Sartorius

Sustainability Report 2022

Combined for Sartorius Group and Sartorius Stedim Biotech Subgroup

(based on GRI, UN Global Compact, TCFD and SDG)

SARTORIUS

Simplifying Progress

1870 — Founded by Florenz Sartorius, headquartered in Göttingen, Germany

60+ — Production and sales sites worldwide

>15,900 — Employees

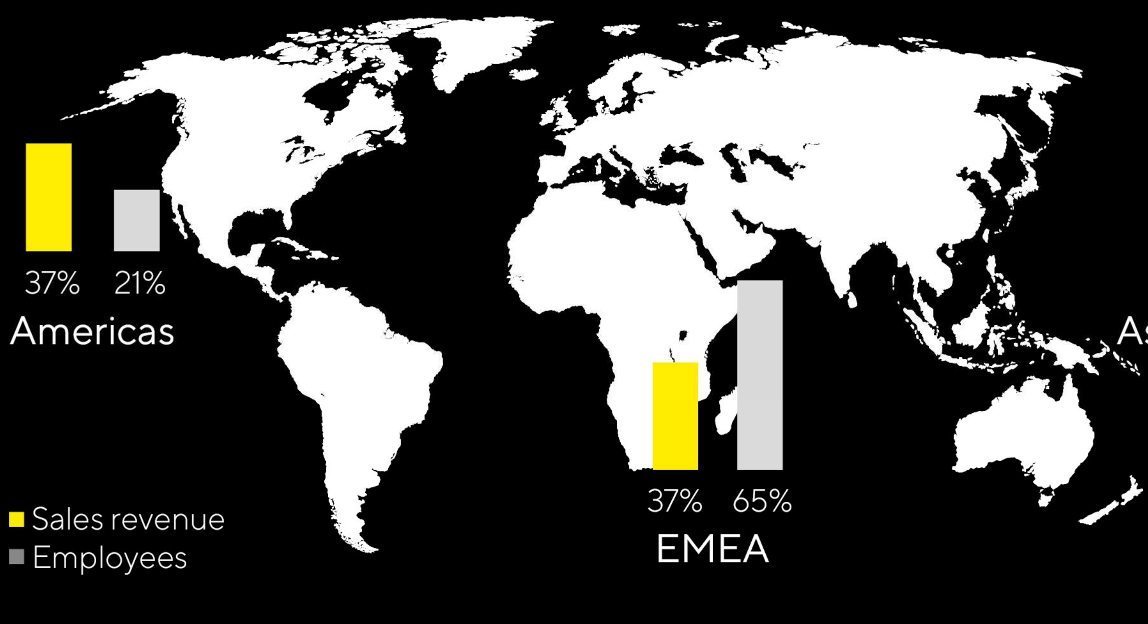
~18% — Sales CAGR 2012-2022

+13.7pp — Change in underlying EBITDA margin 2012-2022

~€24.1bn — Sartorius AG market capitalization; listed on the DAX and TecDAX

Sales growth for continued operations, at constant exchange rates; underlying = excluding extraordinary items

Strong Presence in All Major Biopharma Markets



Innovative Solutions for Better Medications

With its pioneering spirit and a profound understanding of customer requirements, Sartorius has evolved throughout its 150-year history into a key partner for biopharmaceutical research and the industry. Our goal is to make complex and expensive development of biotech medicines and their production safer and more efficient. We cover the entire value-added chain of the biopharmaceutical industry and help with our products and services to ensure that novel therapies and vaccines reach the market faster and are accessible to more people worldwide.

Mission

We empower scientists and engineers to simplify and accelerate progress in life science and bioprocessing, enabling the development of new and better therapies and more affordable medicine.

Vision

We are a magnet and dynamic platform for pioneers and leading experts in our field. We bring creative minds together for a common goal: technological breakthroughs that lead to better health for more people.

Bioprocess Solutions

In the Bioprocess Solutions Division, Sartorius offers a broad product portfolio that covers all steps in the production of a biopharmaceutical. The company has held leading market positions for years in its core technologies, such as filtration, fermentation, cell cultivation and fluid management.

We Operate in Two Divisions With a Clear Focus on the Life Science Industry

80%
Bioprocess Solutions Division

20%
Lab Products & Services Division

~85%
with life science customers

Lab Products & Services

The Lab Products & Services Division offers laboratories in the pharmaceutical and biopharmaceutical industries as well as at academic research institutes innovative solutions for bioanalytics, in addition to premium laboratory products, consumables and services. Sartorius is among the market leaders in laboratory balances, pipettes and lab consumables.

Content

Preface

Sartorius Business Model and its Contribution to Good Health and Well-Being

In 2016, the United Nations Sustainable Development Goals (abbreviated "SDGs") came into force – also known as the 2030 Agenda. The 17 political goals are intended to promote sustainable development worldwide at the economic, social, and environmental levels and are aimed not only at governments worldwide, but also at civil society, the private sector, and academia. Through its business activities, Sartorius particularly contributes to the achievement of nine of the global sustainability goals. The focus is on goal number 3 for "good health and well-being," which is addressed by the company's business model.

Sartorius operates in the life science sector – more precisely, in the field of medical biotechnology. As a partner to the biopharmaceutical industry, the Group manufactures products and process technologies that are used in the development and production of biological medicines and vaccines. In this context, the Group places a particular focus on innovations that make it possible to increase the safety, speed, and efficiency of the development and production process for such active ingredients. This allows new therapies to be made available to patients earlier, at lower prices, and to a larger number of patients.

The biopharmaceutical industry plays a crucial role in the development of new drugs and vaccines to prevent and treat diseases, some of which were previously incurable. In this way, it improves the lives of patients worldwide. For example, the use of recombinant antibodies has reduced mortality in patients with non-Hodgkin's lymphoma by approximately one quarter and doubled the survival rate among patients with metastatic skin cancer. The industry invested about 198 billion US dollars in biopharmaceutical research in 2020, and more than 9,000 compounds were in various stages of development in 2021. The main areas of focus were therapies for the treatment of cancer, autoimmune, and neurological diseases, as well as the development of vaccines for infectious diseases.

Vaccines have proven to be one of the most effective preventive technologies, protecting against more than 30 infectious diseases today, with nearly unprecedented public health impact. Diseases such as smallpox, polio, measles, diphtheria, and rubella – that once claimed millions of lives – have been largely eradicated. Currently, vaccines save the lives of over 2.5 million children each year (source: IFPMA, The pharmaceutical industry and global health. Facts and figures 2015, p. 15).

Vaccines also played a central role in overcoming the coronavirus pandemic. The development of the novel mRNA vaccine within the span of one year was only possible due to intensive research activities and collaboration within the biopharmaceutical and biotechnology industry. More than 13 billion vaccine doses have been administered worldwide (source: WHO COVID-19 Dashboard, January 24, 2023), saving approximately 20 million lives (source: *The Lancet Infectious Diseases,* Vol. 22, September 2022). In this way, vaccines also contribute to the sustainability of health systems by reducing the number of hospitalized patients, thereby reducing the costs of hospitalization, follow-up treatments, and care. In developing and emerging countries, the availability and affordability of healthcare stands well below the standards in industrialized nations – more than half the world's population has either no or inadequate access to medical care.

Innovative technologies for the development and manufacture of biopharmaceutical therapeutics and vaccines will continue to play an important role in achieving medical progress in the future. That is why Sartorius, through its business activities in this important sector, is playing a key role in improving health for a greater number of people. As a result, Sartorius also supports the implementation of the human right to good health and well-being from the United Nations Universal Declaration of Human Rights, which has also been prioritized in global policy terms in the 2030 Agenda for Sustainable Development with respect to access to effective, high-quality, and affordable medicines and vaccines.

Report Profile

Reporting framework
Sartorius has been reporting on sustainability topics in various formats for more than ten years. This is the fourth independent sustainability report of the Sartorius Group. The report covers the 2022 financial year from January 1 to December 31, 2022. The information relates to the scope of consolidation of the Sartorius Group (see page 173 seq. in the Annual Report), unless otherwise stated in the relevant place. The main topics of the reporting are derived from the strategic sustainability topics defined in the 2022 financial year:

- Climate protection,
- Materials and circularity,
- Water and effluents,
- Social responsibility,
- Corporate governance and
- Sustainability in the supply chains.

Sartorius sustainability reporting concept
This sustainability report, in particular the "Group Management Report" chapter, is based on the contents of the Annual report. All specific sustainability indicators are compiled in the "Group Sustainability Indicators" chapter. In the "Indices" chapter, the reported content is placed in the context of relevant reporting standards, guidelines and principles. These include the GRI standards, the principles of the UN Global Compact, the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals.

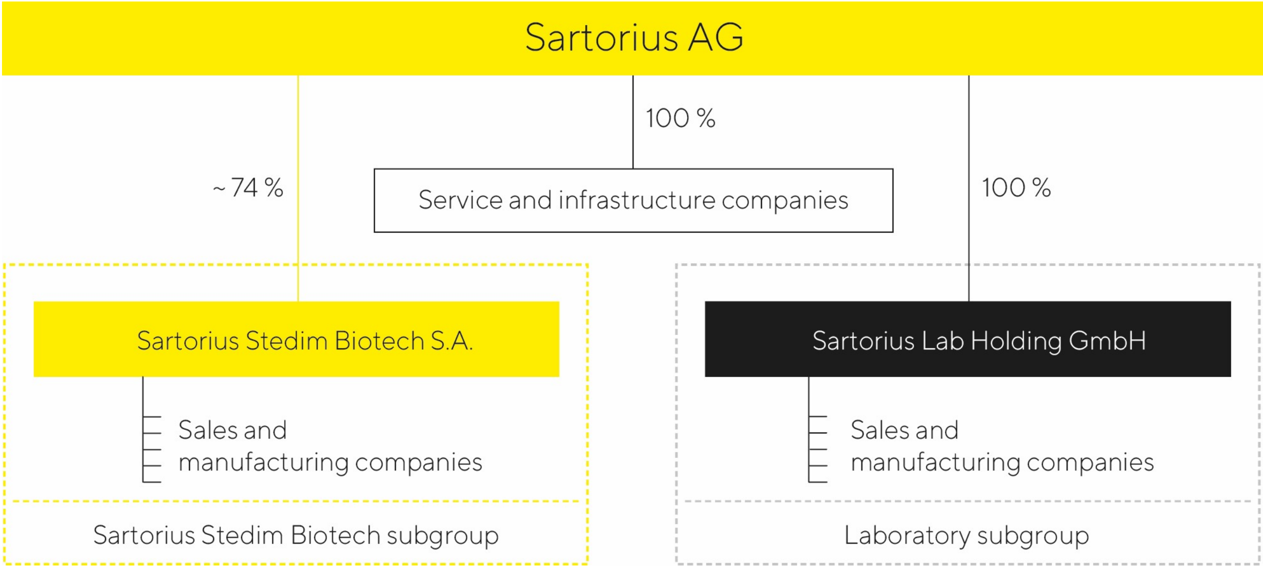
Reporting on the Sartorius Stedim Biotech S.A. subgroup
This sustainability report refers to the Sartorius Group and thus includes the subgroup of Sartorius Stedim Biotech S.A in the descriptions of the group management report. The subgroup's specific sustainability indicators are listed separately in the "Information on Sartorius Stedim Biotech Subgroup" chapter.

Audited content
The content presented in the "Group Management Report" section was audited by KPMG AG Wirtschaftsprüfungsgesellschaft as part of the audit of the annual statements, with the exception of the subsection "Corporate Governance Report". The respective auditor's reports can be found on pages 133 seq., 164 seq. and 232 seq. of the Annual Report. The pages of unaudited content in this report are highlighted in light yellow in the following sections.

Group Management Report

01

Structure and Management of the Group



Group Legal Structure

Sartorius is a globally operating company with subsidiaries in more than 30 countries. The holding company Sartorius AG is the parent corporation of the Sartorius Group. The corporation is headquartered in Göttingen, Germany, and is listed on the German Stock Exchange.

Sartorius manages its bioprocess business as a legally independent subgroup whose parent corporation is Sartorius Stedim Biotech S.A., which is listed on Euronext Paris. As of December 31, 2022, Sartorius AG held around 74% of the shares of Sartorius Stedim Biotech S.A. The Group's lab business is legally combined in a further subgroup whose parent company is Sartorius Lab Holding GmbH, in which Sartorius AG holds a 100% stake.

The consolidated financial statements include Sartorius AG and all major affiliates in which Sartorius AG has a controlling interest pursuant to IFRS 10.

Organization and Management of the Group

The Group's central management entity is the Executive Board of Sartorius AG. In collaboration with the Supervisory Board, the Executive Board defines the Group's strategy, is responsible for the operational management of the Group and controls the distribution of resources within the organization.

The Sartorius Group conducts its operating business in two divisions: Bioprocess Solutions and Lab Products & Services. The divisions each combine their respective businesses for the same fields of application and customer groups, and share part of the infrastructure and central services.

To align the business as closely as possible with customers' needs, the company's organizational structure is tailored based on the two divisions. All operational functions, such as Sales and Marketing and Production, including production-related functions, as well as Product Development, are organized by division. Administrative functions, support functions, and the Corporate Research unit operate across divisions.

Implementing the Group's various strategies and projects at the local level is the responsibility of the national affiliates. The management bodies of the local companies run their organizations in accordance with the applicable statutory provisions, Articles of Association and rules of procedure and in keeping with the principles of corporate governance that apply throughout the Sartorius Group worldwide.

Changes in the Group Portfolio

Sartorius expanded its product portfolio in both divisions by making three acquisitions in the reporting year. Effective January 3, 2022, the company acquired a majority stake in ALS Automated Lab Solutions, expanding its bioanalytics portfolio. This laboratory technology company based in Jena, Germany, has more than 30 employees and develops, manufactures, and markets solutions for the automated analysis, selection, and isolation of cells. Sartorius initially purchased 62.5% of the shares in ALS and plans to acquire the remaining 37.5% in 2026.

In February 2022, Sartorius, through its subgroup Sartorius Stedim Biotech, completed the acquisition of the chromatography process equipment division of Novasep with approximately 100 employees in France, the United States, China, and India. The acquired business, headquartered in the city of Pompey in eastern France, specializes in innovative resin-based intensified chromatography systems and complements the Group's existing chromatography offering.

The acquisition of 100% of the shares in Albumedix Ltd., which was completed at the end of September also via the Sartorius Stedim Biotech subgroup, strengthens Sartorius' portfolio of innovative solutions for the field of advanced therapies. Founded in 1984 and based in Nottingham, England, the company has more than 100 employees and is a leading provider of solutions based on recombinant human albumin, a key component in the manufacture of innovative biopharmaceuticals.

Financial Controlling and Key Performance Indicators

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

A key management parameter that Sartorius 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.

With regard to the Sartorius 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 non-financial indicators are reported on a regular basis:

- Order intake
- Relevant net profit | Earnings per share
- Annual net profit | Earnings per share
- Equity ratio
- Net working capital
- Net cash flow from operating activities
- Number of employees
- Employee Net Promoter Score (ENPS)
- Reduction of CO_2 emission intensity

The Employee Net Promoter Score and the reduction in CO_2 emission intensity have been part of the compensation system for the Executive Board since 2022 and have therefore been newly included in this list.

The annual financial forecast that is published at the beginning of a fiscal year for the Group and the divisions refers, as a rule, to the development of sales revenue and of the underlying EBITDA margin. The expected CAPEX ratio, as well as a directional forecast for the ratio of net debt to underlying EBITDA, is additionally indicated for the Group.

Business Model, Strategy and Goals

As a leading partner of life science research and the biopharmaceutical industry, Sartorius helps its customers in the development and manufacture of biotech medications and vaccines – from the initial idea in the lab to commercial-scale production.

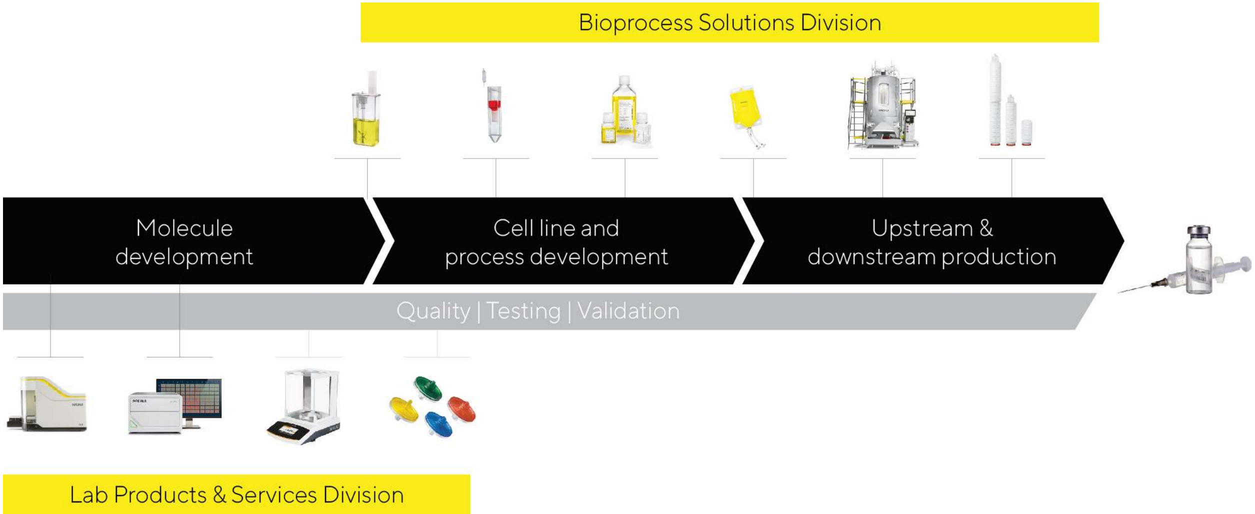
Biopharmaceuticals are integral components of advanced medicine and are used to treat many illnesses, mostly of a serious nature. However, long development times and complex production make these medications very expensive. This leads to high healthcare costs in industrialized countries and to the situation that patients in less developed countries are often excluded from treatment with such drugs. The development of a biopharmaceutical medication is a long haul: It takes more than ten years on average to bring a new drug out on the market, costing 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 sector, Sartorius with its products and services is enabling its customers to make their research, development, and production processes easier and more efficient so that advanced therapeutics can reach the market faster and become accessible for more people worldwide. Therefore, the United Nations' sustainability goal "Good Health and Well Being" is an integral component of Sartorius' business model.

The maturity and intensity of competition in this comparably young industry are successively increasing. To support customers in meeting this challenge, Sartorius is constantly developing its portfolio further. A key competitive advantage is the broad understanding of applications based on its clear focus on the sector. The company is thoroughly familiar with customers' value-added chains and understands the interaction of the employed systems particularly well. A further success factor of the company is offering highly differentiating technologies. The innovative power rests on three pillars: the company's own specialized product development, alliances with partners, and the integration of innovations through acquisitions.

With the biopharma industry, Sartorius 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. The biopharmaceutical industry is thus increasingly relying on advanced therapies, such as cell and gene therapeutics and biotech tissue products. Further primary growth drivers are a growing world population and an increase in age-related diseases in industrialized countries. In addition, rising incomes in emerging countries are leading to improved access to healthcare and rising 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 especially fast-growing. As a result of these factors, the volumes of biotech medications and the demand for the appropriate production technologies are steadily increasing, with market growth largely independent of business cycles.

In the following, the positioning and strategy of the company's two divisions, Bioprocess Solutions and Lab Products & Services, is outlined.

Strategic Focus on Biopharma Applications from Molecule Development to Production of Biopharmaceuticals



Bioprocess Solutions

In the Bioprocess Solutions Division, Sartorius offers a broad portfolio of products that focuses on all major steps in the manufacture of a biopharmaceutical, as well as in process development as prerequisite procedures. The product range includes cell lines, cell culture media, bioreactors, a wide range of products for the separation, purification, and concentration of biological intermediates and finished products, as well as solutions for their storage and transportation. Sartorius also offers data analytics software for modeling and optimizing processes of biopharmaceutical development and production. In its core technologies, the company has leading market positions with high double-digit market shares.

