Diversity Fact Sheet

Sartorius 2018
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
**Nationality** Sartorius unites people from 77 nations

- 77 nationalities in the Group
- 42 nationalities at Göttingen HQ
- 3 nationalities on the four-member Executive Board
- 65% non-German managers in the Group

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

- **German**: 36% - 2,924
- **American**: 15% - 1,239
- **French**: 12% - 938
- **British**: 8% - 618
- **Indian**: 5% - 440
- **Chinese**: 5% - 391
- **Tunisian**: 4% - 330
- **Finnish**: 3% - 227
- **Korean**: 3% - 137
- **Russian**: 105

36% non-German managers in the Group
**Age** China and India are emerging talent markets

### Average age
- **40 y** All staff
- **42 y** Germany
- **35 y** China
- **43 y** USA
- **34 y** India

### 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>16-20 y</td>
<td>28</td>
<td>65</td>
</tr>
<tr>
<td>21-30 y</td>
<td>652</td>
<td></td>
</tr>
<tr>
<td>31-40 y</td>
<td>407</td>
<td></td>
</tr>
<tr>
<td>41-50 y</td>
<td>220</td>
<td></td>
</tr>
<tr>
<td>51-60 y</td>
<td>109</td>
<td></td>
</tr>
<tr>
<td>&gt;60 y</td>
<td>311</td>
<td></td>
</tr>
</tbody>
</table>

### Share of staff younger than 40 yrs

- **49%** Germany
- **79%** China
- **47%** USA
- **82%** India
Tenure Healthy mixture of experience and fresh ideas

Average tenure in years

<table>
<thead>
<tr>
<th>Country</th>
<th>Tenure in years</th>
</tr>
</thead>
<tbody>
<tr>
<td>India</td>
<td>5,2</td>
</tr>
<tr>
<td>China</td>
<td>5,5</td>
</tr>
<tr>
<td>USA</td>
<td>5,5</td>
</tr>
<tr>
<td>UK</td>
<td>6,9</td>
</tr>
<tr>
<td>France</td>
<td>7,5</td>
</tr>
<tr>
<td>Group</td>
<td>8,3</td>
</tr>
<tr>
<td>Germany</td>
<td>11,5</td>
</tr>
</tbody>
</table>

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

- **Group**
  - >15 yrs: 21%
  - <5 yrs: 49%

- **China**
  - >15 yrs: 10%
  - <5 yrs: 58%

- **Germany**
  - >15 yrs: 32%
  - <5 yrs: 37%

- **India**
  - >15 yrs: 13%
  - <5 yrs: 46%

- **USA**
  - >15 yrs: 10%
  - <5 yrs: 59%
**Gender** 43% of new hires are women, 27% women in senior management

<table>
<thead>
<tr>
<th>Gender Distribution</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All staff</strong></td>
<td>38%</td>
<td>62%</td>
</tr>
<tr>
<td><strong>New hires</strong></td>
<td>43%</td>
<td>57%</td>
</tr>
</tbody>
</table>

- **Women in %**
  - Germany: 32%
  - USA: 39%
  - France: 50%
  - India: 18%
  - China: 43%

- **Men in %**
  - Germany: 68%
  - USA: 61%
  - France: 50%
  - India: 82%
  - China: 57%

**Promotions**

- **Women**: 40% of new hires vs. 60% in senior management

**Management**

- **Men**: 70% of new hires vs. 73% in senior management

**Senior Management**

- **Men**: 73% of new hires vs. 73% in senior management

Target 2022: 30%
Welcome 1,460 new people joined Sartorius in 2018

- **New hires in 2018**: 1,460
- **Avg. hires annually 2014-18**: 1,100
- **Employees with higher education**: 36%

### Employee growth

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>5,611</td>
</tr>
<tr>
<td>2015</td>
<td>6,185</td>
</tr>
<tr>
<td>2016</td>
<td>6,911</td>
</tr>
<tr>
<td>2017</td>
<td>7,501</td>
</tr>
<tr>
<td>2018</td>
<td>8,125</td>
</tr>
</tbody>
</table>

Average of >600 new jobs per year

### Employees by function

- **R&D**: 682
- **Production**: 4,706
- **Marketing & Sales**: 1,946
- **Admin**: 791
- **Group staff**: 8,125

Avg. hires annually 2014–18

Employees

36% Employees with higher education

1,460 New hires in 2018