
Gender equality and equal pay for equal work	▪ Business partners are obliged to create a working environment in which employees are treated fairly and without discrimination. Inhumane treatment or the threat of such treatment will not be tolerated. They must actively promote equal opportunities and equal treatment of employees and prevent discriminatory behavior. In particular, when hiring and employing personnel, business partners must not discriminate or show favoritism and must not exclude individuals on the basis of gender, national, ethnic or social origin, skin color, ideology, religion, age, disability, appearance, sexual preferences and identity, political opinion or marital status. ▪ Sartorius Stedim Biotech expects fair and competitive remuneration to be guaranteed, with equal pay for work of equal value.
Further training and skills development	Not taken into account
Employment and inclusion of people with disabilities	Not taken into account
Actions against violence and harassment in the workplace	Physical punishment, psychological or physical coercion, threats, insults, or duress, including (sexual) harassment and (sexual) abuse, are not tolerated.
Diversity	Not covered
Other work-related rights	
Child labor	Child labor and any form of exploitation of children are strictly prohibited at Sartorius Stedim Biotech and within the value chain. The definition of child labor is based on the principles of the United Nations Global Compact and the International Labor Organization (ILO). If local law stipulates a higher minimum age for employees or a longer period of compulsory schooling, the higher age applies. The special need to protect young workers is respected and taken into account.
Forced labor	Sartorius Stedim Biotech respects the right to free choice of employment and does not tolerate forced labor, involuntary prison labor, or other unlawful obligations of employees. Any form of slave labor, serfdom, debt bondage, or human trafficking is strictly prohibited both in our own business operations and within the sphere of influence of our suppliers. Employees are free to terminate their employment in accordance with the applicable notice period. Any coercive actions, such as the retention of passports, other identity documents, or work permits, are not permitted.

In the reporting year, the Code of Conduct for Business Partners thus explicitly included specific requirements on the topics of human trafficking, forced labor, and child labor.

Specific concepts for training and skills development, employment and inclusion of people with disabilities, and diversity were not available in the reporting year. The reason for this is that the parent company Sartorius AG is developing its sustainability strategy, including guidelines, step by step.

The company reports on the consistency of its human rights policy with relevant standards, respect for human rights, including workers' rights, and the inclusion of workers in the value chain under S1-1.

During the reporting year, no cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises involving workers in the value chain were reported to the company in its upstream and downstream value chain.

Disclosure Requirement S2-2 – Processes for engaging with workers in the value chain regarding impacts

Sartorius Stedim Biotech is in constant communication with its relevant stakeholders, including suppliers. Further information on this can be found under ESRS 2 SBM-2. However, Sartorius Stedim Biotech does not currently have a process in place for direct or indirect engagement with workers in the value chain.

In addition, the company has not currently established any specific processes to gain insights into the perspectives of workers in the value chain who are particularly vulnerable to impacts and/or may be marginalized (e.g., female workers, migrant workers, workers with disabilities).

Disclosure Requirement S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

The general human rights due diligence process includes both the company's own workforce and workers throughout the value chain. Sartorius Stedim Biotech refers to the its disclosures under S1-3 concerning the general procedure for improving negative impacts and complaints management.

Disclosure Requirement S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Sartorius Stedim Biotech contractually obliges its suppliers to comply with the Business Partner Code of Conduct in order to ensure that ethical standards and sustainability-related requirements are met. According to the Code of Conduct, direct suppliers are also obliged to ensure that their subcontractors comply with Sartorius' principles. Since September 2022, acknowledgment and signing of the Code of Conduct or mutual recognition of codes of conduct has been an integral part of the binding onboarding process for new suppliers.

By clearly communicating its requirements, Sartorius aims to promote responsible and sustainable cooperation with its business partners in order to prevent and reduce negative impacts resulting from violations of the agreed requirements and to promote positive impacts.

As part of specific risk analyses, as reported under S1-1, Sartorius continuously monitors compliance with sustainability-related requirements. These analyses include the identification and assessment of negative impacts in areas such as working conditions, equal treatment and equal opportunities, and other work-related rights.