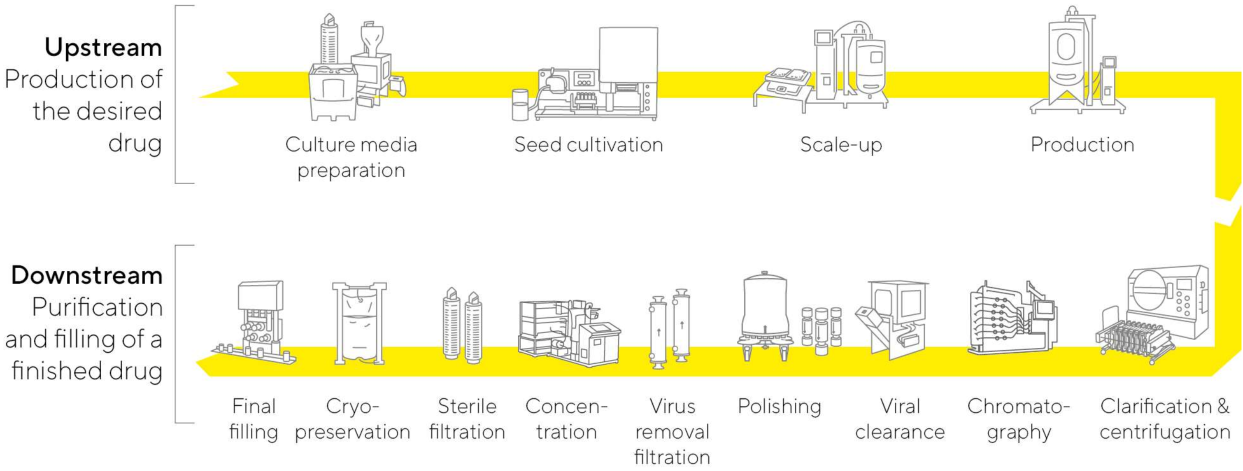
The breadth of the company's product portfolio is one of the key factors that differentiates it from its competitors. Sartorius can provide customers with complete process solutions from a single source, as well as assist with preceding project planning, process integration, and subsequent validation. The company's products are used in manufacturing all classes of medical drugs, from vaccines and monoclonal antibodies to advanced viral vector-based gene therapeutics.

Recurring business with sterile single-use products accounts for about three-quarters of the division's sales revenue. These offer customers cost advantages, flexibility, and less resource usage, and thus a better ecological footprint compared with conventional processes employing reusable stainless steel components. The high share of recurring revenues is also bolstered by the strict regulatory requirements on the part of the customers. Because health authorities validate production processes as an integral part of an application for approval of a new medical drug, the components initially validated can be replaced only at considerable expense once they have been approved. Beyond this, the company's broad and stable customer base that is primarily addressed directly through a specialized sales force also contributes to this favorable risk profile.

The division's 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 of this division is given in the chapter, Business Development of Bioprocess Solutions.

Innovative Technologies for All Phases of Biopharmaceutical Drug Production



Schematic illustration

Lab Products & Services

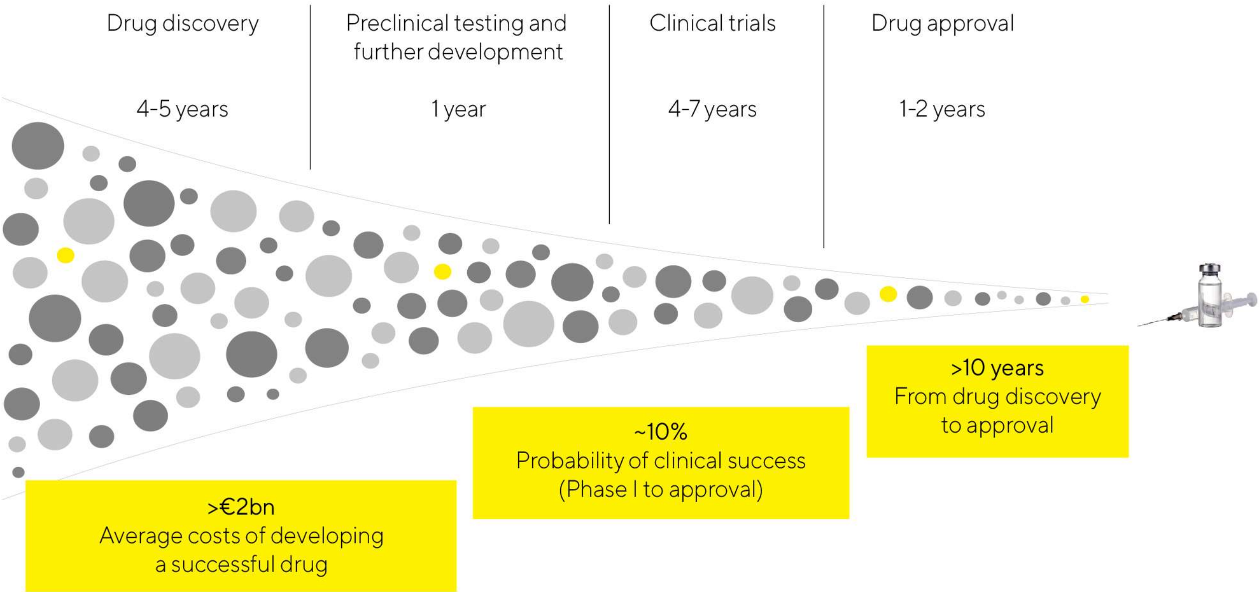
Over the past years, the Lab Products & Services Division has increasingly concentrated on the high-growth biopharmaceutical industry. With its products, the division addresses pharmaceutical and biotech research laboratories as well as academic research institutes. Sartorius supplies scientists and laboratory staff with the instruments and consumables they need to make their research and quality control easier and faster. For example, the company provides life science customers with innovative systems for bioanalytics to enable them to automate key analytical steps in the development of molecules, cell lines and processes: steps which earlier were mostly carried out manually. In this way, considerably larger quantities of samples can be examined and extensive sets of data generated and evaluated within a short time, substantially accelerating the identification of suitable drug candidates or cell clones. This contributes to the acceleration of the protracted timelines of drug development and increases the efficiency of R&D labs in the biopharmaceutical industry.

Beyond this, the division offers a wide range of premium laboratory instruments for sample preparation – such as laboratory balances, pipettes, and lab water systems – as well as consumables, such as filters and microbiological test kits. In these product categories, Sartorius has leading market positions and significant market shares. The company's solutions are designed to boost the efficiency and productivity of routine yet quality-critical lab processes and industry-specific workflows. Aside from serving the needs of the biopharmaceutical industry, this portfolio is also tailored to quality control labs in the chemical and food industries.

With its innovative technology platforms for bioanalytics and its comprehensive portfolio for sample preparation, the Lab Products & Services Division has a strong foundation for further significant organic growth. Due to economies of scale and product mix effects, growth is projected to be accompanied by a continuous increase in profitability.

Information on the business development of this division in 2022 is provided in the section entitled "Business Development of the Lab Products & Services Division.".

Focus on Solutions to Improve the Protracted, Expensive and Inefficient Process of Medical Drug Development



Based on the data of the Tufts Center for the Study of Drug Development and the Association of the British Pharmaceutical Industry

Sartorius 2025 Strategy

In 2018, management presented its strategy and long-term targets up to 2025. The consolidated sales revenue target was again significantly raised at the beginning of 2021 and so was the profitability target at the start of 2022. At the beginning of 2023, Sartorius confirmed its fundamental growth projections based on the unchanged strong fundamental growth trends in its markets and the resulting positive prospects for the company. In light of increased inflation and associated price adjustments, the company therefore made a mathematical adjustment to its medium-term sales revenue forecast and now expects sales revenue of around €5.5bn in 2025 (previously around €5bn). For the Bioprocess Solutions Division, the company now projects sales revenue of around €4.2bn in 2025 (previously around €3.8bn) and for Lab Products & Services of around €1.3bn euros (previously around €1.2bn).

The forecast for the Group's underlying EBITDA margin in 2025 remains unchanged at around 34%. For the Bioprocess Solutions Division, the company continues to expect an underlying EBITDA margin of around 36% in 2025. The margin forecast for Lab Products & Services also remains unchanged at around 28%.

The mid-term targets for 2025 do not include any pandemic-related business, as management considers such estimates to be too uncertain.

The margin targets include expenses for measures to reduce the company's CO_2 emission intensity. Sartorius aims to reduce its CO_2 emission intensity by around 10% annually on average until 2030, spending over time around 1% of its sales revenue annually on corresponding measures. Moreover, these projections assume that, on average, the margins of future acquisitions will initially be somewhat below the levels of the Group's existing businesses and, after integration, at levels comparable to these, and that there will be no relevant changes in the key currency exchange rates.

Management points out that the dynamics and volatilities in the life science and biopharma sectors have increased over the past years, and the coronavirus pandemic has further amplified these trends. Moreover, the forecasts are based on the assumption of no deterioration in the geopolitical and global economic situation, supply chains, inflation, or energy supply, and no new relevant restrictions in connection with the coronavirus pandemic. Accordingly, current forecasts show higher uncertainties than usual.

Sartorius 2025 Targets

Bioprocess Solutions	Lab Products & Services	Sartorius Group
~€4.2bn Sales revenue	~€1.3bn Sales revenue	~€5.5bn Sales revenue
~36% EBITDA margin	~28% EBITDA margin	~34% EBITDA margin

2025 targets are based on 2022 currency rates; EBITDA excluding extraordinary items

These targets are being implemented by various growth initiatives with the following focal points:

Expansion of the Product Portfolio

Sartorius has a broad product portfolio that is aligned with the value chain of the biopharma industry, and which the company is continuously expanding. The focus is on products that offer solutions for customers' needs and make the company's offering even more attractive from the customer's perspective. Aside from its own research and development activities and strategic partnerships, acquisitions that are complementary to or extend the company's strengths appropriately will remain part of the portfolio strategy of both divisions. 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. When identifying suitable companies, Sartorius considers the following criteria in particular: complementarity of technologies to its existing portfolio; strong market positioning, for example, through innovative products with unique selling propositions; integration capability; appropriate valuation; and growth and profitability profile.

Regional Growth Initiatives

Sartorius invested substantially in expanding its production capacity during the reporting year. Capital expenditures totaled approximately €523 million in 2022 and were used to expand sites in Germany, France, Puerto Rico, the USA, South Korea, and China, among other countries.

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 and laboratory products. Yet because it is home to the main competitors for both company divisions, Sartorius formerly had lower market share in this region than in Europe and Asia. By systematically strengthening its sales and service capacities, Sartorius has gained market share in the USA in recent years.

In Asia, one focus is on expanding production capacity in China, particularly for the Chinese market, which offers significant growth potential due to rising private and government health care spending and the rapid establishment of regional biopharmaceutical plants. In South Korea, which offers excellent growth prospects with its dynamically expanding biopharma market, Sartorius started initial work to build a new production facility at the beginning of 2023.

Optimization of Work Processes

Sufficient production capacity and a powerful supply chain are an essential foundation for future growth. In recent years, Sartorius has substantially expanded its capacities for nearly all product groups at various Group sites in order to optimize delivery times and reliably maintain delivery capability, even in the event of local transport restrictions.

Sartorius is driving forward digitalization and automation in many areas to further accelerate and enhance processes and, wherever meaningful, to standardize such processes throughout the Group.

This also includes extending the company’s activities in the areas of e-commerce, digital marketing, and analytics, as well as on the topic of IT security.

Research and Development

The Sartorius Group conducts its product development in its two divisions, Bioprocess Solutions and Lab Products & Services. A more detailed explanation of the focal points of product development can be found in the sections on the divisions. Further related information, for example on the amount of expenditure for research and development in the reporting year, can be found in the chapter Research and Development.

The Group-wide Corporate Research function conducts cross-divisional research and development with a view to long-term technological topics and works in close cooperation with external partners. Its most important task and objective consists of identifying and developing key technologies and application fields of the future. In addition to collaborating closely with customers, research institutes, and startups, Corporate Research pursues its own research activities in selected fields. These include, for instance, innovative technologies in live cell analysis, materials with new functionalities and improved properties, and data analysis.

Macroeconomic Environment and Conditions in the Sectors

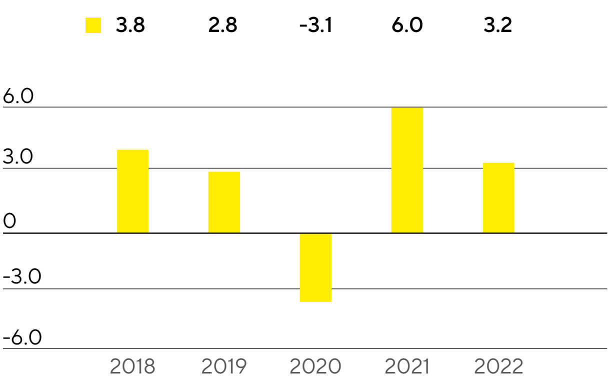
Sartorius Group is active in sectors that differ in their dependence on the economy. The Bioprocess Solutions Division, for instance, operates in an environment that is largely independent of economic fluctuations. The Lab Products & Services Division, in contrast, is partly active in sectors whose development is more strongly affected by economic factors.

Global Economy on the Road to Recovery

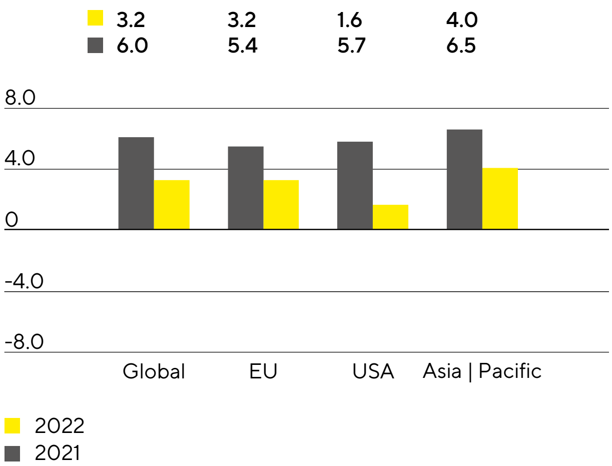
In addition to the easing yet still ongoing coronavirus pandemic, 2022 was characterized by significant political and economic uncertainties as a result of the war in Ukraine and high inflation rates. Uncertain supplies of key raw materials led to a substantial increase in prices, and the sanctions imposed on Russia and extensive lockdowns in key economic centers in China caused additional tensions in supply chains. High inflation prompted central banks around the world to intensify and accelerate the tightening of their previously expansionary monetary policy. At the same time, the reduction in government fiscal support measures and deteriorating sentiment indicators among consumers and companies had a negative impact on global economic activity, leading to multiple downward revisions of growth forecasts during the year.

Despite a significant deterioration in underlying conditions, global gross domestic product increased by 3.2% in 2022, according to IMF estimates. Economic activity in industrialized countries increased by 2.4%, and growth in emerging and developing countries stood at 3.7%.

Global Development GDP (2018 to 2022)
in %



Gross Domestic Product by Region
in %



Source: International Monetary Fund

According to the IMF, the European Union’s economic output increased by 3.2% (2021: +5.4%). While the increase in Germany stood at 1.5% (2021: +2.6%), the economy in France picked up by 2.5% (2021: +6.8%). The United Kingdom, another core European market, grew by 3.6% (previous year: +7.4%).

The United States, the world’s largest economy, posted a 1.6% increase in GDP in the first quarter (2021: +5.7%).

In the Asia | Pacific economic region, GDP grew by 4.0% (2021: +6.5%). India recorded the sharpest increase in this region in the reporting year, with growth of 6.8% (2021: +8.7%). Other countries important to Sartorius also posted gains, although growth in China slowed to 3.2% (2021: +8.1%). South Korean economic output rose by 2.6% (2021: +4.1%), and economic activity in Japan increased by 1.7% (2021: +1.7%).

Exchange Rate and Interest Rate Trends

In addition to the euro, the currencies relevant to the Sartorius Group include the U.S. dollar in particular, as well as a number of other currencies, such as the British pound, the Singapore dollar, the South Korean won, the Japanese yen, the Chinese renminbi, and the Swiss franc.

Exchange Rates Against the Euro

	Year-end Exchange Rates		Average Exchange Rate	
	2022	2021	**2022**	2021
U.S. dollar	1.06695	1.13245	1.05351	1.18270
British pound	0.88584	0.83902	0.85265	0.85972
Singapore dollar	1.43060	1.52820	1.45160	1.58913
South Korean won	1,344.77000	1,347.69000	1,357.87961	1,353.74171
Japanese yen	140.73000	130.36000	138.04150	129.87475
Chinese renminbi	7.36960	7.18870	7.08120	7.62740
Swiss franc	0.98370	1.03336	1.00486	1.08106

Interest rates rose on average in the reporting year, having previously remained at a very low level in the preceding years. The European Central Bank gradually raised its key interest rate to 2.50% by the end of 2022. The 3-month EURIBOR – i.e., the rate of interest on fixed-term deposits denominated in euros in interbank business – stood at 2.1% as of December 31, 2022 (December 31, 2021: -0.57%).

Conditions in the Sectors

Sartorius' key customer groups include the biopharmaceutical and pharmaceutical industries as well as public research institutions. In addition, the company's customers include quality control laboratories in the chemical and food industries. Accordingly, the progress of the Group's business depends on developments in these industries.

Further Growth in the Biopharmaceutical Market

The global pharmaceutical market grew by around 7% in 2022. Revenue generated with biopharmaceuticals increased by around 4% year over year to €365 billion, somewhat slower than the average of previous years. This was partly due to lower sales of coronavirus vaccines and antibody-based COVID-19 therapeutics. Biopharma accounted for 37% of the total pharmaceutical market, compared with 38% in 2021.

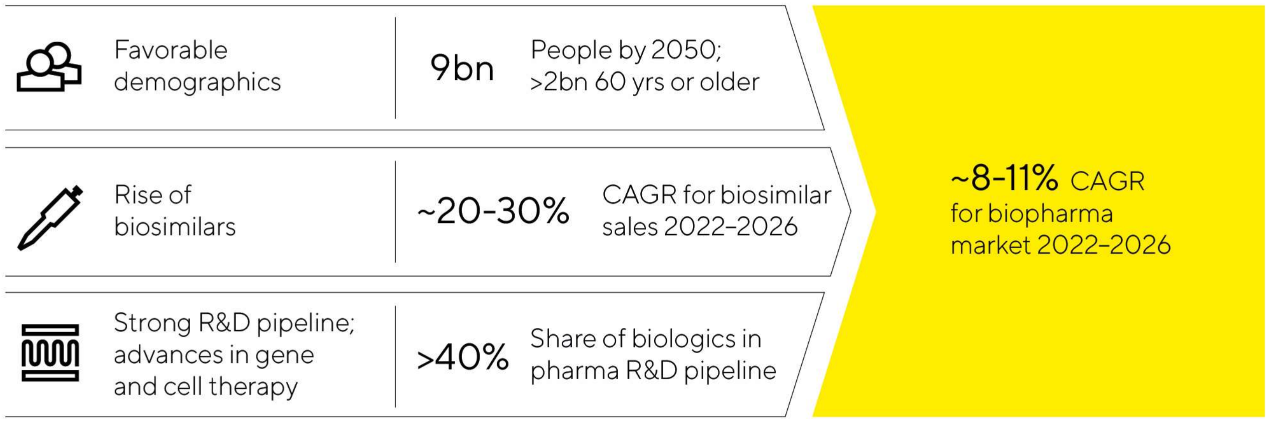
The leading manufacturers of products for the development and production of biopharmaceuticals recorded further growth in 2022, although the reported growth rates were lower, as expected, given the exceptionally high base of comparison in 2021. In particular, expected revenue from pandemic-related business was reduced significantly during the year. All leading bioprocess technology suppliers also invested heavily in capacity expansions in 2022, some of which were completed and brought on stream. This helped normalize lead times for certain product categories, some of which had increased significantly in 2021 due to strained supply chains and capacity bottlenecks.

The growth of the biopharma market fundamentally depends more on medium- to long-term trends than on short-term economic developments. In addition to the market launch of innovative biopharmaceuticals, significant impetus is provided by the globally increasing demand for drugs and the extension of the range of indications for already approved medications and their further market penetration. The approval process for new drugs requires clinical trials to be conducted, and the coronavirus pandemic meant that some of these had to be interrupted or could not be resumed. However, a resulting delay in the approval of new drugs for non-coronavirus-related indications has not been apparent to date, and the number of new biopharmaceutical approvals by the U.S. Food and Drug Administration (FDA) remained high in 2022, at 31 (2021: 30).

The growing significance and acceptance of biologics is reflected not only in their increasing share of sales revenue within the global pharmaceutical market but also in the development activities of the pharmaceutical industry. For example, biopharmaceutical compounds account for more than 40% of the R&D pipeline. A growing number of active substances manufactured using biotech production methods is being approved for the treatment of rare illnesses that have been incurable so far. In this context, the pharmaceutical industry is increasingly focusing on advanced therapies, such as cell and gene therapeutics and biotechnologically processed tissue products. In 2022, more than 2,000 clinical trials with such treatment approaches were conducted, meaning that this area offers significant growth potential over the medium to long term. The rising number of approved biopharmaceuticals and an increasing variety of therapy types and substance classes, coupled with growing demand for medications, are the main drivers for the worldwide increase in production capacities for biopharmaceuticals.

