At Sartorius, diversity is not about statistics. It’s about culture. We foster diversity because it ultimately teaches us to be more open. And we consider openness as a key prerequisite for success.

Joachim Kreuzburg, CEO
Welcome | 858 New People Joined Sartorius in 2023

858 | New hires in 2023

264 | New employees from M&A in 2023

2,472 | Avg. hires annually 2019–2023

42% | Employees with higher education

Employee growth

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>9,016</td>
</tr>
<tr>
<td>2020</td>
<td>10,637</td>
</tr>
<tr>
<td>2021</td>
<td>13,832</td>
</tr>
<tr>
<td>2022</td>
<td>15,942</td>
</tr>
<tr>
<td>2023</td>
<td>14,614</td>
</tr>
</tbody>
</table>

Average of ~1,400 new jobs per year

Employees by function

- Group staff: 14,614
- R&D: 1,440
- Marketing & Sales: 3,431
- Production: 8,136
- Admin: 1,607
Nationality | Sartorius Unites People from 113 Nations

- **113** Nationalities in the group
- **71** Nationalities at Göttingen HQ
- **3** Nationalities on executive board
- **70%** Non-German managers in the group

**Top 10 nationalities – Share and number of staff**

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Share</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
<td>32%</td>
<td>4,616</td>
</tr>
<tr>
<td>U.S.</td>
<td>11%</td>
<td>1,647</td>
</tr>
<tr>
<td>France</td>
<td>11%</td>
<td>1,548</td>
</tr>
<tr>
<td>UK</td>
<td>7%</td>
<td>953</td>
</tr>
<tr>
<td>China</td>
<td>6%</td>
<td>924</td>
</tr>
<tr>
<td>India</td>
<td>5%</td>
<td>761</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>5%</td>
<td>705</td>
</tr>
<tr>
<td>Tunisia</td>
<td>4%</td>
<td>557</td>
</tr>
<tr>
<td>Finland</td>
<td>2%</td>
<td>276</td>
</tr>
<tr>
<td>Slovenia</td>
<td>2%</td>
<td>234</td>
</tr>
</tbody>
</table>
### Average age

- **All staff**: 40y
- **India**: 35y
- **China**: 37y
- **Germany**: 40y
- **U.S.**: 43y

### Number of staff by age

<table>
<thead>
<tr>
<th>Age</th>
<th>All employees</th>
<th>New hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>≤29y</td>
<td>337</td>
<td>2,396</td>
</tr>
<tr>
<td>30-39y</td>
<td>290</td>
<td>5,519</td>
</tr>
<tr>
<td>40-49y</td>
<td>136</td>
<td>3,493</td>
</tr>
<tr>
<td>≥50y</td>
<td>95</td>
<td>3,206</td>
</tr>
</tbody>
</table>

### Share of staff younger than 40y

- **Germany**: 54%
- **China**: 54%
- **Group**: 47%
- **U.S.**: 47%
- **India**: 75%
Tenure | Mix of Long-Term Experience and Fresh Ideas

Average tenure in years

<table>
<thead>
<tr>
<th>Country</th>
<th>Average Tenure in Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S.</td>
<td>5.3</td>
</tr>
<tr>
<td>China</td>
<td>5.6</td>
</tr>
<tr>
<td>UK</td>
<td>6.8</td>
</tr>
<tr>
<td>India</td>
<td>7.5</td>
</tr>
<tr>
<td>Group</td>
<td>7.5</td>
</tr>
<tr>
<td>France</td>
<td>8.2</td>
</tr>
<tr>
<td>Germany</td>
<td>9.3</td>
</tr>
</tbody>
</table>

Share of staff with tenure higher than 15 years and lower than 5 years

- **U.S.**
  - >15 years: 68%
  - <5 years: 7%

- **India**
  - >15 years: 54%
  - <5 years: 18%

- **Group**
  - >15 years: 55%
  - <5 years: 15%

- **China**
  - >15 years: 11%
  - <5 years: 68%

- **Germany**
  - >15 years: 48%
  - <5 years: 21%
Gender | Structure Headed in the Right Direction

All staff
- Women: 31%
- Men: 69%

New hires
- Women: 18%
- Men: 82%

Executive Board
- Women: 66.6%
- Men: 33.3%

First and second management level
- Women: 69%
- Men: 31%

Target 2025: One-third women in both management levels below the Executive Board

- 1/3
- 2/3

Legend:
- Yellow: Women
- Black: Men
- Light gray: Management positions
- Dark gray: Employees
Fostering Exchange and Dialogue for Women

Sartorius Business Women Association
The network serves to connect women across all regions and aims to support gender parity in leadership positions at Sartorius.

Partnership with global non-profit
Since 2021, Sartorius has been a corporate partner of the Healthcare Businesswomen Association, providing interested employees with access to the organizations network.
North America Diversity, Equity, Inclusion and Belonging (DEIB)

The committee promotes DEIB in the U.S. through community outreach, partnerships, events, and training. So far, 800+ employees have completed Emtram’s Unconscious Bias Awareness training.

LGBT+Friends Alliance

The group strives to enhance the visibility of LGBTQIA+ individuals at Sartorius through virtual events and inclusive “Rainbow Lunches” – creating a safe space for sharing experiences.
Partnering in the Name of Diversity and Inclusion