The expected results of the actions agreed upon with the supplier include improving working conditions and reducing negative environmental impacts along the supply chain, reducing violations of labor and human rights, and promoting sustainable procurement practices. These actions contribute directly to the achievement of Sartorius' social sustainability goals.

Sartorius has established a process for identifying and implementing necessary and appropriate actions to respond to actual and potential negative impacts. This process is defined in both the internal process descriptions and the company's human rights policy. In fiscal year 2025, Sartorius worked intensively on the creation of a supplier handbook that further specifies the requirements for suppliers. This handbook was published in the fourth quarter of 2025. For fiscal year 2026, there are plans to train selected suppliers in the application of this handbook.

The effectiveness of the due diligence system, including the actions, is determined through internal structured interviews conducted on behalf of the company's human rights officer. The results of these interviews are reported to and evaluated by the Board of Directors. Sartorius Stedim Biotech is currently working on defining strategic goals to further improve the monitoring of effectiveness and the methodology for measuring progress.

In the reporting year, there were no material risks and opportunities that would have required action. Furthermore, no serious problems or incidents relating to human rights were reported in the upstream and downstream value chain.

Sartorius Stedim Biotech provides targeted resources, including financial and human resources, to manage material impacts on workers in the value chain. However, Sartorius Stedim Biotech is currently unable to provide detailed information on the specific resources allocated to managing material impacts on workers in the value chain. This is because the collection and processing of relevant data in this form has not yet been implemented.

Metrics and targets

Disclosure Requirement S2-5 – Targets related to managing material negative impacts and advancing positive impacts

In the reporting year, the company has not yet defined any Group-wide measurable, time-bound and outcome-oriented targets as the company gradually develops its sustainability strategy.

Minimum Disclosure Requirement MDR-M – Metrics in relation to material sustainability matters

In the reporting year, the company did not define any metrics in relation to material sustainability matters related to value chain workers, as the focus in the first step is on developing Group-wide targets.

2.11.4. Governance information

Business conduct

Impact, risk and opportunity management

Disclosure Requirement G1-1 – Business conduct policies and corporate culture and Minimum Disclosure Requirement MDR-P – Policies adopted to manage material sustainability matters

Corporate Culture

With regard to the positive effects on corporate culture described under SBM-3, Sartorius Stedim Biotech pursues a holistic approach that encompasses strategic elements (mission/vision), human elements (values, diversity, leadership), and formal elements (compliance, metrics). The culture should be open, value-oriented, with short decision-making paths and globally integrated, while at the same time being geared toward responsibility toward employees, customers, and society.

The key elements of Sartorius Stedim Biotech's corporate culture are briefly explained below:

- **Mission and vision**
  Sartorius Stedim Biotech's corporate mission and core business is to help improve the health of more people. To this end, it aims to support researchers and engineers in simplifying and accelerating progress in the life sciences and bioprocessing. It strives to be a magnet and a dynamic platform for pioneers and leading experts in the industry.

- **Corporate values**
  The corporate values of Sustainability, Openness, and Enjoyment form the foundation on which the company operates and are intended to shape behavior within the company as well as toward customers and business partners. There is a "speak-up culture", meaning that employees are encouraged to contribute ideas and openly address concerns.

- **Code of Conduct**
  The Code of Conduct for employees provides guidance on lawful, responsible, and ethical behavior in the day-to-day work. The Code of Conduct is supplemented by a special anti-corruption code, which is fundamentally in line with the United Nations Convention against Corruption.

- **Leadership guidelines**
  Explicit leadership guidelines based on the principles of active leadership, willingness to embrace change, performance orientation, and teamwork are designed to enable managers to set an example in implementing the corporate culture.

The Board of Directors bears ultimate responsibility for the implementation of the corporate culture. Requirements are implemented and monitored as part of the CMS described in E1-2.

The bi-annual employee survey aims, among other things, to find out whether employees feel that the corporate culture is being put into practice. Evaluations at team level allow direct conclusions to be drawn about specific challenges and areas where action is needed.