Biosimilars, the generic versions of reference biologics that have lost their patent protection, are also playing an increasingly important role in the biotechnology market. According to market studies, their sales volume in 2022 remained modest at an estimated €19 billion, but the market is expected to grow strongly during the years to come, owing to the expiration of several patents for high-selling biopharmaceuticals and an increasing number of new approvals of biosimilars and market launches. Particularly in the USA, where development has been comparatively slow due to regulatory, patent-law-related, and marketing hurdles, market penetration is expected to accelerate significantly in the next few years. A compound annual growth rate of around 20% to 30% is expected globally through 2026.

Attractive Market Environment with Good Growth Prospects



Laboratory Market Continues to Grow

The global laboratory market had a total value of around €69 billion in the reporting year and, according to estimates by various market observers, is growing at an average annual rate of around 4% to 5% over the long term. Market growth is related, among other things, to the levels of research and development spending in the individual end markets, which is partly linked to economic development.

Labs in the pharmaceutical and biopharma industries are the leading customer groups for laboratory instruments and consumables. Against the backdrop of globally rising demand for medications, the industry is continuously investing in research to find new active pharmaceutical ingredients and in laboratory equipment needed to perform this drug discovery. The focus is on the automation of process workflows and innovative analytical instruments that are equipped with enhanced or novel functionalities. Products from the field of bioanalytics, for example, have above-average growth rates within the laboratory market, and demand in the life science sector is generally growing faster than in other industries. According to EvaluatePharma, research spending in this particular sector remained at the previous year's high level of around €210 billion. In contrast, the funding environment for small and medium-sized biotech companies deteriorated after high inflows in the previous two years, but this has not yet had a negative impact on demand from leading laboratory equipment suppliers.

Research and quality-assurance labs in the chemical and food industry are another customer group. This segment's demand for laboratory products depends in part on economic trends. Additional momentum can also be generated in this sector by regulatory changes, such as stricter requirements for quality control tests in the food industry. Demand from industrial end markets was generally robust in 2022 according to several leading laboratory product manufacturers, despite a gloomy economic outlook.

Academic and public-sector research institutions also use laboratory instruments and consumables manufactured by Sartorius. Growth in demand is related to such factors as government budgets and funding programs, all of which can vary from one country to another. In the United States, the National Institutes of Health (NIH) is the leading government agency for biomedical research and also the world's largest research funding agency. The NIH's budget has increased steadily over the past nine years, rising again by about 4.9% to $45 billion in 2022. The proposed budget for 2023 also includes a further increase. The NIH is also slated to receive an additional approximately $12 billion over the next five years to prepare for future pandemics, meaning the scientific funding environment remains positive. The European Union has likewise continuously scaled up its research spending in past budget cycles. Around €95.5 billion of research and innovation funding is to be provided in the period from 2021 to 2027, an increase of 19% compared with the previous program. In recent years, China has sharply increased government R&D funding, a trend that has fueled dynamic growth in the local laboratory market. Many manufacturers of laboratory products recorded robust demand from academic and public research institutions in the reporting year.

Competitive Position

The competitive environment of the Bioprocess Solutions Division 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, the Bioprocess Solutions Division 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. The Bioprocess Solutions Division's principal competitors are certain business units of Merck KGaA, Thermo Fisher Scientific Inc., and Danaher Corporation.

The Lab Products & Services Division is positioned as a premium provider of laboratory instruments. It serves both R&D laboratories and quality control laboratories with a focus on the biopharmaceutical industry. The division's product range includes laboratory balances, pipettes, and instruments for bioanalytics, as well as a wide range of lab consumables. The division ranks among the leading providers worldwide in most of these areas. Major competitors include certain divisions at Thermo Fisher Inc., Merck KGaA, and Danaher Corporation. Among these competitors are also Mettler-Toledo Intl. Inc. for laboratory balances in particular; Eppendorf AG for pipettes; and companies such as Agilent Technologies Inc., Becton Dickinson Co., and PerkinElmer Inc. for cell analytics.

Sources: BioPlan: 19th Annual Report and Survey of Biopharmaceutical Manufacturing Capacity and Production, April 2022; Evaluate Pharma: World Preview 2022, Outlook to 2028, October 2022; SDi: Global Assessment Report 2022, June 2022; www.fda.gov

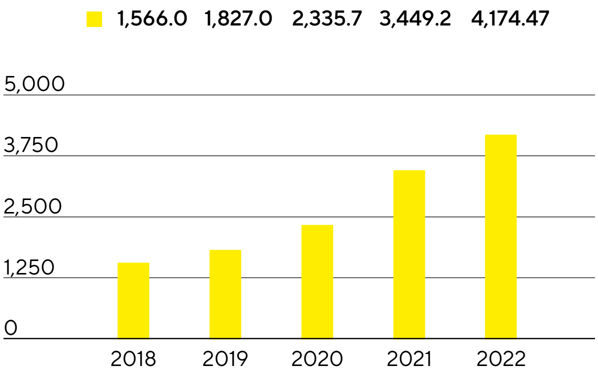
Group Business Development

Sales Revenue and Order Intake

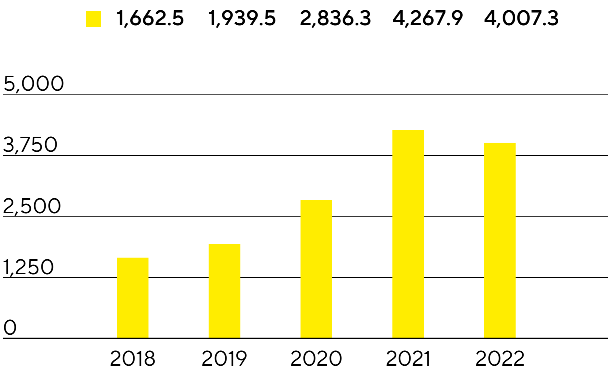
In the reporting year, sales revenue of the Sartorius Group rose 15.0% in constant currencies to €4,174.7 million (reported: +21.0%). Thus, the company again grew at double-digit rates in a challenging and volatile environment and following the exceptionally high growth rates in 2020 and 2021. The main driver of this very robust development was organic[1] growth in the laboratory as well as in the bioprocess division. Recent acquisitions also developed positively and contributed close to 2 percentage points to the increase in sales. Significantly lower business with coronavirus vaccine manufacturers compared to the previous year had a dampening effect. The restrictions in China caused by the pandemic as well as the strong reduction of the business in Russia also impacted growth to a relatively minor extent.

As expected, order intake declined in 2022, after Sartorius had posted exceptionally high growth rates in the previous two years, particularly in the Bioprocess Solutions Division. In addition to a very good base business, there had been significant additional demand from coronavirus vaccine manufacturers and a changed ordering pattern by some customers, who had placed orders larger in size and further in advance than usual due to pandemic-related uncertainties and strained supply chains. As expected, the situation has increasingly normalized as the pandemic has subsided and supply chains have eased from mid-2022 onwards. The temporary decline in demand is due to lower production of coronavirus vaccines and the reduction of partially increased inventories at some customers. Order intake for the full year declined by 10.1% in constant currencies to €4,007.3 million (reported: -6.1%). Excluding the dampening effect of the declining Covid-19-related business, order intake would have increased slightly.

Sales Revenue 2018 to 2022
€ in millions



Order Intake 2018 to 2022
€ in millions



Sales Revenue and Order Intake

€ in millions	2022	2021	in % reported	in % cc[2]
Sales revenue	4,174.7	3,449.2	21.0	15.0
Order intake	4,007.3	4,267.9	-6.1	-10.1

1 The revenue contributed by acquired companies is not included in the calculation of organic revenue growth in the first 12 months after acquisition.
2 In constant currencies

Double-digit growth in both divisions

Both divisions and all business regions contributed to growth in fiscal 2022. The Bioprocess Solutions Division, which offers a wide array of innovative technologies for the manufacture of biopharmaceuticals and vaccines, expanded - despite the high prior-year base and a sharp decline in Covid-19-related business - by 15.9% in constant currencies to €3,326.5 million (reported: +22.0%). This includes about 2 percentage points of non-organic growth from acquisitions.

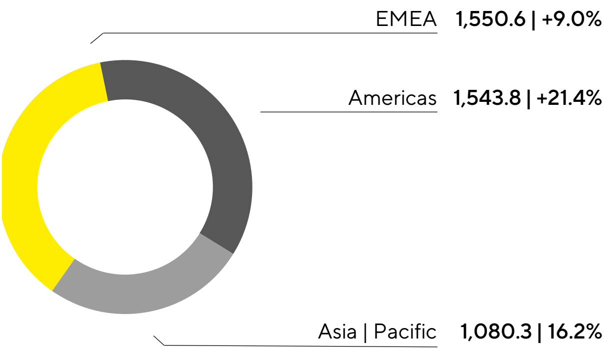
The Lab Products & Services Division, which specializes in life science research and pharmaceutical laboratories, recorded a very dynamic development, increasing by 11.5% in constant currencies to €848.2 million (reported: +17.4%). Around 1 percentage point came from non-organic growth. The bioanalytical instruments business showed a particularly strong expansion, whereas the decline in Covid-19-related business had a somewhat dampening effect on the increase in sales of the laboratory division.

Sales by Division

€ in millions	2022	2021	in % reported	in % cc
Bioprocess Solutions	3,326.5	2,727.0	22.0	15.9
Lab Products & Services	848.2	722.2	17.4	11.5

Gains in All Regions

Sales Revenue and Growth[1] by Region[2]
€ in millions, unless otherwise specified



1 In constant currencies
2 Acc. to customers' location

Sartorius increased its sales revenue in all three business regions.

Sales in the EMEA region recorded an increase of 9.0% to €1,550.6 million, representing a share of 37% of total Group revenue. The considerable business limitations in Russia dampened growth by close to 2 percentage points in the reporting year. While the Bioprocess Solutions Division grew by 10.6% compared to a high prior-year base, the Lab Products & Services Division increased moderately by 2.5%.

Sales in the Americas region saw very dynamic development, so that for the first time the share of total Group sales was on a par with the EMEA region at 37%. Growth amounted to 21.4% to €1,543.8 million and was based on a strong development of both the bioprocess division (+22.0%) and the laboratory division (+19.0%).

Business in the Asia | Pacific region, which accounted for around 26% of total Group revenue in 2022, achieved growth of 16.2% to €1,080.3 million in the reporting year, with pandemic-related restrictions in China having a slightly dampening effect, particularly in the first half of the year. The Bioprocess Solutions Division expanded by 16.5% and the Lab Products & Services Division by 15.5%.

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

Sales by Region

€ in millions	**2022**	2021	in % reported	in % cc
EMEA	1,550.6	1,411.0	9.9	9.0
Americas	1,543.8	1,141.2	35.3	21.4
Asia | Pacific	1,080.3	897.0	20.4	16.2

Costs and Earnings

In 2022, cost of sales rose by 22.9% to €1,978.3 million in connection with the growth in sales revenue. The respective cost of sales ratio was 47.4% compared to 46.7% in the previous year.

Selling and distribution costs rose at an underproportionate rate with respect to sales revenue due to economies of scale by 8.2% to €628.5 million, so the ratio of these costs to sales revenue fell year over year to 15.1% (previous year: 16.8%). Research and development expenses rose by 27.1% to €177.8 million. The corresponding ratio of R&D expenses to sales revenue was 4.3% (previous year: 4.1%). General administrative expenses increased by 21.5% to €200.5 million, and the administrative expense ratio in 2022 was unchanged at 4.8%.

The balance of other operating income and expenses in 2022 was -€124.8 million (previous year: -€50.2 million), and essentially covered extraordinary items of -€60.4 million (previous year: -€40.7 million). These extraordinary items consisted primarily of expenses in connection with the most recent acquisitions as well as of expenses for various corporate projects and structuring measures. The realized currency hedges and valuation effects included in the balance of other operating income and expenses resulted in an expense of €51.0 million, particularly due to the development of the dollar exchange rate in 2022, following income of €10.5 million in the previous year.

EBIT increased by 17.9% to €1,064.8 million; the respective EBIT margin was 25.5% (previous year: 26.2%).

The financial result was €116.9 million in 2022 compared to -€234.7 million in 2021. This includes non-cash-effective income of €148.9 million, predominantly from the reporting date valuation of the share-based earn-out liability in connection with the acquisition of BIA Separations, which had resulted in an expense of €207.8 million in the previous year.

In 2022, tax expenses amounted to €268.6 million (previous year: €241.4 million). In relation to the reported earnings before taxes, the tax rate is 22.7% (previous year: 36.1%). However, taking into account that the above-mentioned valuation effect in the financial result has no subsequent tax impact, the tax rate amounts to 26.0% (previous year: 27.6%).

Net profit for the period increased by 113.8% to €913.1 million (2021: €427.0 million).

Net profit attributable to shareholders of Sartorius AG rose to €678.1 million in the reporting year, up from €318.9 million in 2021. Non-controlling interest stood at €235.0 million (previous year: €108.1 million), which essentially reflected shares in Sartorius Stedim Biotech S.A. not held by the Sartorius Group.

Statement of Profit or Loss

€ in millions	**2022**	2021	Δ in %
Sales revenue	4,174.7	3,449.2	21.0
Cost of sales	−1,978.3	−1,610.3	−22.9
Gross profit on sales	**2,196.5**	**1,838.9**	**19.4**
Selling and distribution costs	−628.5	−580.7	−8.2
Research and development costs	−177.8	−139.9	−27.1
General administrative expenses	−200.5	−165.0	−21.5
Other operating income and expenses	−124.8	−50.2	−148.8
Earnings before interest and taxes (EBIT)	**1,064.8**	**903.2**	**17.9**
Financial income	198.2	29.3	576.7
Financial expenses	−81.3	−264.0	69.2
Financial result	**116.9**	**−234.7**	**149.8**
Profit before tax	**1,181.7**	**668.4**	**76.8**
Income taxes	**−268.6**	**−241.4**	**−11.2**
Net profit for the period	**913.1**	**427.0**	**113.8**
Attributable to:			
Equity holders of Sartorius AG	678.1	318.9	112.6
Non-controlling interest	235.0	108.1	117.4

Underlying EBITDA

The Sartorius Group uses underlying EBITDA – earnings before interest, taxes, depreciation and amortization and adjusted for extraordinary items – as its key profitability indicator to provide a better picture of its operating development, also in an international comparison. More information on extraordinary items is provided on page 178.

Reconciliation from EBIT to Underlying EBITDA

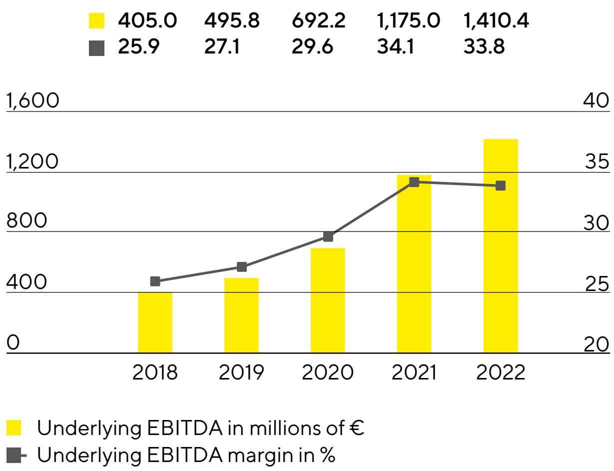
€ in millions	**2022**	2021
EBIT	1,064.8	903.2
Extraordinary items	60.4	40.7
Amortization | depreciation	285.3	231.1
Underlying EBITDA	1,410.4	1,175.0

Extraordinary items

€ in millions	**2022**	2021
M&A projects | Integration costs	–16.1	–22.5
Structuring measures	–29.6	–10.4
Other	–14.7	–7.8
Total	**–60.4**	**–40.7**

In fiscal 2022, the Sartorius Group increased its earnings and achieved high profit margins despite a significant rise in inflation rates. Underlying EBITDA increased by 20.0% to €1,410.4 million. The corresponding margin of 33.8% was close to the high level of the prior-year period of 34.1%. The 2021 margin had been positively influenced by a partially delayed cost development, for example, as a result of deferred new hires in relation to sales revenue growth because of the pandemic and low business travel activity. As planned, these cost positions normalized in 2022 and, in addition to the dilution caused by currency effects, had a dampening effect on profitability. Price effects on the procurement and customer sides largely offset each other.

Underlying EBITDA[1] and Margin



1 Underlying = excluding extraordinary items

Underlying EBITDA by Division

	Underlying EBITDA € in millions	Underlying EBITDA margin in %
Group	**1,410.4**	**33.8**
Bioprocess Solutions	1,188.4	35.7
Lab Products & Services	222.0	26.2

Underlying EBITDA of the Bioprocess Solutions Division rose by 20.5% to €1,188.4 million. The resulting margin of 35.7% was close to the high prior-year level of 36.2% and was dampened by higher costs, as planned, for example due to the growth in the number of employees as well as other normalized cost positions.

In the Lab Products & Services Division, underlying EBITDA increased by 17.6% to €222.0 million; the corresponding margin increased slightly to 26.2% (previous year: 26.1%). A positive product mix, mainly due to strong growth in the bioanalytics business, and economies of scale compensated for negative currency effects and planned higher costs.

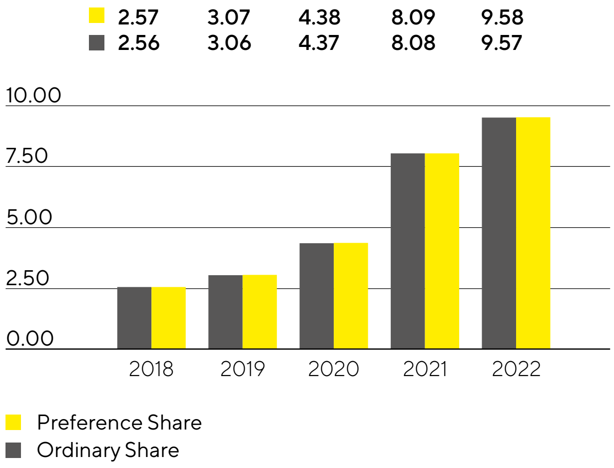
Relevant Net Profit

The relevant net profit attributable to the shareholders of Sartorius AG rose compared to the previous year by 18.4% to €655.4 million. This figure is the basis for determining the profit to be appropriated, is calculated by adjusting for extraordinary items and eliminating amortization, and is based on the normalized financial result and the normalized tax rate. Underlying earnings per ordinary share grew 18.4% to €9.57, up from €8.08 a year earlier, and by 18.4% per preference share to €9.58, up from €8.09 a year ago.

€ in millions	**2022**	2021
EBIT	1,064.8	903.2
Extraordinary items	60.4	40.7
Amortization	104.5	88.4
Normalized financial result[1]	−38.7	−28.1
Normalized income tax (27%)[2]	−321.6	−271.1
Underlying earnings	869.4	733.1
Non-controlling interest	−214.0	−179.7
Underlying earnings after taxes and non-controlling interest	655.4	553.4
Underlying earnings per share		
per ordinary share (in €)	9.57	8.08
per preference share (in €)	9.58	8.09

1 Financial result adjusted for valuation effects from the subsequent measurement of contingent purchase price liabilities as well as for effects of foreign currency translation and hedging.
2 Income tax considering the average expected Group tax rate, based on the underlying profit before tax.

Underlying Earnings per Share[1]
in €



1 After non-controlling interest, adjusted for extraordinary items and amortization, as well as based on the normalized financial result and the normalized tax rate.

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Research and Development

Sartorius continuously expands its product portfolio by investing in both the new and further development of its products, as well as in the integration of new technologies through alliances. In 2022, the Sartorius Group spent €177.8 million on R&D, corresponding to an increase of 27.1% compared to the previous year. The ratio of R&D costs to sales revenue stood at 4.3% (previous year: 4.1%).

The International Financial Reporting Standards (IFRS) require certain development costs to be capitalized on the statement of financial position and then to be amortized over subsequent years. In the reporting year, these development investments increased in connection with the growth in sales revenue to €81.7 million compared with €50.9 million the year before. This equates to a share of 31.5% (previous year: 26.7%) of the Group's total R&D expenses. Scheduled amortization related to capitalized development costs totaled €23.9 million in 2022 (previous year: €24.3 million). These expenses were disclosed in the cost of sales. At 6.2%, the gross capital expenditure ratio, which is even more meaningful for assessment of innovation-related expenses and includes capitalized development costs, was higher than the previous year's figure of 5.5%.

