“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 3,897 New People Joined Sartorius in 2022

3,652 | New hires in 2022

245  | New employees from M&A in 2022

2,593 | Avg. hires annually 2018–2022

60%  | Employees with higher education

Average of ~2,000 new jobs per year

New employees from M&A in 2022

<table>
<thead>
<tr>
<th>Year</th>
<th>New hires</th>
<th>R&amp;D</th>
<th>Admin</th>
<th>Marketing &amp; Sales</th>
<th>Production</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>8,125</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>9,036</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>10,637</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>13,832</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2022</td>
<td>15,942</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employees by function

15,942 | Group staff
1,418  | R&D
1,615  | Admin
3,610  | Marketing & Sales
9,299  | Production
Nationality Sartorius Unites People from 119 Nations

119 Nationalities in the group

72 Nationalities at Göttingen HQ

3 Nationalities on the four-member executive board

70% Non-German managers in the group

Top 10 nationalities – Share and number of staff

- Germany: 31% (4,921)
- U.S.: 12% (1,884)
- France: 10% (1,576)
- China: 7% (1,043)
- UK: 6% (1,034)
- Puerto Rico: 6% (954)
- India: 5% (830)
- Tunisia: 4% (677)
- Finland: 2% (334)
- Slovenia: 1% (224)
Age China and India Are Emerging Talent Markets, While Employees 40+ Remain a Valuable Asset

Average age

39y All staff
35y China
40y Germany
34y India
42y U.S.

Number of staff by age

<table>
<thead>
<tr>
<th>Age Group</th>
<th>All employees</th>
<th>New hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>≤29y</td>
<td>3,309</td>
<td>1,464</td>
</tr>
<tr>
<td>30-39y</td>
<td>5,813</td>
<td>1,335</td>
</tr>
<tr>
<td>40-49y</td>
<td>3,566</td>
<td>547</td>
</tr>
<tr>
<td>≥50y</td>
<td>3,254</td>
<td>306</td>
</tr>
</tbody>
</table>

Share of staff younger than 40y

<table>
<thead>
<tr>
<th>Country</th>
<th>Germany</th>
<th>China</th>
<th>Group</th>
<th>U.S.</th>
<th>India</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share</td>
<td>56%</td>
<td>77%</td>
<td>57%</td>
<td>48%</td>
<td>79%</td>
</tr>
</tbody>
</table>
Tenure Mix of Long-Term Experience and Fresh Ideas

Average tenure in years

<table>
<thead>
<tr>
<th>Country</th>
<th>Average Tenure (Years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S.</td>
<td>4.4</td>
</tr>
<tr>
<td>China</td>
<td>4.4</td>
</tr>
<tr>
<td>UK</td>
<td>6.1</td>
</tr>
<tr>
<td>India</td>
<td>6.4</td>
</tr>
<tr>
<td>Group</td>
<td>6.6</td>
</tr>
<tr>
<td>France</td>
<td>7.6</td>
</tr>
<tr>
<td>Germany</td>
<td>8.4</td>
</tr>
</tbody>
</table>

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

- **Group**: 61% <5 years, 13% >15 years
- **China**: 74% <5 years, 8% >15 years
- **India**: 61% <5 years, 15% >15 years
- **U.S.**: 73% <5 years, 6% >15 years
- **Germany**: 54% <5 years, 20% >15 years
Gender 47% Women Leaders Below the Board Level

- All staff: 61% Women, 39% Men
- New hires: 59% Women, 41% Men
- Senior management: 65% Women, 35% Men
- Management below the board level: 53% Women, 47% Men

Women in %:
- Germany: 31 Women, 69 Men
- U.S.: 42 Women, 58 Men
- France: 48 Women, 52 Men
- India: 18 Women, 82 Men
- China: 47 Women, 53 Men

Men in %:
- Germany: 23 Women, 77 Men
- U.S.: 40 Women, 60 Men
- France: 47 Women, 53 Men
- India: 18 Women, 82 Men
- China: 45 Women, 55 Men

Promotions:
- 62% Women, 38% Men

Gender diversity across regions:
- Germany: 69 (77% Men, 23% Women)
- U.S.: 58 (60% Men, 40% Women)
- France: 52 (53% Men, 47% Women)
- India: 82 (82% Men, 18% Women)
- China: 53 (55% Men, 45% Women)
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
Employee Satisfaction Measured Biannually: 80% Participation Rate

91% feel they contribute to the company’s mission

84% agree that Sartorius respects and strengthens diversity

85% are proud to work for Sartorius

81% find that working conditions allow them to fully perform daily work

82% experience their team as stable and reliable

84% enjoy working for Sartorius

My line manager supports my development

- Strongly agree: 50%
- Agree: 31%
- Undecided: 12%
- Disagree: 2%
- Strongly disagree: 5%