Animal welfare

The company pursues an integrated portfolio approach for the business opportunity in animal welfare described under SBM 3, which aims to support customers in reducing or completely replacing animal testing and the use of animal components through innovative solutions. In 2025, it also implemented a new policy on the elimination of animal components in growth factor and cytokine products. Compliance with these requirements is ensured by product design, which excludes the relevant components from the outset. This means that all products—both raw materials such as cytokines and recombinant albumin as well as media—that are in development, have recently been launched, or will be introduced in the near future should be free of animal components. The products currently on the market are either completely animal-free or xeno-free. In this context, xeno-free means that the products do not contain any animal components, but only use raw materials of human origin that are by-products or waste products from the manufacture of other active ingredients obtained from donated human blood (e.g., human serum albumin). Through the use of recombinant cytokines and rAlbumin, the company enables its customers to consistently replace animal components in their cell culture processes.

Minimum Disclosure Requirement MDR-A – Actions and resources in relation to material sustainability matters

Corporate culture

Sartorius Stedim Biotech implements its approach to corporate culture through a range of actions designed to ensure that a common leadership culture is created and that leadership behavior is consistent with the corporate culture.

Newly hired employees undergo a mandatory onboarding program that explains the company's mission, vision, values, and guidelines in detail. New managers are required to complete a development program specifically tailored to the leadership guidelines and also participate in regular training sessions. Managers also have the opportunity to receive leadership coaching as a means of promoting self-reflection and continuous development. Performance and value orientation are evaluated in meetings between employees and supervisors throughout the year. In addition, employees can provide anonymous feedback on the corporate culture and their managers in the employee survey, which is conducted twice a year.

The actions mentioned are ongoing actions. The company is currently working on formalizing its actions, i.e. the definition of quantified and scheduled actions, including defined responsibilities and necessary financial resources, as well as and targeted effectiveness control. As such, the company cannot provide disclosures on financial resources at present. The outcomes of these actions in terms of achieved and expected progress in the area of corporate culture will be presented in future reports once a consistent methodology for measuring progress has been implemented.

Animal welfare

In order to leverage future potential in the field of animal welfare and its business opportunities, Sartorius Stedim Biotech is continuously expanding its product portfolio through targeted product innovations and strategic acquisitions.

In recent years, Sartorius Stedim Biotech has already made significant technology acquisitions in the field of in vitro testing and 3D tissue models that have the potential to replace animal testing (e.g., the acquisition of Albumedix in 2022).

Sartorius Stedim Biotech is also active in the development of animal-free products (animal component-free / ACF), i.e., products manufactured without animal material. These include cell culture media and nutrient solutions, cell protection agents and supplements, cell carriers and coatings, and cell detachment enzymes. In the reporting year, for example, an animal-free medium (Nutri-T GMP Advanced) and protein (Recombumin® Elite RUO) were launched on the market. Further products are in the pipeline.

The company is currently working on formalizing its sustainability actions, i.e., defining quantified and scheduled actions, including defined responsibilities and necessary financial resources, as well as targeted effectiveness monitoring. It is therefore not yet possible to provide specific financial information. The results of actions with regard to achieved and expected progress in the area of corporate culture will be presented in future reports as soon as a consistent methodology for measuring progress has been implemented.

Metrics and targets

Minimum Disclosure Requirement MDR-T – Tracking effectiveness of policies and actions through targets

In fiscal year 2025, Sartorius Stedim Biotech decided to discontinue pursuing the previously communicated target for employee net promoter score (ENPS) for Sartorius Stedim Biotech as an employer. Instead, the effectiveness of concepts and actions in the area of corporate culture will now be monitored on the basis of employee motivation and commitment (EMC). Sartorius Stedim Biotech is convinced that an attractive corporate culture is directly reflected in the motivation and commitment of its employees. EMC is therefore a more suitable target than ENPS for tracking progress in increasing the attractiveness of the corporate culture. ENPS is influenced by numerous external factors that are difficult for Sartorius to control.

EMC should achieve an annual average value of 4 points on a scale of 1 to 5 points (low to high). Employee representatives were involved in defining an appropriate target value. The target is part of the short-term variable compensation for the Executive Board (see GOV-3) and management. In fiscal year 2025, the EMC value was 3.91 points. Thus, the target of 4 points was almost achieved. Sartorius Stedim Biotech derives a stable and motivated workforce from this result.

EMC is visualized in dashboards for the Board of Directors and managers. Deviations from the target values are analysed.