At Sartorius, we pursue a strategic intellectual and industrial property rights policy across our divisions to protect our expertise. The Group systematically monitors compliance with these rights on a cost | benefit basis to determine which specific individual rights are to be maintained.

In 2022, Sartorius filed a total of 261 applications for intellectual and industrial property rights (previous year: 155). As a result of these applications, including those of prior years, we were issued 353 patents and trademarks during the reporting year (previous year: 298). As of the reporting date, we had a total of 6,421 patents and trademarks in our portfolio (previous year: 5,479).

Investments

Against the backdrop of strong growth, Sartorius invested considerably in building up new capacities in all regions in the reporting year. In addition to significantly expanding production capacities, the investment program aims to further diversify the production network and make it more flexible. In line with the company's expansion plans, some expansion projects were completed in 2022 and have contributed to meeting strong demand. Further projects will be completed in the current year.

At €522.6 million, capital expenditures in 2022 were significantly higher than the previous year's figure of €407.2 million. The corresponding CAPEX ratio was 12.5% (previous year: 11.8%).

The company's largest investment projects in the reporting year included the expansion of membrane manufacturing capacities and new laboratory space for product development in Göttingen, Germany.

At its site in Yauco, Puerto Rico, Sartorius is expanding its clean room capacity for the manufacture of separation and fluid management products. In addition, a production facility for cell culture media will be established there for the first time, and is scheduled to come on stream in 2023.

In the reporting year, Sartorius also made substantial investments in additional clean room space for the production of sterile disposables at its site in Aubagne, France.

In Ann Arbor, Michigan, USA, Sartorius invested in the construction of a new center of excellence in the field of bioanalytics, including research laboratories and production capacity.

In the Asia | Pacific region, the company invested heavily in Songdo, South Korea, in addition to China. After acquiring the necessary plots of land, the company began construction of a plant for cell culture media production and sterile consumables processing. In addition, Sartorius plans to build a technology center for customer consulting and product demonstrations as well as laboratory space at the new site, which is located in the middle of a biopharma park.

Production capacities were also expanded at other locations. For example, the company carried out expansion projects at other sites in Germany as well as in Finland, Great Britain, and Slovenia.

Employees

The following employee figures include all employees of the Sartorius Group except for vocational trainees, interns, permanent absent employees, and employees in partial retirement. Employee figures are shown as headcount.

As of the reporting date of December 31, 2022, the Sartorius Group had 15,942 employees in 36 countries worldwide: 2,110 or 15.3% more than a year earlier. This figure includes 245 employees who joined the Group as a result of acquisitions in the reporting year. Due to the renewed sharp increase in the size of the workforce during the reporting year, the number of employees working for the Sartorius Group has nearly doubled since 2018.

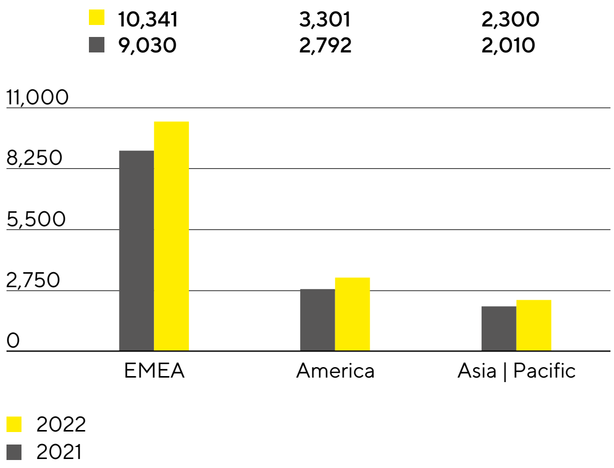
Employees

	2022	2021	Increase in %
Group	15,942	13,832	15.3
Bioprocess Solutions	12,560	10,745	16.9
Lab Products & Services	3,382	3,087	9.6

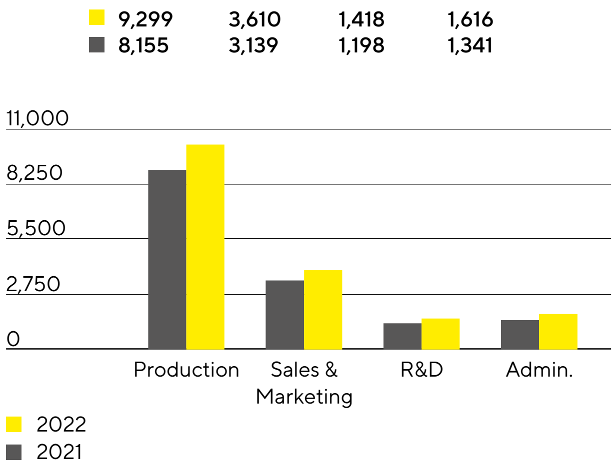
The Bioprocess Solutions Division had 12,560 employees at the end of the reporting year (previous year: 10,745). The Lab Products & Services Division had 3,382 employees (previous year: 3,087).

The employees of the central administrative functions were allocated to the divisions on the basis of their activities.

Employees by Region



Employees by Function



The number of employees in the EMEA region grew by 1,311, an increase of 14.5%. In Germany, Sartorius had 5,391 employees at the end of the reporting year, which corresponds to 33.8% of the total workforce.

With an increase of 18.2% or 509 employees, the Americas region recorded the strongest increase in percentage terms. In the Asia | Pacific region, the number of employees increased by 14.4% or 290.

At the end of 2022, approximately 58% of all Sartorius employees worked in production. At 9,299, the number of employees in this area increased by 14.0% year over year.

At the end of the year, 3,610 people were employed in marketing and sales, representing an increase of 15.0% and a share of around 23% of the total workforce.

A good 9% of all employees worked in R&D. This corresponded to an increase by 220 individuals or 18.4% more than in the previous year, bringing the total number of employees to 1,418.

As of the reporting date, 1,616 people worked in administrative positions. This corresponds to an increase of 20.5% compared with the same date last year and to 10% of all Sartorius employees.

Net Worth and Financial Position

Cash Flow

Cash flow from operating activities amounted to €734.2 million in 2022, compared with €873.2 million in the previous year, a decrease of 15.9%. Higher earnings were offset by cash outflows in connection with the growth-related increase in working capital. Inventories were in particular built up to safeguard supply security in view of the continuing tensions in some supply chains. Recently, however, the focus has shifted back to optimizing inventories, as the supply chain situation for many product groups has improved significantly and shortages in these areas have become unlikely. In addition, increased tax payments had an impact.

Due to high demand, Sartorius had been driving the expansion of its production capacities full speed ahead. Cash outflows from investing activities increased in the reporting period by 38.8% to €593.8 million. Because of expenses of €536.1 million (previous year: €141.7 million) in connection with the most recent acquisitions, cash flow from investing activities and acquisitions rose to -€1,129.9 million compared with -€569.6 million in the previous year.

Primarily driven by the placement of a new note loan ("Schuldscheindarlehen"), cash flow from financing activities amounted to €209.9 million in 2022 (previous year: -€172.6 million). This also included dividend payments for the 2021 financial year of €118.1 million (previous year: €65.8 million).

Cash Flow Statement

€ in millions	**2022**	2021[1]
Cash flow from operating activities	734.2	873.2
- thereof change in working capital	-300.1	-217.8
Cash flow from investing activities and acquisitions	–1,129.9	–569.6
Cash flow from financing activities	209.9	–172.6
Cash and cash equivalents	165.9	342.8
Gross debt	2,541.2	2,075.5
Net debt	2,375.3	1,732.7

1 Interest received are reported under cash flows from operating activities since fiscal 2022. Prior year figures were restated accordingly.

Consolidated Statement of Financial Position

The balance sheet total of the Sartorius Group was €6,977.7 million as of the end of fiscal 2022 and thus €1,279.8 million higher than the prior-year level. This increase is largely due to the rise in non-current assets by €1,053.4 million to €4,954.6 million, predominantly driven by the recent acquisitions and by the continuation of the extensive investment program. In addition, current assets rose by €226.4 million year over year to €2,023.2 million, mainly as a result of the increase in working capital and, in particular, the build-up of inventories as a risk provision to ensure supply security in the event of interrupted supply chains. Working capital amounted to €1,663.5 million as of December 31, 2022 (previous year: €1,316.8 million).

Key Figures for Working Capital

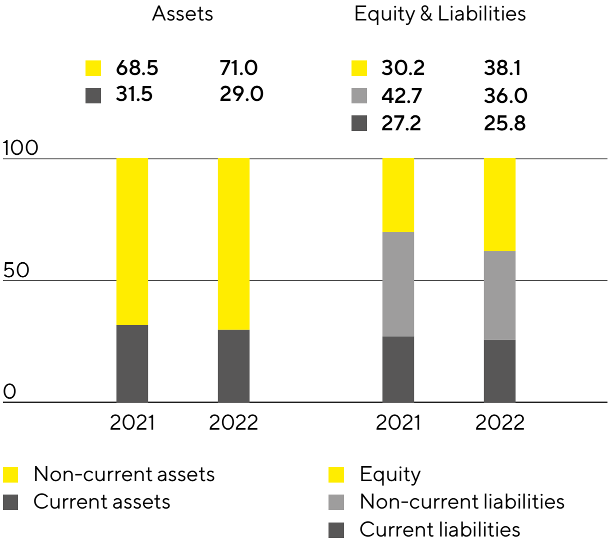
in days		2022	2021
Days inventory outstanding			
Inventories | Sales revenue[1]	x 360	101	93
Days sales outstanding			
Trade receivables | Sales revenue[1]	x 360	41	44
Days payables outstanding			
Trade payables | Sales revenue[1]	x 360	47	54
Net working capital days			
Net working capital[2] | Sales revenue[1]	x 360	95	83

1 Including pro forma sales of recent acquisitions
2 Sum of inventories and trade receivables less the trade payables

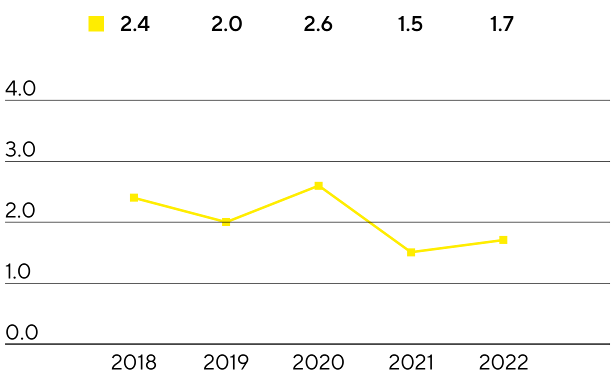
Equity grew by €938.7 million to €2,658.9 million as of year-end. The equity ratio was 38.1% (previous year: 30.2%).

In the reporting year, current and non-current liabilities for the Sartorius Group of €4,318.8 million were higher than the previous year's figure of €3,977.7 million. The increase resulted, among other things, from the financing of recent acquisitions and the build-up of working capital.

Balance Sheet Structure
in %



Ratio of Net Debt to Underlying EBITDA[1]



1 Quotient of net debt and underlying EBITDA over the past 12 months, including the pro forma amount contributed by acquisitions for this period

At the end of fiscal 2022, gross debt stood at €2,541.2 million relative to €2,075.5 million in fiscal 2021 and is comprised of liabilities to banks, including note loans ("Schuldscheindarlehen"), as well as lease liabilities. The increase is essentially due to the placement of a new note loan, which was mainly used to refinance the acquisition of Albumedix completed at the end of September 2022. Net debt, defined as gross debt less cash and cash equivalents, was €1,732.7 million compared to €2,375.3 million a year ago.

In relation to the debt financing capacity of the Sartorius Group, the ratio of net debt to underlying EBITDA is a key metric. It is defined as the quotient of net debt and underlying EBITDA over the past 12 months, including the pro forma amount contributed by acquisitions for this period. At 1.7 as of December 31, 2022, this ratio was only slightly higher than the prior-year figure of 1.5, despite extensive investments and the acquisitions made in the reporting year.

Reconciliation

€ in millions	**2022**	2021
Gross debt	2,541.2	2,075.5
- Cash & cash equivalents	165.9	342.8
Net debt	2,375.3	1,732.7
Underlying EBITDA (12 months)	1,410.4	1,175.0
+ Pro forma EBITDA from acquisitions (12 months)	11.7	6.1
Pro forma underlying EBITDA	1,422.1	1,181.1
Ratio of net debt to underlying EBITDA	1.7	1.5

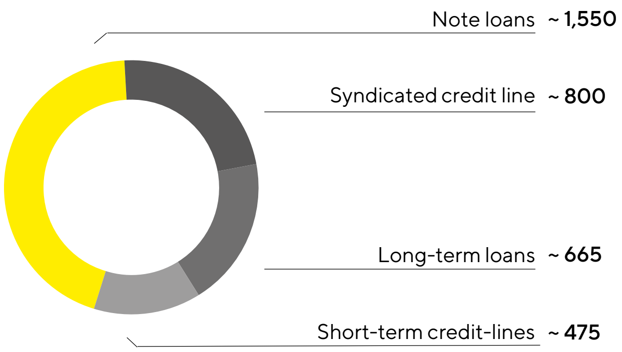
Impact of War in Ukraine

Since the beginning of Russia's attack on Ukraine, Sartorius has suspended all business activities in Russia that are not related to humanitarian medical products. This has been done in compliance with all applicable sanctions and in line with the practice of other companies in the pharmaceutical and healthcare sectors. In 2021, Russia had accounted for a good 2% of Group sales. In fiscal 2022, sales were significantly below this level and a further decline is expected in 2023.

Financing | Treasury

Sartorius covers 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 major debt financing instruments are shown in the graphic below.

Main Financing Instruments
€ in millions

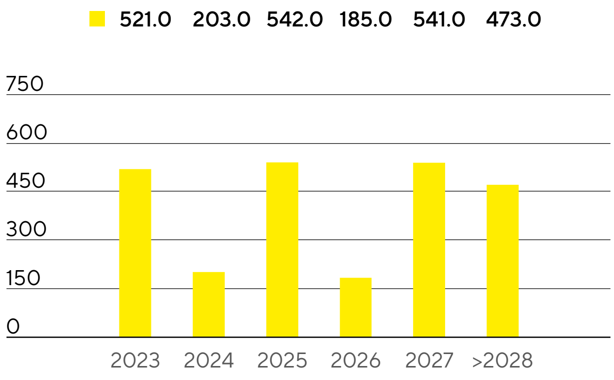


A major pillar in the financing mix is a syndicated credit line with a term of five years and extension options, which was refinanced in the reporting year and increased from €600 million to €800 million. In addition, Sartorius has diverse short-term credit lines totaling around €475 million. As of December 31, 2022, the total volume of all available credit lines amounted to €1,275 million, of which around €180 million was used. Thus, the available credit lines unused as of the end of 2022 was €1,095 million.

Corporate financing was supplemented in the reporting year by the placement of new note loans ("Schuldscheindarlehen") with a volume of €650 million and maturities of 3, 5, 7, 10 and 13 years. Around €210 million of this placement will be paid out in the first quarter of 2023. The funds were mainly used to re-finance the acquisition of Albumedix completed at the end of September 2022. The total volume of all out-standing note loans amounted to around €1,550 million at the end of the year. In addition, the company has several short- and long-term loans in place that total around €665 million and are being used in part for the expansion of production capacities.

The financing instruments mentioned above comprise those with both fixed and variable interest rates. The maturity profile of the Group's financing instruments is broadly and appropriately diversified.

Maturity Profile of the Financing Facilities[1]
€ in millions



1 As of December 31, 2022, major financing instruments

Due to its global business activities, Sartorius is exposed to the usual fluctuations in foreign exchange rates, which it hedges by forward contracts. At the end of 2022, foreign exchange contracts amounted to a volume of €585 million on a reported basis, with a market value of -€3.3 million.

Business Development of Bioprocess Solutions

Strong increase in sales and earnings

Growth driven by all product areas and regions

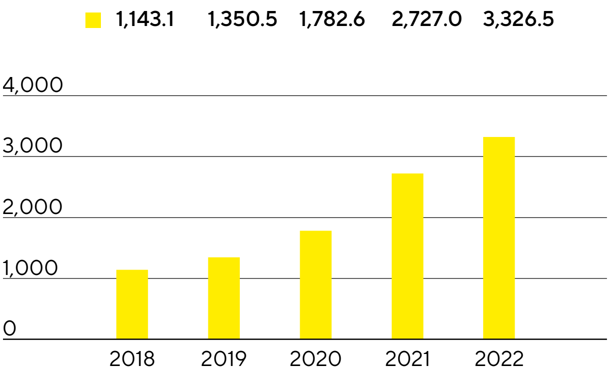
Expected normalization of demand as of mid-2022

Division sales	Order intake	Underlying EBITDA margin
€3,326.5m	€3,122.7m	35.7%
In constant FX: +15.9%	In constant FX: -14.0%	-0.5 percentage points

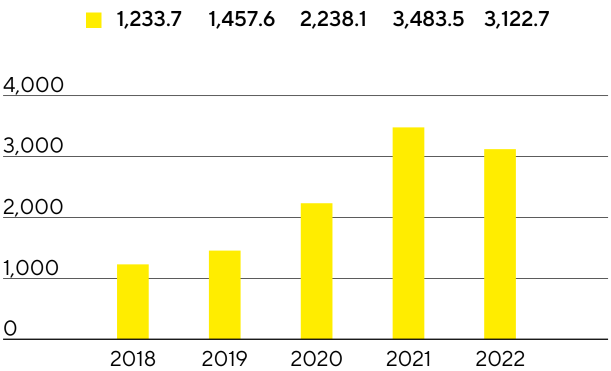
Sales Revenue and Order Intake

Following the exceptionally high growth rates in 2020 and 2021, the Bioprocess Solutions Division again grew at a double-digit rate in the reporting year by 15.9% in constant currencies to €3,326.5 million (reported: +22.0%). This includes around 2 percentage points of non-organic growth from acquisitions. All product areas contributed to this good development, while the Covid-19-related business declined significantly compared to the previous year.

Sales Revenue 2018 to 2022
€ in millions



Order Intake 2018 to 2022
€ in millions



Sales Revenue and Order Intake

€ in millions	**2022**	2021	in % reported	in % cc[1]
Sales revenue	3,326.5	2,727.0	22.0	15.9
Order intake	3,122.7	3,483.5	-10.4	-14.0

1 In constant currencies

In 2022, the Bioprocess Solutions Division increased its sales revenues in all business regions. In the EMEA region, which accounted for around 38% of the division's sales, revenues increased by 10.6% to €1,260.5 million compared with a strong prior-year base. The Americas region again showed particularly strong growth, with an increase of 22.0% to €1,240.8 million. The region accounted for 37% of total sales. The Asia | Pacific region, which accounted for 25% of the division's sales, also posted significant double-digit growth of 16.5% to €825.2 million. (All growth rates for the regional development are in constant currencies unless otherwise stated.)

As expected, order intake declined year over year against the backdrop of noticeable demand normalization and significantly lower Covid-19-related business, reaching €3,122.7 million (in constant currencies: -14.0%; reported: -10.4%). Excluding the Covid-19-related business, order intake would have grown slightly. In the two previous years, the division had recorded exceptionally high growth rates due to changed ordering patterns and strong demand from coronavirus vaccine manufacturers.

Sales by Region

€ in millions	**2022**	2021	in % reported	in % cc
EMEA	1,260.5	1,130.5	11.5	10.6
Americas	1,240.8	913.1	35.9	22.0
Asia | Pacific	825.2	683.5	20.7	16.5

Earnings

Underlying EBITDA of the Bioprocess Solutions Division increased by 20.5% to €1,188.4 million. The corresponding margin of 35.7% was close to the high level of the prior-year period of 36.2%. The 2021 margin had been positively influenced by a partially delayed cost development, for example, as a result of deferred new hires in relation to sales revenue growth because of the pandemic and low business travel activity. As planned, these cost positions normalized in 2022 and had a dampening effect on profitability. Price effects on the procurement and customer sides largely offset each other.