The specification of a reference value and reference year for the measuring progress is not relevant for Sartorius in this context.

Due to its step-by-step approach, Sartorius Stedim Biotech has not set any targets for tracking the effectiveness of concepts and actions in the area of animal welfare.

Minimum Disclosure Requirement MDR-M – Metrics in relation to material sustainability matters

As already explained under MDR-T, Sartorius Stedim Biotech will no longer pursue its ENPS targets as of fiscal year 2025. Although ENPS will continue to be analyzed as an important benchmark for internal and external employee engagement, it will no longer serve as a company-specific performance indicator for tracking the effectiveness of concepts and actions in the area of corporate culture.

Since fiscal year 2025, Sartorius Stedim Biotech's progress in the area of corporate culture has been measured using the company-specific EMC indicator. This is calculated from the employee survey conducted twice a year and is expressed as a score. The EMC indicator rose by 0.6 points in the reporting year compared with the previous year and averaged 3.91 points for the year (previous year: 3.85 points).

Employee Motivation & Commitment	2025	2024
Employee Motivation & Commitment (EMC)*	3.91	3.85

* This key figure corresponds to the key figure "Employee motivation" mentioned in the remuneration system and in the remuneration report.

In the reporting year, the company did not define any metrics in relation to animal welfare, as the focus in the first step is on developing a groupwide target.

Disclosures on preparation of metrics

Definitions:

Employee Motivation & Commitment (EMC) is the average of the two EMC results from the employee survey in the first and second half of each fiscal year. For each individual result, the average of the rating points achieved for questions in the areas of leadership and supervisors, workplace and culture, and employee experience and commitment is calculated. All employees according to ESRS S1-6 and, in addition, all employees in training and members of the Executive Board are eligible to participate.

Methodology:

The employee survey is conducted by an external service provider, who then provides Sartorius with the data.

2.12 Report on the assurance of sustainability information and verification of the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852

(Financial year ended December 31, 2025)

To the Shareholders' Meeting of

Sartorius Stedim Biotech
Zone Industrielle Les Paluds
Avenue de Jouques
13400 Aubagne

This report is issued in our capacity as Statutory Auditor of Sartorius Stedim Biotech. It relates to the sustainability information and the information required under Article 8 of Regulation (EU) 2020/852 for the financial year ended December 31, 2025 and included in section "2.12 Sustainability Statement" of the Group management report.

Our work on this information has been carried out in an evolving environment, marked by uncertainties regarding the interpretation of the applicable texts and the development of market practices.

In accordance with Article L.233 28 4 of the French Commercial Code, Sartorius Stedim Biotech is required to include the aforementioned information in a separate section of the Group management report.

This information provides an understanding of the impacts of the Group's activities on sustainability matters, as well as how these matters influence the Group's business development, results and financial position. Sustainability matters cover environmental, social and governance issues.

Pursuant to paragraph II of Article L.821 54 of the aforementioned Code, our engagement consists in performing the procedures necessary to express a limited assurance opinion on:

- the compliance with the requirements arising from the sustainability reporting standards adopted by the European Commission under Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of 26 June 2013, as amended by Directive (EU) 2022/2464 of 14 December 2022 (hereinafter "ESRS"), of the process implemented by Sartorius Stedim Biotech to determine the information disclosed, including, where applicable, the requirement to consult the Social and Economic Committee as provided for in the sixth paragraph of Article L.231217 of the French Labour Code; 17 of the French

- the compliance of the sustainability information included in section "2.12 Sustainability Statement" of the Group management report with the provisions of Article L.233 28 4 of the French Commercial Code, including with the ESRS; and

- compliance with the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical requirements, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the guidelines of the French High Audit Authority (Haute Autorité de l'Audit) entitled "Assurance engagement on sustainability information and verification of the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852."

In the three separate parts of this report that follow, we present, for each component of our engagement, the nature of the procedures performed, the conclusions we reached, and—supporting these conclusions—the elements that were subject to particular attention and the procedures we performed in relation to those elements. We draw your attention to the fact that we do not express a conclusion on these elements taken individually; the procedures described must be considered within the overall context of forming the conclusions issued on each of the three components of our engagement.

Finally, where we consider it necessary to draw your attention to one or more sustainability disclosures provided by Sartorius Stedim Biotech in the Group management report, we include an "observation" paragraph.

Limitations of our engagement

As our engagement aims to express limited assurance, the nature (selection of audit techniques), extent and duration of the procedures performed are less than those required for reasonable assurance.

This engagement does not consist in guaranteeing the viability or the quality of Sartorius Stedim Biotech's management, nor in providing an assessment—beyond compliance with the ESRS disclosure requirements—of the relevance of the choices made by Sartorius Stedim Biotech in terms of action plans, targets, policies, scenario analyses or transition plans.

Furthermore, since forward looking information is inherently uncertain, future outcomes may differ significantly from the forward looking information presented in the Group management report.

However, our engagement enables us to express conclusions regarding the process for determining the sustainability information disclosed, the information itself, and the information published in accordance with Article 8 of Regulation (EU) 2020/852, as to whether material errors, omissions or inconsistencies—i.e. those likely to influence the decisions of users of the information subject to our procedures—have been identified or not.

The sustainability information and the information required under Article 8 of Regulation (EU) No 2020/852 may be subject to inherent uncertainty due to the state of scientific knowledge and the quality of external data used. Some of this information is sensitive to methodological choices, assumptions and/or estimates applied for its preparation and presented in the Group management report.

Compliance with the ESRS requirements of the process implemented by Sartorius Stedim Biotech to determine the information disclosed, including the requirement to consult the Social and Economic Committee as provided for in the sixth paragraph of Article L.2312-17 of the French Labour Code

Nature of the procedures performed

Our work consisted of verifying that :

- the process defined and implemented by Sartorius Stedim Biotech, including the requirement to consult the Social and Economic Committee as provided for in the sixth paragraph of Article L.231217 of the French Labour Code, enabled the entity, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify those material impacts, risks and opportunities that led to the publication of sustainability information in section "2.12 Sustainability Statement1 17 of the French Labour Code, enabled the entity, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify those material impacts, risks and opportunities that led to the publication of sustainability information in section "2.12 Sustainability Statement" of the Group management report; and

- the information provided on this process is also compliant with the ESRS.

Conclusion of the procedures performed

Based on the procedures we carried out, we did not identify any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Sartorius Stedim Biotech with the ESRS.

Elements subject to particular attention

We set out below the elements that have been the subject of particular attention in relation to our assessment of compliance with the ESRS of the process implemented by Sartorius Stedim Biotech to determine the information reported.

The information relating to how the entity updated its double materiality assessment is presented in the section 'Disclosure Requirement IRO 1 – Description of the processes to identify and assess material impacts, risks and opportunities' of Chapter 2.12.1.4 'Management of impacts, risks and opportunities', within Section '2.12 Sustainability Statement' of the group management report.

Through interviews with management and/or other relevant personnel, and through inspection of the available documentation, we obtained an understanding of:

- the identification and assessment of the internal and external factors that led to the update of the double materiality assessment process, including in particular the sustainability due diligence process, other analyses, studies and value chain databases, as well as peer comparisons;

- the changes made, compared with the prior year, to the list of actual or potential impacts (positive or negative), risks and opportunities ("IROs") identified by the entity.

Based on our professional judgement, our procedures included in particular:

- challenging the documentation supporting the analyses performed by the entity, as well as the approach implemented to identify the internal and external factors to be considered;
- assessing the appropriateness of the internal and external factors considered by the entity considering our understanding of the entity;
- evaluating the relevance of the changes made by the entity to its assessment of actual and potential impacts, risks and opportunities, with regard to :
  - our understanding of the entity;
  - the risk analyses carried out by the group entities;
  - the sector analyses and competitive benchmarks we deemed relevant;
- assessing, for changes affecting actual and potential impacts, risks and opportunities, the compliance of the entity's impact materiality and financial materiality assessment process (including threshold-setting) with the criteria defined in ESRS 1;
- evaluating the appropriateness of the description provided in this respect in the note 'Disclosure Requirement IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities' in the group management report.