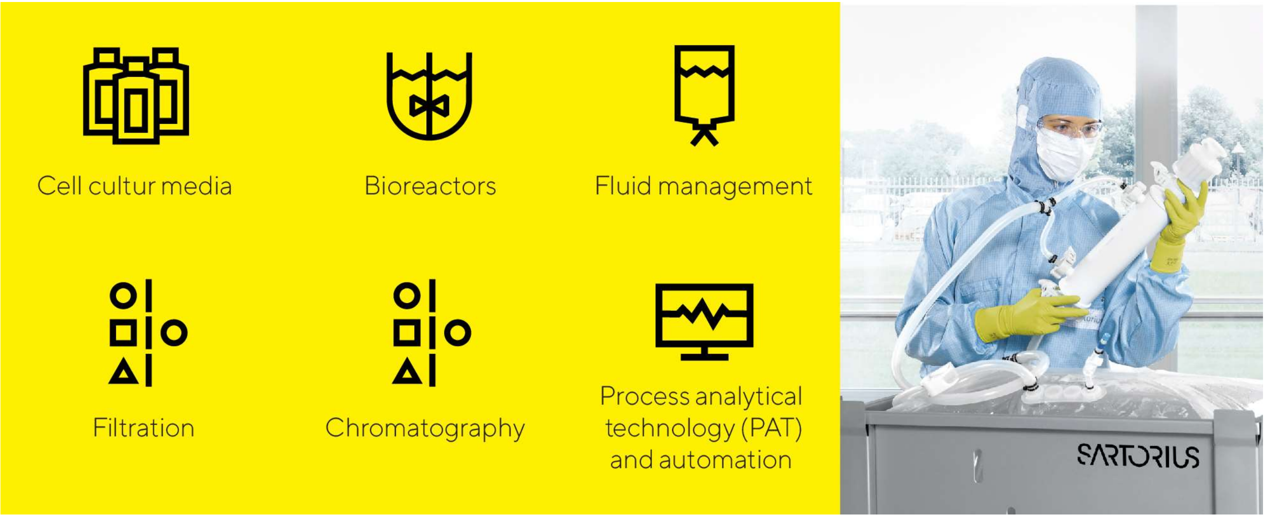
Underlying EBITDA and EBITDA Margin

	2022	2021
Underlying EBITDA in millions of €	1,188.4	986.3
Underlying EBITDA margin in %	35.7	36.2

In the year under review, the Bioprocess Solutions Division recorded extraordinary items of -€46.5 million relative to -€32.1 million a year earlier. These items predominantly consisted of expenses in connection with the most recent acquisitions as well as for various cross-divisional projects.

Products and Sales

The Bioprocess Solutions Division markets products and services for the entire added-value chain in biopharmaceutical production and preceding process development. The division’s portfolio includes cell lines, cell culture media, bioreactors, a wide range of products for separation, purification and concentration, and products and systems for storage and transportation of intermediate and finished biological products.



Sartorius expanded its product portfolio in the Bioprocess Solutions Division by making two acquisitions in 2022:

- By acquiring the business from Novasep in February 2022, Sartorius added a complementary offering to its chromatography portfolio. The acquired portfolio includes chromatography systems primarily suited for small biomolecules such as oligonucleotides, peptides, and insulin, as well as innovative systems for the continuous production of biopharmaceuticals.

- The acquisition of Albumedix, a leading provider of solutions based on recombinant human albumin, completed at the end of September 2022, adds an important component to Sartorius’ portfolio in the production of innovative biopharmaceuticals, especially for modalities such as cell therapies, viral therapies, and vaccines.

During 2022, the Bioprocess Solutions Division launched a scalable and ready-to-use disposable membrane for separating monoclonal antibodies as an alternative to classical resin-based column chromatography for the affinity purification step. Furthermore, the division introduced a computer-based application for optimizing cell culture development that enables substantial time and cost savings. The application is part of a cloud-based software ecosystem for analyzing and managing data along the biopharma value chain and makes it possible to maximize insights from in vitro experiments by using simulations in virtual bioreactors.

Sales Activities

The Bioprocess Solutions Division markets its product portfolio directly. Sales activities for key accounts are coordinated and supported by global key account management.

After the gradual lifting of pandemic-related travel and contact restrictions, sales representatives continued to interact directly with many customers using digital communication tools. Video conferencing and augmented reality continue to be used for such direct interactions, for example, when demonstrating products, conducting training sessions, and bringing systems into service. One focus aimed at strengthening the sales force is on expanding the company's international presence. A further focus is on the ongoing enhancement of sales effectiveness, for example, through specialized training for employees.

Product Development

Development activities at Sartorius essentially focus on technology areas such as membranes, which are the core component of the filter products; various technology platforms, such as single-use containers for fluid management in biopharmaceutical processes and sensors; and control technologies for processes such as fermentation and cell cultivation. Additional focal areas comprise developments in materials and components that include plastics, elastomers, and intelligent polymers; expanded data analysis; and cell line development.

The largest product development site is located in Göttingen, Germany, where a new product development building is scheduled to begin operations in the first quarter of 2023. Further important activities take place in France, India, the USA, and the UK, as well as in Sweden, Israel, Slovenia, and other locations in Germany.

Production and Supply Chain Management

Bioprocess Solutions has a very well developed global production network that was expanded at many sites in 2022. The largest production facilities are located in Germany, France, and Puerto Rico. Beyond these locations, this division also manufactures in the UK., Switzerland, Tunisia, India, the United States, China, Israel, and in Slovenia. Recent acquisitions have added sites in France and the UK.

The supply chain situation remained challenging in 2022, but has eased somewhat overall compared with 2021. Delivery times for most products have normalized, and the availability of electronic components and some chemical raw materials also improved over the course of the year. The prices of many primary products used by Sartorius did increase, however, in some cases significantly.

With regard to its energy supply, the company has taken extensive measures in Germany in order to become as independent as possible from the availability of gas, if necessary.

Sartorius has expanded production capacity in all business regions, such as China, Tunisia, and Puerto Rico. Additional production employees were hired for this purpose.

To meet the growing demand for consumables in China, the expansion of the clean room in Beijing was brought into operation in 2022. This significantly expanded the local production capacity for sterile disposable bags. In addition to bags, the company has recently started producing other types of filters in the expanded clean rooms.

Following the opening of a significantly expanded application, validation, and service center for biopharma customers at the Shanghai site in 2021, the company opened new application centers in Yantai, China, and Bangalore, India, in the reporting year. These enable customers to test complex systems at a Sartorius site first before they are delivered to and set up at their plant facilities.

Business Development of Lab Products & Services

Significant sales growth following strong prior-year performance

The bioanalytical instruments business showed a particularly strong expansion

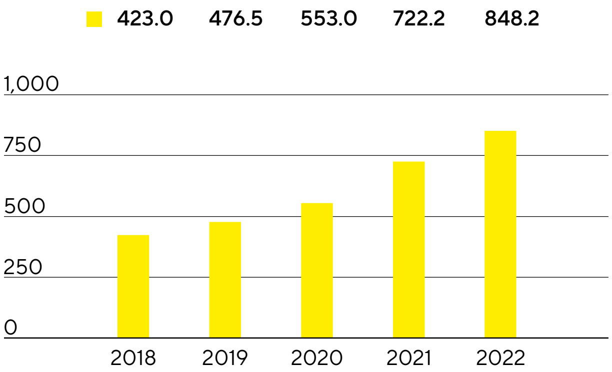
Profit margin rises slightly above the already high prior-year level

Division sales	Order intake	Underlying EBITDA margin
€848.2m	€884.6m	26.2%
In constant FX: +11.5%	In constant FX: +7.4%	+0.1 percentage points

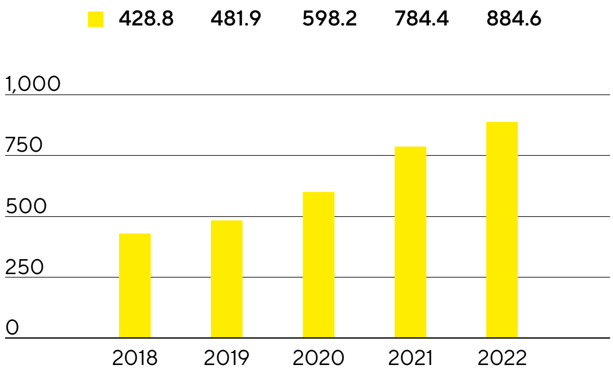
Sales Revenue and Order Intake

The Lab Products & Services Division recorded a very dynamic development against a high prior year base, growing by 11.5% in constant currencies to €848.2 million (reported: +17.4%). The major part of this growth was organic, and recent acquisitions contributed around 1 percentage points to the increase in sales. Business with bioanalytical instruments, which life science customers use to develop medications and cell lines, continued to develop particularly positively across all regions. In contrast, the decline in Covid-19-related business had a somewhat dampening effect on growth.

Sales Revenue 2018 to 2022
€ in millions



Order Intake 2018 to 2022
€ in millions



Sales Revenue and Order Intake

€ in millions	**2022**	2021	in % reported	in % cc[1]
Sales revenue	848.2	722.2	17.4	11.5
Order intake	884.6	784.4	12.8	7.4

1 In constant currencies

Following the strong development in the previous year, sales in the Americas region again grew significantly by 19.0% to €303.0 million in 2022, so that this region accounted for the largest share of the division's sales for the first time at 36%. Sales in the EMEA region, which accounted for around 34% of the division's sales, grew moderately by 2.5% to €290.1 million. The Asia | Pacific region, which contributed 30% to the Lab Products & Services Division's business, expanded by 15.5% to €255.1 million. (All growth rates for the regional development are in constant currencies unless otherwise stated.)

Order intake rose 7.4% in constant currencies to €884.6 million (reported: +12.8%).

Sales by Region

€ in millions	**2022**	2021	in % reported	in % cc
EMEA	290.1	280.5	3.4	2.5
Americas	303.0	228.2	32.8	19.0
Asia | Pacific	255.1	213.5	19.5	15.5

Earnings

The underlying EBITDA of the Lab Products & Services Division increased by 17.6% to €222.0 million in the reporting year. The corresponding margin slightly increased to 26.2% (previous year: 26.1%). The above-average growth contribution of the bioanalytics business and economies of scale more than compensated for negative currency effects and planned higher costs.

Underlying EBITDA and EBITDA Margin

	2022	2021
Underlying EBITDA in millions of €	222.0	188.8
Underlying EBITDA margin in %	26.2	26.1

The Lab Products & Services Division recorded extraordinary items of –€13.9 million in the reporting year relative to –€8.7 million a year ago. These were predominantly related to the most recent acquisitions as well as to expenses for various cross-divisional projects.

Products and Sales

The Lab Products & Services Division focuses with its products on research laboratories in the pharmaceutical and biopharmaceutical industries as well as on academic research institutes.

In the area of bioanalytics, the division offers life science customers innovative systems for cell analysis. These greatly accelerate the otherwise time-intensive discovery of medical drug candidates by automating and digitalizing core steps in analysis. Sartorius expanded its bioanalytics portfolio by acquiring a majority stake in ALS Automated Lab Solutions on January 3, 2022. ALS develops, manufactures, and markets solutions for automated analysis, selection, and isolation of cells. With these solutions, the company enables life science customers to significantly reduce time to result as well as cost in cell line development and antibody discovery. Furthermore, the division introduced a new version of its system for label-free, real-time analysis of biomolecular interactions.

Since the end of the year, Sartorius has been holding around 10% of the shares and 8.5% of the voting rights in the Swedish BICO Group, a provider of instruments and consumables for bioprinting, biosciences, and bioautomation applications. In addition, the partners have agreed on a comprehensive technology, as well as sales and marketing cooperation.

In addition, the product range of the Lab Products & Services Division includes a broad array of premium laboratory instruments for sample preparation, such as laboratory balances, pipettes, and lab water systems, as well as lab consumables, such as filters and microbiological test kits. This Sartorius portfolio is tailored to the biopharmaceutical industry and additionally focuses on research and quality control labs in the chemical and food industries. The division expanded its product array by launching new vacuum filtration systems and dosing stations for lab water.

The services offered by the Lab Products & Services Division cover the entire life cycle of laboratory instruments, from device installation and commissioning to validation, calibration, verification, and regular maintenance to repair. These services are not limited to Sartorius instruments alone; they are offered to a partial extent for devices from other manufacturers as well. This extensive range enables customers to minimize the number of service providers they use and to reduce complexity and costs.

Beyond this, Sartorius application laboratories in all regions offer customers the opportunity to test Sartorius products, even using their own samples, and to take training courses. New laboratories were opened in China and India, among other places, during the reporting year.

Sales Activities

The division sells its products directly and through laboratory distributors, focusing on direct sales that are continuously being expanded along with the company's alignment with the needs of life science customers. In aligning its activities, the division is increasing using digital channels.

Aside from extending sales structures, the company also concentrates on the ongoing enhancement of sales efficiency, in part through the creation of synergies between the two divisions. This gives the Lab Products & Services Division access to customers of the Bioprocess Solutions Division, which in turn can also open up new sales opportunities.

Product Development

The division has extensive technological expertise in the areas of bioanalytics, laboratory instruments, and laboratory consumables. Software and hardware advancements in the company's cell analysis products create many new evaluation opportunities for our customers. They are the foundation for the development of new tools capable of processing and visualizing vast quantities of data appropriately based on specific applications. Sartorius expects that such software solutions will become increasingly important.

Compliance with regulatory requirements is critical for the company's customers. Product development priorities for Sartorius therefore include data management, connectivity, and process automation.

Most of the research and development for the Lab Products & Services Division is conducted at Group headquarters in Göttingen, Germany, where a new product development building is scheduled to open in the first quarter of 2023. Sartorius also carries out R&D activities at its sites in Finland and the UK, as well as in the USA.

Production and Supply Chain Management

The Lab Products & Services Division operates plants in Germany, China, Finland, the UK, and the USA. These plants serve as centers of competence and tend to focus on one product group or a small set of product groups. In 2022, for example, laboratory balances were manufactured in Germany and China, pipettes in Finland, and bioanalytical systems in the USA and China. Microbiological test kits are produced in the UK, and most membrane-based products in Germany.

The overall supply chain situation has eased somewhat in 2022 compared with the previous year. The availability of electronic components continued to pose a challenge, but improved over the course of the year. The prices of many of Sartorius' preliminary products did increase, however, in some cases significantly. In response to high demand, the company significantly ramped up the production of individual bioanalytical systems by making changes to the production process.

Assessment of Economic Position

Following the company's exceptionally high growth rates in 2020 and 2021, and in a geopolitically as well as macroeconomically challenging environment, Sartorius achieved double-digit growth rates again in the reporting year. This good development was predominantly based on organic growth in both divisions. The Bioprocess Solutions Division reported significant sales revenue growth in 2022, and at the same time, as expected, a noticable normalization of demand following two years influenced by strong special effects due to the pandemic. The Lab Products & Services Division once again grew dynamically in the reporting year, primarily driven by the strong performance of the bioanalytical instruments business. Despite high inflation, profit margins remained at the high levels of the previous year, as cost increases incurred by the company and price increases at customers largely offset each other.

Consolidated sales revenue in 2022 rose by 15.0% in constant currencies to €4,174.7 million. The Group's earnings margin, measured on the basis of underlying EBITDA, stood at 33.8%. This means that both the forecast for revenue growth specified in October 2022 (lower half of the range of around 15% – 19%) and the profitability target of approximately 34% communicated at the beginning of the year were achieved.

The Bioprocess Solutions Division grew its sales revenue by 15.9% in constant currencies to €3,326.5 million and achieved an underlying EBITDA margin of 35.7%. Consequently, sales revenue growth was slightly below the range specified in October of the reporting year (lower half of the range of around 17% – 21%), mainly due to the stronger than expected decline in Covid-19-related business, which reduced growth by approximately 2 percentage points on a full-year basis. The division's earnings margin was in line with the forecast of approximately 36% published in January 2022.

With an increase in sales revenue of 11.5% in constant currencies to €848.2 million, the Lab Products & Services Division slightly exceeded the forecast for sales revenue growth specified in the publication of the nine-month 2022 figures (upper half of the range of around 6% – 10%) and, with an earnings margin of 26.2%, also achieved the profitability target of approximately 26% set at the beginning of the year.

At €220 million, the corona-related business was slightly below the forecast of €250 million that was adjusted at mid-year 2022. At the beginning of 2022, the company had expected around €500 million.

The ratio of net debt to underlying EBITDA stood at 1.7 as of December 31, 2022, in line with the forecast of approximately 1.6, which was revised in October 2022 following the completion of the acquisition of Albumedix.

In line with its ambitious growth targets through 2025, Sartorius continued to expand its production capacity in the reporting year. At 12.5%, the ratio of capital expenditures (CAPEX) to sales revenue remained high, but stood slightly below the forecast of approximately 14% published at the beginning of the year.

Projected | Actual Comparison for the Year 2022

	Actual 2021	Guidance January 2022	Guidance October 2022	Actual **2022**
Sartorius Group				
Sales growth[1]	49.3%	~15% - 19%	lower end ~15% - 19%	15.0%
Underlying EBITDA margin in %	34.1%	~34%	~34%	33.8%
Net debt to underlying EBITDA	1.5	~1.1[2]	~1.6[2]	1.7
CAPEX ratio	11.8%	~14%	~14%	12.5%
Sartorius Divisions				
Bioprocess Solutions				
Sales growth[1]	54.7%	~17% - 21%	lower end ~17% - 21%	15.9%
Underlying EBITDA margin in %	36.2%	~36%	~36%	35.7%
Lab Products & Services				
Sales growth[1]	32.0%	~6% - 10%	upper end ~6% - 10%	11.5%
Underlying EBITDA margin in %	26.1%	~26%	~26%	26.2%

1 In constant currencies
2 Possible acquisitions are not considered

Opportunity and Risk Report

Principles

Every business activity entails opportunities and risks, which have to be managed. The skill with which this is done is a decisive success factor in determining the future development of a company's shareholder value.

The point of risk management is not to always eliminate every risk possible; rather, Sartorius's approach is to intentionally take a certain measure of risk in its business activities in order to be successful in unlocking opportunities. In this endeavor, it is important to keep risks contained within acceptable limits and to control them carefully. Through appropriate guidelines, the company ensures that risk assessments are taken into account in the decision-making processes from the very beginning.

At Sartorius, identification and management of opportunities and risks is a cross-functional component of Group management. To this extent, the risk management organization reflects a global functional organization in the two divisions of Bioprocess Solutions and Lab Products & Services, and in the supporting functions as well. Individuals heading a functional area of the Group companies are each responsible for their own management of opportunities and risks. In addition, the Finance Department assumes responsibility for central risk management and is responsible for regular reporting and the further development of the risk management system as a whole.

Managing Opportunities

Opportunity management centers on the analysis of target markets and sector environments, as well as the assessment of trends, both of which give strong indications as to future business opportunities. One of the key roles of the relevant managers is to identify potential for development, which initially takes place at the local rather than the central level. Particularly the market-facing functions, such as strategic marketing and product management in each of the two divisions, play a leading role in this respect. These areas are supported by the central Business Development unit with market monitoring, data analysis, and the implementation of strategic projects.

As a partner to the biopharmaceutical and laboratory industries, Sartorius operates in future-oriented and high-growth sectors. The significant opportunities generated by the various market and technology trends are described in detail in the sections entitled "Sector Conditions" and "Outlook for the Sectors".

The company's own assessments rank Sartorius as one of the global market leaders in many subsegments and product areas. Based on its quality products, high degree of brand awareness, and established customer relationships, the company has excellent opportunities to stabilize and further expand its leading market position. The corresponding divisional strategies, as well as growth opportunities and initiatives based on them are outlined in the sections "Strategy of the Bioprocess Solutions Division" and "Strategy of the Lab Products & Services Division".

Risk Management

Organization

Overall responsibility for an effective risk management system lies with the Executive Board. Coordinating and developing this system and combined risk reporting are the responsibilities of the Finance Department, while 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 Supervisory Board of Sartorius AG monitors the effectiveness of the risk management system, with the preparatory work being performed by the Audit Committee of this board. While carrying out their statutory audit mandate for the annual financial statements and consolidated financial statements, the independent auditors assess whether the early warning system in place is capable of prompt identification of risks that could jeopardize the future of the company. Finally, the Internal Audit Department regularly reviews the effectiveness of the risk management system. The key results of these audits are discussed by the Executive Board, Supervisory Board, and Audit Committee. Any adjustments to the risk management system are then implemented by the central risk management team.

Insurance

To the extent possible and financially reasonable, Sartorius has taken out insurance policies to cover a large number of risks. These insurance policies include coverage against product liability, property damage, business interruption, transport, material and pecuniary damages and other risks, and provide comprehensive coverage for legal costs. An independent department working in conjunction with an external insurance broker regularly reviews the nature and extent of the insurance protection and makes any adjustments as necessary.

When choosing insurers, the company particularly considers the credit rating of these entities as potential contractual partners, and aims to achieve a high degree of diversity in order to mitigate the related 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 controls of the effectiveness of the risk management system. This Handbook is based as a whole on the ISO 31000 "Risk management – Guidelines" standard and the COSO standard (COSO = Committee of Sponsoring Organizations of the Treadway Commission). There are also a number of other sources that contain stipulations for handling risks, including the Articles of Association and rules of procedure of the Group companies and other guidelines. The Group's strong growth over the past few years as well as increasing regulatory and customer requirements necessitate the ongoing refinement of these guidelines and specifications.