Compliance of the sustainability information included in section "2.12 Sustainability Statement" of the Group management report with the provisions of Article L.233 28 4 of the French Commercial Code, including with the ESRS

Nature of the procedures performed

Our work consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the information provided enables an understanding of the processes for preparing and governing the sustainability information included in section "2.12 Sustainability Statement" of the Group management report, including the procedures for determining value chain-related information and the disclosure exemptions applied;
- the presentation of this information ensures its readability and understandability;
- the scope selected by Sartorius Stedim Biotech for this information is appropriate; and
- based on a selection determined by our analysis of the risks of non-compliance in the information provided and the expectations of its users, this information does not contain

material errors, omissions, or inconsistencies, i.e., those likely to influence the judgment or decisions of users of this information.

Conclusion of the procedures performed

Based on the procedures we carried out, we did not identify any material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in section "2.12 Sustainability Statement" of the Group management report with the provisions of Article L.233 28 4 of the French Commercial Code, including with the ESRS.

Elements subject to particular attention

We present below the elements that were subject to particular attention regarding the compliance of the sustainability information included in section "2.12 Sustainability Statement" of the Group management report with the provisions of Article L.233 28 4 of the French Commercial Code, including with the ESRS.

Information provided in application of environmental standards (ESRS E1 to E5)

Information reported in relation to climate change (ESRS E1) is mentioned in section of chapter 2.12.2 "Environmental Information" of the group management report.

We set out below the elements that have been the subject of particular attention in relation to our assessment of the compliance of this information with the ESRS.

Our procedures notably consisted in assessing the appropriateness of the information presented in the "Climate Change" section of chapter 2.12.2 "Environmental Information", in particular regarding the absence of a transition plan, and its overall consistency with our knowledge of the entity.

With regard to the information published on the greenhouse gas (GHG) emissions:

- We updated our understanding of the greenhouse gas emissions inventory protocol used by the entity to draw up its greenhouse gas emissions assessment, and checked its application for Scope 1 and Scope 2.

- We reviewed the method used to determine Scope 3 of the greenhouse gas emissions inventory of the parent company, Sartorius AG — including the information-gathering process — on the basis of which the Scope 3 of Sartorius Stedim Biotech S.A. was established, as defined in the paragraph "Disclosure Requirement E1-6 – Gross GHG emissions for Scopes 1, 2, 3 and total GHG emissions" of section 2.12.2 of the Group management report :

    - We assessed the appropriateness of the emission factors used and the calculation of the related conversions, as well as the calculation and extrapolation assumptions;

    - We reconciled physical data, on a sample basis, to the underlying data used to draw up the greenhouse gas emissions assessment and traced to supporting documents;

    - We performed analytical procedures as appropriate;

  - With regard to the estimates that we considered to be critical, used by the entity to prepare its greenhouse gas emissions assessment:

- through interviews with management, we updated our understanding of the method used to calculate the estimate and the information sources on which the estimates were based;
- we assessed whether the methods were applied consistently or whether there were any changes since the previous period, and whether these changes were appropriate;
- regarding the prior-year data that were restated, we assessed the appropriateness of these restatements and of the related disclosures.
  - for certain categories of scope 3, we appreciated the appropriateness of the emissions allocation method, using the share of turnover or workforce of the Sartorius Stedim Biotech S.A. Group in the Sartorius AG Group, as well as the arithmetic accuracy of the calculations used to produce this information, and the arithmetic accuracy of the calculations used to establish this information.

Compliance with the disclosure requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of the procedures performed

Our work consisted in verifying the process implemented by Sartorius Stedim Biotech to determine the eligibility and alignment of the activities of the entities included in the consolidation.

It also consisted in verifying the information published in application of Article 8 of Regulation (EU) 2020/852, which includes verifying:

- compliance with the presentation rules applicable to this information, ensuring its readability and understandability;
- based on a sample selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e., those likely to influence the judgment or decisions of users of this information.

Conclusion of the procedures performed

Based on the procedures we carried out, we did not identify any material errors, omissions or inconsistencies regarding compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements subject to particular attention

We determine that there were no such matters to communicate in our report.

Marseille, February 9, 2026

PricewaterhouseCoopers Audit

Cédric Minarro Céline Gianni Darnet