The prescribed reporting process in the risk categories subsequently described establishes the rules for the ongoing review of reporting of information regarding risk situations. If any specific risks are discernible, 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. In addition, as soon as these risks reach defined size criteria, they are reported to the central risk management system. As a matter of policy, assessment of risks is governed by the remaining net risk, i.e., taking any risk-mitigating measures into account. The central risk management system aggregates the risk reports and provides regular reports to the Executive Board and the Supervisory Board on the risk situation of the Group. This reporting also includes a comparison of the risk portfolio with the Group's risk-bearing capacity as determined on the basis of rolling liquidity planning. An urgent reporting procedure is in place to ensure that the Executive Board of Sartorius AG receives all of the necessary details without delay when a new or emerging significant risk to the Group's net worth, financial position, and/or profitability is identified.

In order to provide a logical structure, Sartorius has defined four main risk categories: external risks, operating risks, financial risks, and compliance risks. Each main category is divided into several subcategories that are described in the following sections.

Moreover, a risk matrix has been created that categorizes the probability of occurrence and potential impact on 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 of occurrence | Impact	< €10 million	€10 – €50 million	€50 – €100 million	> €100 million

External Risks

General Risks

In principle, the ability to foresee and mitigate direct or indirect effects of general existential risks, such as natural disasters, pandemics, armed conflicts, or force majeure, and the resulting damage to economically relevant or even critical infrastructure, is limited. Yet Sartorius proactively takes measures, whenever feasible, to ensure that the Group can respond appropriately and at short notice is insured against any damage entailed in such risks.

The effects of the coronavirus pandemic also had a significant impact on Sartorius' business performance. Overall, as one of the leading bioprocess technology providers, the Group was able to help manage the pandemic by supplying products used in the manufacture of coronavirus vaccines and testing methods. Revenue generated in this context, however, fell significantly short of the previous year's level. At the same time, the temporary lockdown in China had a slightly adverse effect on the Group's business. Pandemic-related travel and contact restrictions were largely phased out in the reporting year and therefore had less of an impact than in previous years. Sartorius currently assumes that the additional business in connection with the coronavirus pandemic will no longer have a significant impact on the Group's business performance in the future. The supply chain situation remained challenging in 2022, but has eased somewhat overall compared with the previous year.

The war in Ukraine, which has been ongoing since February 2022, had no significant direct impact on the Group as a whole in 2022. The countries affected accounted for just over 2% of consolidated revenues in 2021. Since the beginning of the war, Sartorius has discontinued all business activities in Russia that are not related to humanitarian medical products. These activities are carried out in compliance with the applicable sanctions and in line with the practices of other companies in the pharmaceutical and health sectors. In 2022, however, revenues fell significantly short of the previous year's level, and a further decline is expected in 2023.

From the perspective of the Group as a whole, Sartorius does not hold any significant non-current assets in Russia, Belarus, or Ukraine. The risk of default in connection with accounts receivable in Russia is limited due to an insignificant amount of receivables as of the reporting date, intensive receivables management, and changes in payment terms (e.g., delivery of products only after receiving payment in advance).

While the direct effects of the war on the Sartorius Group's financial situation were limited overall, there were noticeable indirect effects. For example, although the Group does not do business with any major suppliers in the countries concerned, it saw an increase in logistics and energy costs as well as a rise in procurement costs for primary products and raw materials. In addition, some countries, particularly Germany, are highly dependent on natural gas from Russia, which means that there is a risk of massive repercussions, including production stoppages, at the Group's own sites and those of key suppliers in the event of a gas shortage.

The Group has been implementing a wide range of measures to mitigate these risks since the beginning of the crisis. Extensive price increases were introduced to compensate for the rise in procurement costs. The Group's German sites have largely succeeded in making themselves independent of Russian gas supplies, e.g., by creating the technical conditions necessary in order to switch to oil. Safety stocks from suppliers with energy-intensive production processes were increased significantly.

Overall, the direct and indirect effects of the war in Ukraine are not currently having a material impact on the Group's business performance. As the war is ongoing and it is impossible to reliably assess the further development of the conflict as well as its indirect effects, this situation is subject to a relatively high degree of uncertainty.

The Group's largest sites in Germany and France do not face any major risks from natural catastrophes, while the production plants in Puerto Rico and in Fremont, California, are exposed to the risks of severe hurricanes or earthquakes and could be impacted accordingly. To mitigate the associated risks, Sartorius applies the highest possible safety standards when constructing buildings and explicitly takes potential risk scenarios into account when defining strategies with regard to warehousing and the international production network.

In 2022, Hurricane Fiona caused significant damage in the Caribbean and Canada. Sartorius had to temporarily halt production at its site in Yauco, Puerto Rico, but there was no lasting impact on the Group's ability to supply its customers, and production was fully resumed within a few days.

Furthermore, political developments such as changes in the foreign trade policy of various countries can have an impact on the Group's business.

Since the Group companies operate globally and have international interdependencies, punitive tariffs and trade conflicts can have negative effects on the Group's business activities. To reduce any possible impacts, various measures are currently being reviewed, such as an extension of our supplier network.

Overall, the relevance of geopolitical risks to the Group's business activities has increased significantly in recent years. The Group monitors developments in this regard and, where possible, initiates risk mitigation measures at an early stage.

Business Cycle Risks

Owing to the concentration of its business activities in the life science sector, the effect of general economic developments on Sartorius is lower than average. The Lab Products & Services Division is susceptible to business cycles in certain areas that can pose a risk to its growth. This division's increasing focus on the biopharma sector, however, significantly reduces these risks.

Operating Risks and Opportunities

At Sartorius, value creation extends from procurement through production to distribution. Problems within this workflow can have consequential effects, including delays in deliveries. The Group's supply chain management system ensures that all of the processes along the entire value chain are analyzed and managed in order to largely minimize the risks in this context. On the other hand, the Group's high level of internationalization unlocks a number of opportunities. The individual risks and opportunities within the value chain are presented in detail below.

Procurement Risks and Opportunities

Sartorius 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.

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 or suppliers. In addition, the Group regularly conducts supplier audits and carefully monitors the delivery status and inventory levels of critical raw materials.

Sartorius actively manages procurement risks due to the current shortage of raw materials on the market. By concluding binding purchase agreements with suppliers and/or by seeking alternatives within the supplier network, Sartorius can reduce their impact and secure continuous supply.

Due to the strained market for electronic components, there is currently an increased risk of product counterfeiting in this area. To keep this risk as low as possible, the Group has implemented additional internal and external test cycles.

In addition, Sartorius identifies and evaluates its supplier base with respect to compliance with sustainability standards. In the event of deviations, the process provides for a variety of measures that are coordinated with the suppliers in question.

Opportunities in the field of procurement may arise if order volumes increase, thereby strengthening the Group's position with key suppliers.

Production Risks and Opportunities

On the basis of its core technological expertise, Sartorius manufactures a significant share of its products in-house with a high degree of vertical integration, for example, filters and laboratory balances. For other products, such as reusable fermenters, the Group works with suppliers, which means that some of the production risks can be shifted to external third parties. Where Sartorius manufactures products itself, the Group also 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.

Carefully planning of production capacities, using versatile machines, and semi-automated individual workstations in conjunction with flextime work schedules, and continuously monitoring of production processes, can significantly limit these risks. Moreover, Sartorius' global manufacturing network enables the Group to compensate for any capacity bottlenecks by shifting production to other regional plants as well as to limit the Group's dependency on individual local manufacturing sites. Furthermore, the Group has taken out business interruption insurance policies to compensate for any possible losses due to production downtimes.

Highly flammable or explosive substances are used in some production areas. The improper handling of such materials can result in significant 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 considers it an opportunity that investments in infrastructure and production resources have afforded the Group a high degree of flexibility in manufacturing operations and that the Group is capable of meeting customer requirements and regulatory standards with respect to business continuity concepts. In addition, this approach ensures that international production sites can concentrate on specific manufacturing technologies, leveraging regional cost advantages as a result. Continuous improvements in manufacturing, such as the simplification of processes, as well as increased automation and digitalization, also help to further increase efficiency.

Sales and Distribution Risks and Opportunities

The Group uses a variety of channels to sell and distribute products around the world. Possible risks include unexpected changes in the demand structure, for example, due to consolidations in the markets served by Sartorius, increasing price pressure, or failure to comply with supply agreements entered into with customers. Sartorius uses targeted market analyses to try to identify trends in demand in individual submarkets at an early stage so that it can react accordingly. Technical innovations and the fact that a large number of our products are used in validated production processes in the biopharmaceutical industry reduce the Group's exposure to the risk of growing price pressure. Distribution logistics have been optimized in recent years through the establishment and use of central warehouses, thus limiting the corresponding risks.

Opportunities arise in the area of sales and distribution when the increasing breadth of the product range – in both the bioprocess and lab segments – puts the Group in a position to sell new products to existing customers. Furthermore, opportunities arise for Sartorius from its generally long-term business relationships and its global presence. Finally, through acquisitions in cell analysis, Sartorius offers customers in the biopharmaceutical industry, a key sector for the Group, comprehensive product solutions to address needs ranging from research laboratories all the way to production processes.

Sartorius sources its key customers from the pharmaceutical, chemical, and food industries and from research and educational institutions in the public sector. These customers are usually relatively large organizations that have been in existence for some time and have strong credit ratings. Most of the Group's 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 and Opportunities

Sartorius has a leading competitive position in its core technologies and competes with mainly larger rivals sharing its status as a globally operating company. As the Groups serves a large number of customers from highly regulated sectors, such as the pharmaceutical and food industries, and the technology barriers to market entry are fairly high, Sartorius regards the probability of new competitors emerging the short term 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 in winning clients from competitors in this industry are also higher.

Further risks could arise from a change in the competitive environment, such as further consolidation in the markets or new competitors, for example in China. Sartorius has been continuously making acquisitions in recent years, thus further strengthening its market position and opening up new potential synergies.

Quality Risks and Opportunities

Customers use Sartorius products in a wide range of critical production processes, including the manufacture of medications, foods, and chemicals, and in research and development laboratories. Risks in this context primarily involve the failure to meet defined quality criteria, affecting the performance of the supplied products and, in the worst case, lead to losses on the part of customers, for which Sartorius may be held liable in the form of damages.

Through extensive quality controls and the use of modern manufacturing techniques in a classified clean room environment, Sartorius ensures that all of its products meet the highest standards of quality and the stringent regulatory requirements. Furthermore, these manufacturing methods and processes are subject to constant review as part of continuous improvement processes and are optimized as requirements evolve. Quality controls are carried out both within the manufacturing processes and as part of test procedures on the end products. This ensures that critical or essential product specifications are continuously achieved. A rigorous product release process also ensures that only products that meet agreed upon specifications are actually shipped.

The effectiveness of the existing quality systems has been confirmed by the successful completion of regular customer audits, as well as by certifications to ISO 9001 and, where applicable, to ISO 13485. Irrespective thereof, product liability risks are insured to a significant extent.

In addition, Sartorius has established a traceability system that enables the Group to efficiently identify and, if required, recall an entire production batch immediately. This minimizes the consequences if a defect or nonconforming component is discovered in a product. A complaint management system is used to process and systematically document customer feedback in a timely manner, ensuring that Sartorius efficiently analyzes reported cases and initiates the necessary measures.

In the sectors in which the Group is active, quality requirements are growing more and more stringent all the time, not least as a result of increasing requirements regarding 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. For Sartorius, this also unlocks opportunities by putting up further barriers to entry for potential market players. The reason is that challenging quality demands represent a considerable barrier to entry for potential new competitors and provide stimulus for further technical innovation. Moreover, through the Group's work on professional committees and membership in industry associations and standards committees, Sartorius actively takes part in drafting new standards and guidelines and is able to identify these emerging requirements at an early stage and prepare accordingly.

Research and Development Risks and Opportunities

Sartorius 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. The Group mitigates these risks by continuously monitoring trends and proof-of-concept activities on the one hand, and through project management, intensive development controlling, and the early involvement of customers in the development process on the other. In particular, Sartorius ensures that proofs-of-concepts and product designs are always reviewed promptly with regard to how well they meet customers' needs so products can be adapted accordingly as required. Continuously tracking technology trends and competitive activities, as well as filing patents at an early stages ensures that the Group has an appropriate technology and marketing position.

Intensive collaboration with partners who are among the global market and opinion leaders in their fields enables Sartorius to develop particularly innovative products. In areas such as membrane technology and plastics technology, sensors and biopharmaceutical process engineering, and analytic technologies for laboratory applications, the expertise of Sartorius specialists puts the Group at the very forefront of global research and development worldwide, presenting Sartorius with an opportunity to turn this technical knowledge into potential sales and an even stronger market position. The combination of different innovative activities in a separate Corporate Research Department enables the Group to identify promising developments at universities, startups and at customers' plants and ensure that all relevant IP positions are secured in advance.

Acquisition Risks and Opportunities

By nature, acquisitions provide many opportunities, such as sales growth, extension of the product portfolio, and development of new markets. By contrast, the purchase and sale of companies or parts of companies entail a number of typical risks, such as incorrect valuation assumptions or insufficient usage of anticipated synergy effects.

The Group takes a number of measures to mitigate these risks. These include performing a thorough due diligence review of important areas and carrying out comprehensive analysis of the market concerned. Furthermore, external consultants and experts are integrated into the purchase or sales processes as required. Sartorius especially focuses on drafting transaction contracts so that they adequately counter such risks, especially by incorporating clauses assuring specific characteristics or by including contractual warranty or guarantee provisions, as well as agreements regarding mechanisms for adjustment of the purchase price or 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. A Post Merger Integration (PMI) Office was established as an independent function in the Business Process Management Department to ensure the efficiency of the integration process and minimization of the associated risks.

Personnel Risks and Opportunities

As an innovative technology group, Sartorius employs a large percentage of highly qualified people. This entails the risk that Sartorius may not be able to hire a sufficient number of highly qualified employees in the future or may lose high performers currently working for the company. The strong growth of the Group and the associated expansion of its workforce also pose sizable challenges in connection with the integration and familiarization of new employees with the company, and thus also harbor risks.

Sartorius strives to retain employees in key positions and talented individuals over the long term by offering performance-based compensation models, targeted training opportunities, attractive fringe benefits, and by highlighting interesting development prospects. In this context, the Group particularly continued to enhance staff development initiatives and management programs. The success of these measures is reflected in the low attrition rates seen in recent years. In certain cases, employment contracts contain a clause prohibiting any move to a direct competitor.

Sartorius is countering demographic change primarily by training junior employees and promoting continuous learning for every employee, accompanied by appropriate performance development processes. This, in turn, creates opportunities for the Group, as training its own employees ensures that Sartorius can meet its own demand for qualified personnel.

In order to smoothly onboard new employees and ensure an appropriate transfer of knowledge, the Group has developed and implemented specific onboarding processes for employees and managers. In addition, Sartorius uses a digital HR platform that supports secure and stable processes and enables decisions to be made on the basis of high-quality data.

IT Risks and Opportunities

The Sartorius Group's business processes are supported by a wide array of specific software applications and IT systems. A failure or significant impairment of the business-critical IT systems and the supporting technical infrastructure due to cyberattacks or other threats, could significantly hamper the smooth functioning of the company's business processes and lead to manipulation, uncontrolled loss, or outflow of data.

Sartorius mitigates these risks by continuously investing in the implementation and operation of secure IT systems and applications and by continually developing and applying concepts and security measures on the basis of the international ISO 27001 Standard for Information Security Management Systems, among others. In addition, the Group incorporates the results of regular audits and vulnerability assessments by external companies specializing in IT security.

Safeguarding data, systems, and applications from misuse and other threats is managed via the uniform risk management system at Group level and implemented via the governance structure and IT risk management through appropriate IT security policies and effective communication and practices. Fundamental principles such as secure configuration, user training and security awareness, network security, malware prevention, privilege management, and incident response are fundamental to the security organization and procedures.

The Group continues to expect the threat of cyberattacks to increase worldwide, both in number and intensity. For this reason, the corresponding measures and activities were further expanded in the past fiscal year. Sartorius has strengthened the Group-wide IT security organization in terms of personnel and expertise, established a round-the-clock security control and defense team, and set up further systems and services to monitor, detect, and defend against cyberattacks.

The IT Department actively provides targeted information across the Group on potential cyberthreats and risks, and engages employees by giving them simple but effective ways to defend themselves in a decentralized manner and report suspicious incidents for review.

Financial Risks and Opportunities

The global nature of the Sartorius Group's operations entails that its business activities are inevitably exposed to financial risks. The most significant of these are exchange rate risks, interest rate risks, liquidity risks, and tax risks. Conversely, financial risks, most notably exchange rate risks and interest rate risks, are balanced by opportunities of approximately equal magnitude.

Exchange Rate Risks and Opportunities

As a consequence of its global business activities, Sartorius is exposed to risks arising from fluctuations in foreign exchange rates. Since around two-thirds of the Group's consolidated sales revenue is generated in foreign currencies and, in turn, approximately two-thirds of this total revenue in foreign currencies is in U.S. dollars or in currencies pegged to the U.S. dollar, Sartorius is positively or negatively impacted by currency effects when converting the currencies of balance sheet items and profit or loss items, respectively. Other currencies relevant to the Sartorius Group are the British pound, the Singapore dollar, the South Korean won, the Japanese yen, the Chinese renminbi, and the Swiss franc.

The Group's global production network enables Sartorius to offset the majority of sales revenues generated in foreign currencies within the Group against costs likewise incurred in foreign currency. For example, Sartorius manufactures many products for the North American market locally, and is not disadvantaged on the cost side in competing with U.S. rivals, insofar as this risk is concerned.

Sartorius continuously calculates its risk exposure 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 to take into consideration hedging transactions already executed. This is the basis used to decide whether to employ additional derivative financial instruments, especially spot, forward, and swap transactions, to adjust for maximum loss.

Interest Rate Risks and Opportunities

Sartorius has concluded fixed interest agreements for more than 70% of its loans outstanding so that any changes in the interest rate will not have any meaningful effects on consolidated earnings. The remaining portion of the financing instruments outstanding as of the reporting date is subject to variable interest rates on the basis of a short-term money market rate. Sartorius 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. The Group did not hold any interest rate derivatives as of December 31, 2022.

Liquidity Risks and Opportunities

Sartorius operates an active central liquidity management system in order to minimize the 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-term and short-term financing instruments are used for this purpose. With regard to the maturities of loans, Sartorius generally adopts a risk-averse approach.

A syndicated credit line of 800 million euros, which can be drawn down and repaid at short notice , and several smaller bilateral credit lines at individual Group companies are used to secure short-term liquidity. Furthermore, cash pooling agreements between selected Group companies are primarily used to manage liquidity across the Group, ensuring that available liquidity is used efficiently.

Tax Risks

Sartorius and its subsidiaries do business across the globe and are therefore subject to the tax laws and regimes of various countries. Changes in tax laws, rulings by the courts, and interpretation of the law 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.

The central Group Tax Department, which is supported by external consultants in the respective countries, continuously monitors and analyzes the tax environment in order to manage the resulting risks.

Compliance Risks

Regulatory Risks

As a partner to the biopharmaceutical and healthcare industries, Sartorius is also affected by regulatory changes in these sectors. The primary risk in this context is the possibility of regulatory authorities, such as the U.S. Food & Drug Administration (FDA), the European Medicines Agency (EMA), or other national or international bodies, taking a more restrictive approach to the approval of new drugs or medical devices of our customers. In addition, adherence to the regulations of other relevant authorities like the Environmental Protection Agency or the Department of Agriculture in the USA is important to contain local or global regulatory risks.

Failure on the part of Sartorius' 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 at Sartorius monitor the affected markets and assess whether the Group needs to make any changes to its processes.

Environmental Risks

Sartorius purchases a wide range of raw materials: consumables, and supplies, for example, plastic, metal, and electronic components, as well as packaging. In addition, some production processes generate waste due to the use of solvents, which is subject to special recycling and disposal regulations. In this context, there is a risk that the Group will fail to comply with the applicable legal requirements.

The Environmental Protection, Health, and Safety Department is responsible for ensuring that the Group complies with all applicable regulations. In order to manage environmental issues and mitigate risks, Sartorius has established environmental management systems (according to ISO 14001:2015 for both divisions. In addition, most of the Group's large production sites have been certified according to ISO 14001:2015, including the sites in France, India, Puerto Rico, and China. Appropriate functions exist at these locations to ensure compliance with legal and internal requirements and the ongoing implementation of sustainable technical innovations to improve environmental aspects in production processes.

Environmental and sustainability aspects are playing an increasingly important role in many business processes at Sartorius. The aspect of environmentally sustainable business activities has thus become a central element of how suppliers are selected.

For more information on these topics, please see the non-financial Group statement.

Litigation Risks

Litigation risks for Sartorius 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 lack any cost coverage allowances in the statement of financial position or that could have a substantial negative impact on the Group.

Assessment of the Overall Risk Situation and Risk Outlook

Where feasible, the Group adopted countermeasures and/or made risk provisions in the balance sheet during the reporting year to cover all discernible risks within the Sartorius Group, and specifically those risks that had a defined probability of occurrence, and the potential to materially affect the Group's net assets, financial position, and/or results of operations.

For the purposes of this report, Sartorius has assessed the probability of occurrence of risks as shown below and, in the adjacent columns, classified their particular significance for the entire Group. There were no material changes in comparison with the prior year.

Risk Category	Probability of Occurrence	Significance	Total Impact	Total Impact (Previous Year)
External risks				
General risks	Probable	Moderate	Medium	Medium
Business cycle risks	Possible	Moderate	Medium	Medium
Operating risks				
Procurement risks	Possible	Significant	Medium	Medium
Production risks	Possible	Significant	Medium	Medium
Sales and distribution risks	Possible	Moderate	Medium	Medium
Competitive risks	Possible	Moderate	Medium	Low
Quality risks	Remote	Significant	Medium	Medium
Research and development risks	Possible	Significant	Medium	Medium
Acquisition risks	Possible	Significant	Medium	Medium
Personnel risks	Possible	Significant	Medium	Medium
IT risks	Possible	Significant	Medium	Medium
Financial risks				
Exchange rate risks	Probable	Moderate	Medium	Medium
Interest rate risks	Probable	Moderate	Medium	Low
Liquidity risks	Remote	Moderate	Low	Low
Tax risks	Possible	Moderate	Medium	Medium
Compliance risks				
Regulatory risks	Possible	Significant	Medium	Medium
Environmental risks	Remote	Moderate	Low	Low
Litigation risks	Possible	Moderate	Medium	Medium

Following a detailed analysis of the overall risk situation, there are no risks discernible from today's perspective that could jeopardize the Group's continued existence as a going concern.

Furthermore, from today's perspective, there are no foreseeable risks that could jeopardize the Group's continued existence as a going concern in the future.

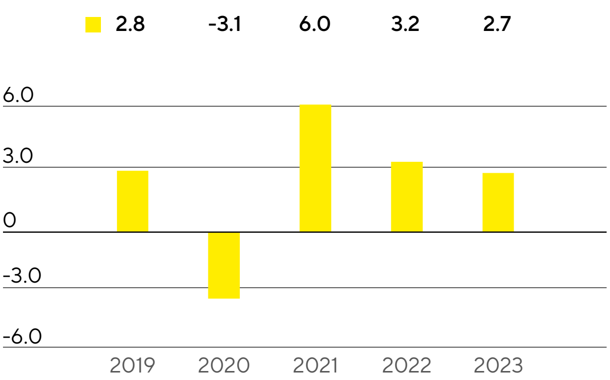
Forecast Report

Future Macroeconomic Environment

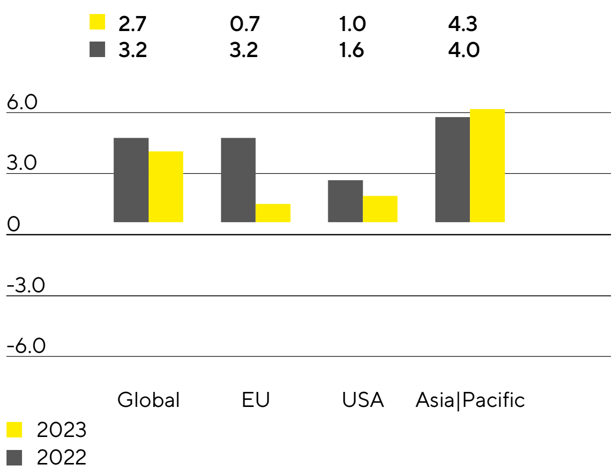
According to a forecast by the International Monetary Fund (IMF), the global economy is expected to continue growing in the current year, albeit at a slower pace. Global GDP is expected to grow globally by 2.7% in 2023 (2022: +3.2%), with an increase of 1.1% expected for industrialized countries (2022: +2.4%) and 3.7% for emerging and developing countries (2022: +3.7%). The economic environment continues to be characterized by numerous risk factors that are negatively impacting consumer and business sentiment. Inflation rates and the cost of living remain high and are weighing on consumer spending, while rising interest rates and a gloomier economic outlook are dampening corporate investments. At the same time, rising debt levels mean that national governments have fewer funds available for fiscal policy support measures, so that the risks of a global recession or stagflation have increased overall.

The IMF expects growth of 0.7% for the EU in 2023, compared with 3.2% in 2022. In Germany, Europe's largest economy, economic output is expected to contract by 0.3% (2022: +1.5%), while other European economies that are important for Sartorius, such as France and the United Kingdom, are likely to remain virtually stagnant, with growth rates of +0.7% (2022: +2.5%) and +0.3% (2022: +3.6%), respectively.

Global Development GDP
in %



Gross Domestic Product by Region
in %



Source: International Monetary Fund

According to the latest estimates, the United States is expected to grow by 1.0% in 2023, compared with 1.6% in the previous year.

The Asia|Pacific economic region is forecast to grow by around 4.3% (2022: +4.0%), with GDP in China expected to increase by 4.4% (2022: +3.2%) and in India by 6.1% (2022: +6.8%). Other countries in this region that are important for Sartorius are also expected to grow. South Korea is expected to grow by 2.0% (2022: +2.6%) and Japan by 1.6% (2021: +1.7%).

Exchange and Interest Rate Trends

Based on experts' estimates, base interest rates in the European Economic and Monetary Union are expected to increase from 2.50% at the end of 2022 to up to 3.00% in 2023. The U.S. Federal Reserve is also expected to initially raise the base rate further before making rate cuts in the second half of the year, to an estimated 4.65% by the end of 2023.

Inflation expectations for the euro area in 2023 are 6.2%, whereas the U.S. inflation rate is expected to be 3.2%.

The market consensus on the exchange rate of the euro to the U.S. dollar for the course of 2023 is that it will range between 0.95 euros to the U.S. dollar and 1.10 euros to the U.S. dollar.

Sources: International Monetary Fund, World Economic Outlook, October 2022; Bloomberg, UBS, November 2022.

Outlook for the Sectors

Biopharmaceutical Industry Maintains Dynamic Growth

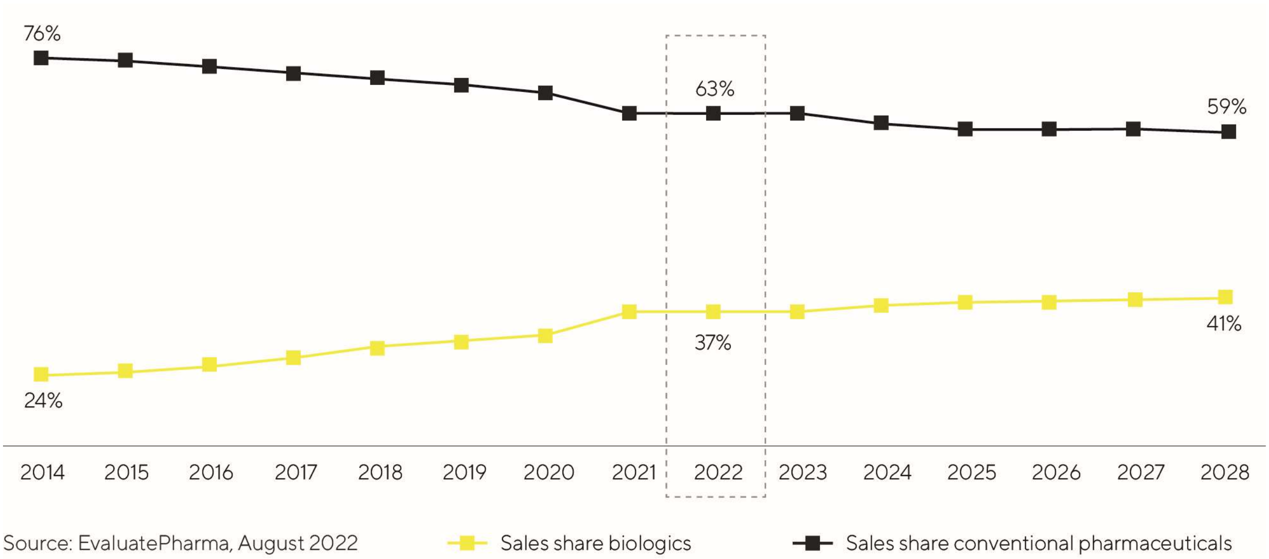
Strong, long-term trends drive growth in the pharmaceutical industry, which is almost entirely independent of business cycles. EvaluatePharma estimates that the global pharmaceutical market will grow by around 6% annually for the period up to 2028. Within the pharmaceutical market, the biopharma segment has been enjoying particularly strong performance for years and will continue to outperform the market according to various forecasts. Average annual growth is expected to range between 8% and 11% in the coming years. The market is expected to have a total value of around €575 billion in 2028, which means that the share of biological medications and vaccines as a percentage of total revenue in the global pharmaceutical market could rise from the current 37% to 41%.

From a regional perspective, China is still expected to be the most dynamic market. Positive regulatory and political conditions, a constantly rising number of local biotech companies, and increasing demand for advanced biopharmaceuticals have been fueling above-average growth for several years now. This trend could continue as a result of the huge amount of catch-up potential in the market and the improved availability of biotech medications.

Considerable growth in the United States and Europe is also anticipated, driven in particular by a growing need for medications for aging societies as well as the rising number of patients. In addition, the number of approved biopharmaceutical medications is steadily increasing. Of the estimated 10,000+ medications in R&D pipelines, over 40% are based on biological manufacturing processes. For example, biopharmaceuticals are increasingly being used in yet-to-be fully explored therapeutic areas and in the treatment of rare diseases that have so far been incurable. The pharma industry is increasingly concentrating on advanced therapies such as cell and gene therapeutics or biotechnologically processed tissue products. In 2022, more than 2,000 clinical trials with such treatment approaches were conducted, meaning that this area offers significant growth potential over the medium-to-long term. Innovative types of therapy for regenerative medicine and new substance classes, such as antibody-drug conjugates (ADCs) or mRNA-based drugs, are increasing the number and range of approved biopharmaceuticals in the long term and necessitating investments in innovative production technologies. As a result, they are key growth drivers.

Biosimilars, i.e., generic versions of reference biologics with comparable or better efficacy or fewer side effects than the original compounds, are also playing an increasingly important role in the growth of the biotechnology market. Current estimates indicate that by 2026, the market could grow by an annual average of 20% to 30% and reach a total value of approximately €42 billion. The significantly lower prices of biosimilars, particularly in emerging and developing countries, are creating new, affordable therapy options and are projected to result in increased demand and rising production volume. The development of national production capacities to meet the growing demand for medications is receiving political support in these countries and is fueling the establishment of local biotech companies. The biosimilars market in industrialized countries is also likely to expand considerably in the coming years due to the expiration of patents for high-selling biopharmaceuticals and an increasing number of approved biosimilars. While such generic medications have been widely used in Europe for many years and have been able to gain significant market share in some areas, progress in the USA has been rather slow until now due to regulatory, patent-law-related, and marketing hurdles. In the next few years, however, the development of increasing usage of biosimilars is likely to accelerate.

Biopharmaceuticals Are Gaining Importance – Growing Share of Sales in the Global Pharmaceutical Market



Source: EvaluatePharma, August 2022

The biopharmaceutical industry must meet growing demand for medications while producing an increasing number of approved medications and ensuring new types of therapy. Therefore, industry observers expect that worldwide bioreactor capacities will continue to expand in the years to come. At the same time, the industry faces rising cost pressure. This increases the significance of innovations for boosting flexibility and efficiency in biopharmaceutical research and production. In the future, the biopharmaceutical market will shift away from a low number of especially high-selling medications that account for a majority of total production volume towards an expanding range of products for smaller groups of patients. Technological progress leads to ongoing improvements in the productivity of biopharmaceutical production processes. Therefore, according to the research and consulting institute BioPlan, many manufacturers will likely rely increasingly on flexibly usable single-use technologies for the commercial production of many new medications. Particularly in the case of relatively small batches, single-use technologies already ensure more cost-effective production than conventional stainless-steel units and have a better environmental footprint. To master these challenges, more and more pharmaceutical companies are relying on digitalization and automation as well as innovative software solutions for controlling and optimizing their processes. A further trend is process intensification, in which several process steps, called unit operations, are interconnected, which, among other things, enables greater product quantities to be manufactured faster while achieving higher quality.

Further Growth Expected in the Laboratory Market

Various market observers expect the market for laboratory instruments and consumables to grow by about 4% to 5% annually in the next few years and to reach a total value of around €85 billion in 2026.

Regarding end markets, the greatest dynamics will probably continue to be generated by the pharmaceutical and biopharma industries, in particular, as a result of continuous research into and approval of new medications, the high momentum of scientific and technological innovations, and strong growth in China. For instance, EvaluatePharma expects sector-specific research spending to climb annually by 3.0% during the period from 2022 to 2028. According to market studies, the product area of bioanalytical instruments should particularly benefit from this and further grow at an above-average rate within the laboratory market.

Budget increases for academic and public-sector research institutions should also act as a growth driver in some countries. On the other hand, the pandemic and potential lockdowns or temporary production shutdowns, as well as the projected slowdown in global economic growth, pose risks to demand from industrial end markets. Market observers continue to expect China and India to generate the highest growth rates. Stricter regulatory requirements in a range of industries are also stimulating increased demand for instruments used in sample analysis and quality control. In addition, investments in laboratory infrastructure are becoming more attractive, especially in China, as a result of government-supported efforts to promote innovativeness in several key industries. The country invested more in research and development than the USA for the first time in 2021, as a result of which its share of R&D spending further increased.

Sources: BioPlan: 19th Annual Report and Survey of Biopharmaceutical Manufacturing Capacity and Production, April 2022; Evaluate Pharma: World Preview 2022, Outlook to 2028, October 2022; SDi: Global Assessment Report 2022, June 2022; www.fda.gov

Outlook for 2023

Following the exceptionally strong previous years, Sartorius expects further growth in 2023 despite demand normalization and anticipated further declines in the Covid-19-related business. Consolidated sales revenue is expected to increase by an amount in the low single-digit percentage range. Excluding the Covid-19-related business, the increase would be in the high single-digit percentage range. Acquisitions are anticipated to contribute around 1 percentage point to growth. The Group's underlying EBITDA margin should be around the level of the prior year (33.8%).

For the Bioprocess Solutions Division, the company anticipates sales revenue growth in the low single-digit percentage range. Excluding the Covid-19-related business, the increase would be in the high single-digit percentage range. Acquisitions are expected to contribute around 1 percentage point to growth. The division's underlying EBITDA margin is anticipated to be around the level reached in 2022 (35.7%).

Sales revenue growth in the Lab Products & Services Division is expected to be in the mid single-digit percentage range. Excluding the Covid-19-related business, the increase would be in the high single-digit percentage range. This division's underlying EBITDA margin is also expected to be around the level of the prior year (26.2%).

The company will continue its comprehensive capacity expansion program in 2023. The CAPEX ratio should be at roughly 12.5% and the ratio of net debt to underlying EBITDA at about 1.5. Possible acquisitions are not included in this projection.

All forecasts are based on constant currencies, as in the past years. In addition, management points out that the dynamics and volatilities in the life science and biopharma sectors have increased over the past years and the coronavirus pandemic has further amplified these trends. Moreover, the forecasts are based on the assumption of no deterioration in the geopolitical and global economic situation, supply chains, inflation, and energy supply, and no new relevant restrictions in connection with the coronavirus pandemic. Accordingly, current forecasts show higher uncertainties than usual.

Description of the Key Features of the Internal Control System

In relation to the Group Accounting Process (Section 289(4) and Section 315(4) of the German Commercial Code [HGB])

Definitions and Elements of the Internal Control System at the Sartorius Group

The internal control system (ICS) of Sartorius AG and the Sartorius Group encompasses all of the principles, procedures, and measures adopted to ensure the organizational implementation of management decisions. The main priority of the system as it relates to Sartorius AG's and the Group's accounting process is to verify that accounting is cost-efficient and formally correct and that it complies with the applicable legal provisions.

The internal control system of Sartorius AG and of the Sartorius Group consists of a combination of process-integrated and non-process-integrated monitoring measures. The process-integrated safeguarding measures are organizational measures, on the one hand, and control measures, on the other. The Supervisory Board, specifically in this case the Audit Committee of Sartorius AG, and the Group Auditing Department are involved in the Sartorius Group's internal control system through their non-process-integrated audit activities. The Audit Committee regularly reviews quarterly reports in addition to the annual financial statements of the parent corporation and the consolidated annual financial statements.

Moreover, to ensure systematic, early identification of risks across the entire Group, a "monitoring system for early group-wide detection of risks with the potential to jeopardize the company's continued existence" as defined in Section 91(2), of the German Stock Corporation Law (AktG) is in place at the Sartorius Group. The efficacy of the early risk detection system, which the Sartorius Group adapts promptly in response to any relevant changes in circumstances, is assessed by the independent auditors of Sartorius AG in accordance with Section 317(4), of the German Commercial Code (HGB). An integral component of this system is also operational risk management, which involves activities such as the transfer of risk to insurance companies through coverage for damage and liability risks, and the arrangement of suitable hedges to limit currency risks and interest rate risks.

Organizational Measures

Accounting processes are strictly organized according to the principle of segregation of functions and comply with the "four-eyes" principle – i.e., review by at least two individuals, also referred to as the dual-review or multiple-review principle. Duties and responsibilities are clearly assigned to different specialized departments and companies. The separation of administrative, executive, settlement, and approval functions reduces the possibility of fraud. It also continues to play a significant role in ensuring that any possible errors are discovered early and any potential misconduct is prevented.

The IT applications used in the company's accounting processes have access restrictions, which allow only authorized persons to have controlled access to the accounting system and data. Each access right is assigned specifically according to the tasks to be performed and is subject to annual review. Furthermore, the dual-review principle is also applied in IT process design and the assignment of access rights.

In addition, defined written local and global operating procedures exist that are regularly updated and communicated throughout the Group. The scope of regulation of the Group accounting guidelines extends to the central definition of valuation rules and parameters, among other aspects. Additional data for the presentation of external information in the notes to the financial statements and in the Group management report is also prepared and aggregated at Group level.

Continuous coordination of internal accounting during the year for planning and control with external accounting contributes significantly to the quality of Group financial reporting. Reporting itself is done through a standardized reporting system implemented throughout the Group. This system visualizes all consolidation processes. Internal controls, on the one hand, and the Group auditors of Sartorius AG, on the other hand, ensure that Group financial reports are accurately generated from the consolidated Group companies' financial statements.

The employees involved in the accounting process meet qualitative standards and receive regular training. The Group Financial Reporting Department assists the local units in resolving complex accounting issues, such as measuring fair value, to ensure consistent and accurate reporting in the consolidated financial statements. Complex evaluations, such as actuarial calculations and company valuations or purchase price allocations, are assigned to specialized service providers who involve the respectively qualified in-house staff.

Control Measures

Comprehensive control activities are performed by managers and staff to ensure effective and reliable accounting. As a result, this ensures compliance with legal requirements and internal guidelines as well as properly conducted business transactions. Examples of such control activities include the analysis of situations and developments with reference to specific key indicators. Moreover, every month individual reporting units comment on and explain special characteristics or variances using Group-wide standardized analytical tools as the basis. Further specific control activities performed to ensure effective and reliable Group accounting encompass the analysis and, where applicable, correction of the individual financial statements submitted by the Sartorius Group companies. A large number of automated control mechanisms already incorporated into the consolidated reporting system enable erroneous information to be identified and corrected at Group level. Impairment tests are conducted centrally for assets and/or cash-generating units considered material from the Group's perspective in order to ensure that consistent, standardized evaluation criteria are applied.

The Group Auditing Department draws up a risk-based audit plan annually and reviews in spot checks whether basic legal requirements and internal group guidelines are complied with for the entire control and risk management system of the Group. This monitoring function covers, in particular, audits of the functional efficiency and effectiveness of defined control measures. The results of these audits are reported directly to the audited departments and units, making it possible to efficiently remedy any identified deficiencies and to further enhance the company's internal control system (ICS). The Executive Board and the Supervisory Board regularly receive reports on audit activities.

The main rules governing the organization of the internal control system are defined in a manual based on business processes. This manual combines all ICS-relevant requirements that Group management considers of material importance into one standardized document and will be supplemented by further appropriate rules as necessary.

Qualifying Statements

The internal control and risk management system enables the complete recording, processing, and evaluation of company-related matters on the basis of the organizational, control, and monitoring structures defined in the Sartorius Group, as well as their accurate presentation in Group accounting. Yet it must be considered that an internal control system, regardless of its design, cannot guarantee absolute certainty with regard to the correct and complete recording of facts in the consolidated financial statements.

The statements made relate solely to the subsidiaries included in the consolidated financial statements of Sartorius AG, provided that this parent company has direct or indirect control over such subsidiaries within the meaning of the international accounting standards.

Corporate Governance Report

These contents were not part of the audit of the Group management report and the non-financial Group-statement.

Corporate governance aligned with the interests of stakeholders, lawful and responsible conduct, and constructive cooperation between the managerial bodies and within the company in a spirit of mutual trust constitute the essential cornerstones of Sartorius' corporate culture.

The Executive Board and the Supervisory Board report in the following declaration on the key aspects of corporate management and governance pursuant to Section 289f of the German Commercial Code ("HGB") and to Article 3.10 of the German Corporate Governance Code.

Declaration of Compliance with Corporate Governance

Declaration of the Executive Board and of the Supervisory Board of Sartorius AG Concerning the Recommendations of the Government Commission on the German Corporate Governance Code Pursuant to Section 161 of the German Stock Corporation Law ("Aktiengesetz"):

The Executive Board and the Supervisory Board declare that Sartorius AG complied with the recommendations promulgated by the Government Commission on the German Corporate Governance Code (GCGC) in the period since issuing last year's Declaration of Compliance dated December 9, 2021, with the following exception, and will continue to comply in the future:

In divergence from the recommendation pursuant to G.10(1) of the GCGC, the variable compensation paid to the members of the Executive Board – except for that of the Executive Board Chairman – consists only to a minor extent of share-based compensation components. The Supervisory Board is of the opinion that the existing structure of the variable compensation, which corresponds to the compensation system approved by the Annual General Meeting, also achieves an incentive structure that is geared towards the sustainable and long-term development of the Company.

For the period prior to June 27, 2022, the above declaration refers to the GCGC as amended on December 16, 2019, and for subsequent periods to the GCGC as amended on April 28, 2022, as published by the Federal Ministry of Justice in the official section of Germany's Federal Gazette ("Bundesanzeiger") on June 27, 2022.

Göttingen, December 8, 2022

For the Supervisory Board	For the Executive Board
Dr. Lothar Kappich	Dr. Joachim Kreuzburg

Further Remarks Concerning Corporate Governance

Sartorius AG is a joint stock corporation founded under German law and headquartered in Göttingen, Germany. With the Annual General Meeting, Supervisory Board; and Executive Board, it has three corporate managerial bodies whose tasks and powers are essentially derived from the German Stock Corporation Law ("Aktiengesetz", abbreviated in German as "AktG") and the company's Articles of Association.

As owners of the company, the shareholders exercise their rights at its Annual General Meeting, where they decide, in particular, on the appropriation of profits, measures concerning share capital, amendments to the Articles of Association, formal approval of the actions taken by the Supervisory Board and the Executive Board, and the appointment of statutory auditors, as well as electing shareholder representatives to the Supervisory Board. The Annual General Meeting meeting is held at least once a year within the first eight months of the respective fiscal year.

In managing the company, the Supervisory Board and the Executive Board perform their tasks in a dual management system, each with separate duties and powers.

The Supervisory Board appoints members to the Executive Board, determines their compensation and monitors and advises the Executive Board in its management of the company. The Supervisory Board is not authorized to take any operational management measures for the business. The Supervisory Board's rules of procedure are published on the company's website.

The Executive Board is responsible for independently managing the company. In particular, it defines corporate strategy, coordinates and agrees on this approach with the Supervisory Board, and implements such corporate strategy. In line with established reporting obligations, the Executive Board regularly informs the Supervisory Board promptly and comprehensively, and requests the latter's approval for certain key business transactions.

Composition and Operating Mode of the Supervisory Board and Its Committees

The Supervisory Board has an equal number of shareholder representatives and employee representatives: six shareholder representatives elected by the Annual General Meeting and six employee representatives elected according to the German Codetermination Law ("Mitbestimmungsgesetz"). The members serve a regular term of office of five years. Members can be reelected.

The Supervisory Board Chairman coordinates the work of the Supervisory Board, convenes the meetings, and chairs them. Furthermore, he is the first individual for the Executive Board to contact and externally represents the matters of the Supervisory Board.

The Supervisory Board holds at least two meetings every six months. This board has established four committees: the Executive Task Committee, the Audit Committee, the Conciliation Committee, and the Nomination Committee. The Executive Task Committee, Audit Committee, and Conciliation Committee each have four members, consisting of an equal number of shareholder representatives and employee representatives. The Executive Task Committee and Audit Committee hold regular meetings; the Conciliation Committee and the Nomination Committee meet only as necessary.

Audit Committee

Chair:
Prof. Dr. Klaus Rüdiger Trützschler

Other members:
Dr. Lothar Kappich
Dietmar Müller
Manfred Zaffke

Duties:
The Audit Committee supports the Supervisory Board in performing its supervisory function.

It must include at least one member of the Supervisory Board with expertise in the field of accounting and at least one other member with expertise in the field of auditing.

The Chairman of the Audit Committee, Prof. Dr. Klaus Trützschler, is independent and has expertise in the fields of accounting, auditing, and risk management thanks to his many years of service as Chief Financial Officer, Audit Committee member, and professor of business administration. In addition, Professor Trützschler actively follows current developments in the field of sustainability reporting and contributes this expertise to the Audit Committee and the Supervisory Board of Sartorius AG.

As a further member of the Audit Committee, Dr. Lothar Kappich has particular knowledge and experience in the application of accounting principles and internal control procedures from his professional practice as a controller, general manager, and management consultant. Dr. Kappich also possesses expertise in the fields of sustainability reporting and auditing.

Executive Task Committee

Chair:
Dr. Lothar Kappich

Other members:
Annette Becker
Prof. Dr. Klaus Rüdiger Trützschler
Manfred Zaffke

Duties:
The Executive Task Committee carries out preparatory work for resolutions and issues to be addressed in the meetings of the Supervisory Board. It also oversees the preparations for appointments, including the compensation and employment contract conditions of members of the Executive Board. The Executive Task Committee regularly discusses long-term succession planning for the Executive Board.

Nomination Committee

Members:
Dr. Lothar Kappich
Dr. Daniela Favoccia
Prof. Dr. Klaus Rüdiger Trützschler

Duties:
The Nomination Committee consists of three members representing the shareholders. Its task is to suggest suitable candidates to the Supervisory Board for its election proposals to the Annual General Meeting for the shareholder representatives on the Supervisory Board. In doing so, it takes into account the goals regarding the Board's composition.

Conciliation Committee

Chairman:
Dr. Lothar Kappich

Other members:
Annette Becker
Prof. Dr. Klaus Rüdiger Trützschler
Manfred Zaffke

Duties:
The Conciliation Committee meets if the majority required in connection with the appointment of members to the bodies authorized to represent the company for legal purposes is not reached.

Further information on the number and agenda of the individual meetings of the Supervisory Board and its committees as well as individual meeting attendance in the reporting year can be found in the Supervisory Board's report.

The Supervisory Board carries out an assessment annually to determine how effectively the board as a whole and its committees fulfill their tasks. In the reporting year, this self-assessment was completed with external support on the basis of a questionnaire that was filled out by the Supervisory Board members. The results of this survey were presented in anonymized form in December 2022 and discussed within the Supervisory Board.

Appointment Objectives for the Supervisory Board in terms of Areas of Expertise and Diversity

Members of the Supervisory Board of Sartorius AG are to be appointed such that they, on the whole, have the knowledge, skills, and experience that are necessary to perform the Board's duties properly.

For this purpose and based on the recommendations of the German Corporate Governance Code, the Supervisory Board decided on the following appointment objectives:

- Diversity: The members of the Supervisory Board should have complementary professional profiles and international experience. In view of achieving an appropriate gender balance, the legal quotas of at least 30% women and at least 30% men apply to the Sartorius Supervisory Board. The shareholder representatives and the employee representatives decided to fulfill these legal targets separately. Further details can be found in the Supervisory Board's competence profile.

- Age limit: A fundamental age limit of 70 applies to members of the Supervisory Board at the time they are elected. The age limit may be waived in individual cases, provided there are no reservations about the suitability of the persons proposed and their election is expedient to the interests of the company in spite of the age limit being exceeded.

- Maximum number of mandates / time resources: A Supervisory Board member who is not a member of the management board of a listed company is not to hold more than five Supervisory Board positions at external listed companies or perform comparable functions; in this regard, the chairmanship of a Supervisory Board counts twice. A Supervisory Board member who is a member of the management board of a listed company must not hold more than two Supervisory Board positions at external listed companies or perform comparable functions, and must not chair the Supervisory Board at an external listed company. Regardless of other mandates held, care must be taken that every member has enough time to fulfill his or her mandate in the Supervisory Board of Sartorius AG.

- Independence: According to the GCGC, the Supervisory Board should include an appropriate number of shareholder representatives, but no less than four independent members. The ownership structure is to be taken into account. In the opinion of the shareholder representatives on the Supervisory Board, Prof. Dr. David Ebsworth, Dr. Daniela Favoccia, Ilke Hildegard Panzer, Frank Riemensperger, and Prof. Dr. Klaus Rüdiger Trützschler are independent members of the Supervisory Board. As the executor for the community of heirs of Horst Sartorius, Dr. Lothar Kappich is to be regarded as dependent upon the controlling shareholder. However, despite the fact that Dr. Kappich has served on the Supervisory Board since April 2007 and has thus been a member for more than 12 years, the shareholders on the Supervisory Board regard him as independent of the company and its Executive Board. Thus, a Supervisory Board membership of many years alone would not constitute the grounds for the existence of any significant, or not merely temporary, conflict of interest. In particular, the fact that Dr. Kappich represents the majority of the voting rights in the company counters the presumption of his dependence on the company and its Executive Board.

- Former members of the Executive Board: No more than two former members of the Sartorius Executive Board are to serve simultaneously on the Supervisory Board.

- Function at competitor companies: Members of the Supervisory Board should not hold any board function or consulting mandate at companies that are important competitors of Sartorius AG, and should not be in a personal relationship to an important competitor.

- In addition, the Supervisory Board has defined a competence profile. The members of the Supervisory Board should have experience in the life science sector as well as knowledge of key competitors and a basic understanding of marketing and sales strategies.

- Members of the Supervisory Board should have knowledge of technologies and products relevant to the Group as well as experience in the fields of innovation processes and research & product development, especially in the biopharmaceutical sector.

- Members of the Supervisory Board should have expertise in the international markets relevant to the Sartorius Group.

- Members of the Supervisory Board need to have in-depth knowledge of financial business processes and competences in financial controlling and risk management; at least one member of the Supervisory Board must have expert knowledge of accounting and at least one further member of the Supervisory Board expert knowledge of auditing (Section 100, Subsection 5 of AktG). Accounting and auditing activities also include sustainability reporting and its audit.

- Members of the Supervisory Board should have in-depth knowledge of law and compliance, in particular expertise in the areas of capital markets and corporate law. In addition, members should have knowledge and experience in the field of corporate governance.

- The Board should have in-depth knowledge of and experience in human resources issues, in particular in the fields of international human resources planning as well as executive recruitment and succession planning.
- The Supervisory Board should have in-depth knowledge of the Sartorius organizational structure and processes in order to be able to take the employees' perspective into account.
- Members of the Supervisory Board should have experience in the areas of digitalization and data-based business models.
- Furthermore, there should be sufficient sustainability/ESG and CSR expertise on the Board.
- The Supervisory Board should also always include members with international experience or backgrounds.

According to the Supervisory Board's self-assessment, the members on its board meet the diversity and competency requirements. In addition, the board meets the appointment objectives described above.

Competency profile

	L. Kappich	M. Zaffke	A. Becker	D. Ebsworth	D. Favoccia	P. Kirchhoff
Corporate governance and strategy development	X	X		X	X	
Customer-specific perspectives				X		
Technology and product development				X		
International markets				X		X
Financial economy	X	X		X		X
Corporate and capital market law					X	X
Human resources		X	X	X		
Employee-specific perspectives		X	X			X
Digitalization			X			
Competence sustainability and regulatory affairs	X				X	X
International experience or life backgrounds				X	X	

	D. Müller	I. Panzer	H. Ritzau	K. Trützschler	F. Riemensperger	S. Wirth
Corporate governance and strategy development		X		X	X	X
Customer-specific perspectives	X	X	X			
Technology and product development		X			X	
International markets		X			X	
Financial economy	X			X		
Corporate and capital market law				X		
Human resources		X		X	X	X
Employee-specific perspectives	X		X			X
Digitalization		X	X		X	
Competence sustainability and regulatory affairs				X		
International experience or life backgrounds		X			X	

With a view to achieving an equal gender balance, the Supervisory Board meets the quota of 30% set for the underrepresented gender. The Supervisory Board includes a total of seven men (around 58%), of whom four are shareholder representatives and three are employee representatives. In addition, five women (around

42%) are members of this board, among them two representatives of the share owners and three representatives of the employees. As a result, the gender quota requirements are met on both sides of Supervisory Board representation and on the full Supervisory Board itself.

To facilitate comparison of the appointment objectives, brief resumés of the Supervisory Board members are available on the Sartorius website.

Composition and Operating Mode of the Executive Board

The Executive Board of Sartorius AG manages the company under its own responsibility, with the goal of increasing the company's value over the long term. It develops the company's strategy, coordinates it with the Supervisory Board, and ensures that this strategy is implemented effectively. Beyond that, the rules of procedure for the Executive Board define the legal transactions requiring approval by the Supervisory Board in order for such transactions to be affected. The Executive Board is responsible for compliance with all provisions of the law and the company's internal policies, as well as for appropriate risk management.

Decision-making by the Executive Board is done at its regular meetings, which are convoked and conducted by the Chairman. Other specialists and managers are invited as necessary to provide advice.

The Executive Board members are jointly responsible as a collegiate body for matters of special significance. In all other respects, each member independently manages the area of the company to which he or she has been assigned in accordance with the distribution-of-business plan, and the Chairman must be informed of all material transactions and events.

Composition of the Executive Board, Diversity and Competency Requirements

In the opinion of the Supervisory Board, the basic qualification criteria for appointments to positions on the Executive Board are professional qualifications for heading each particular area of responsibility, a proven track record along the individual's career path, and impressive managerial skills. In addition, the Supervisory Board also considers the aspect of diversity in its appointment decisions. Therefore, the Supervisory Board strives to appoint people with complementary profiles, professional and personal life experiences and in different age brackets to the Executive Board. Moreover, the latter board is required to have broad international experience.

The Supervisory Board deals regularly with succession planning for the Executive Board in its Executive Task Committee and in its plenary sessions. To identify special talent within the company, promising junior staff are invited to make presentations to the Supervisory Board on specific topics.

An Executive Board member must not be older than 65 years of age at the time of his or her appointment. This age limit can be waived in individual cases, provided there are no reservations about the suitability of the person proposed and his or her appointment is expedient to the interests of the company in spite of the age limit being exceeded.

Currently, the Executive Board of Sartorius AG consists of four men and, since January 1, 2019, with the same personnel composition.

Name	Ressort	Year of birth	Initial order	End of current ordering period
Dr. Joachim Kreuzburg (Chairman)	Chairman of the Board	1965	2002	November 10, 2025
René Fáber	Full member, responsible for the BPS division	1975	2019	December 31, 2026
Rainer Lehmann	Chief Financial Officer	1975	2017	February 28, 2025
John Gerard Mackay	Full member, responsible for the LPS division	1962	2019	December 31, 2023

Further information, including information on memberships of supervisory boards and other comparable domestic and foreign supervisory bodies of business enterprises, is published on page 244 of this report.

The statutory participation requirement pursuant to Section 76(3a) AktG, which came into force in August 2022, applies to the number of women on the Executive Board. The statutory participation requirement will be implemented with the next new appointment to the Executive Board.

Regarding the appointment of women to the Executive Board of Sartorius AG as well, the Supervisory Board supports the activities of the Executive Board to further increase the percentage of female executives at the management levels subordinate to the Executive Board in the company. The Executive Task Committee and the full Supervisory Board regularly receive reports on the development of the proportions of women in senior-level management positions.

First and Second Management Levels Below the Executive Board

Over the past years, the percentage of women at the first two management levels below the Executive Board has considerably increased on the whole and is already at a comparably high level.

The Executive Board resolved in 2017 to increase the percentage of women at both levels of management below this Board to around 30% by the next deadline of June 30, 2022. The target was clearly exceeded, with the percentage of women at the first level standing at 50% (N-1: 9 women / 9 men), while at the second level it was roughly achieved at around 29% (N-2: 25 women / 61 men).

A target of one-third women was set for both management levels in March 2022, to be achieved by the deadline of December 31, 2025.

It should be noted that owing to the relatively small number of managers at the first level, even individual personnel changes can lead to sizable swings in this percentage. Moreover, the integration of acquired companies has frequently led to fluctuations in the past, and this effect cannot be ruled out for the future.

Remuneration Report | Remuneration Policy

The remuneration report for fiscal 2022 and the auditor's notice in accordance with Section 162 of AktG, the compensation policy currently in place as approved by the Annual General Meeting on March 26, 2021, pursuant to Section 87a, Subsections 1 and 2, sentence 1, of AktG, and the resolution approved by the Annual General Meeting on March 26, 2021, on the remuneration pursuant to Section 113, Subsection 3, of AktG are publicly accessible at www.sartorius.de/Compliance.

Further Corporate Governance Practices

Risk Management, Internal Monitoring System and Compliance Management System

Conscientious management of commercial risks is a key principle of good corporate governance. Sartorius AG and the Group have at their disposal enterprise-wide and company-specific reporting and control systems designed to facilitate the recording, assessment and management of commercial risks. These systems are developed and adapted continuously as conditions evolve. The Executive Board informs the Supervisory Board regularly of existing risks and their development. The Audit Committee is concerned, in particular, with monitoring of 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. Details on risk management are presented in the Opportunity and Risk Report.

The internal control system (ICS) is based on the principles, guidelines, and measures introduced by the Executive Board that are aimed at the organizational implementation of the Executive Board's decisions. They include the management of risks and opportunities relating to the achievement of business objectives, ensuring that internal and external accounting is accurate and reliable, and compliance with the legal rules and regulations relevant to Sartorius. This also includes sustainability aspects, which are continuously refined and updated on the basis of regulatory requirements.

All of the Sartorius Group's functions are integrated into a global matrix organization and are part of the ICS. The scope of activities each function is responsible for performing varies and depends, among other aspects, on the specific risks associated with the function. Each function's management is required to implement an appropriate and effective ICS in its area of responsibility, based on the methodology that is mandatory throughout the Group.

Overall responsibility for the ICS lies with the Executive Board. The Sartorius Group's individual functions support the Executive Board in creating and maintaining appropriate and effective processes for implementing, monitoring, and reporting on internal control activities.

Extensive control activities are carried out by managers and employees within each function's individually defined processes to ensure that the processes are reliable and effective. As a result, this ensures compliance with legal requirements and internal guidelines as well as properly conducted business transactions. Examples of such control activities include the analysis of situations and developments with reference to specific key indicators. Based on the defined control mechanisms, errors can be identified and corrected at the Group level. In addition, the Group Auditing Department draws up a risk-based audit plan each year and reviews in spot checks whether basic legal requirements and internal group guidelines are complied with for the Group's entire control and risk management system. This monitoring function covers, in particular, audits of the functional efficiency and effectiveness of defined control measures. The results of these audits are reported directly to the audited functions, making it possible to efficiently remedy any identified deficiencies and to further enhance the company's internal control system (ICS). The Executive Board and the Supervisory Board regularly receive reports on audit activities. The main rules governing the organization of the ICS are defined in a manual based on business processes. This manual combines all ICS-relevant requirements that Group management considers of material importance into one standardized document and will be supplemented by further appropriate rules as necessary.

Part of the ICS is also a compliance management system that is valid worldwide. With this, Sartorius ensures that the members of its individual boards, executives and employees comply with all legal regulations and codes, and perform their activities in accordance with the company’s internal rules and guidelines. Targeted training and awareness-raising prevent any misconduct, as well as economic damage and loss of image.

Sartorius makes every effort to ensure optimal risk management by using a combination of approaches: a preventive compliance approach designed to proactively stop any potential breaches before they occur and a repressive compliance approach intended to continuously monitor compliance with the company's rules. These processes are closely intermeshed, creating a standardized compliance management system that aims to offer the best possible protection against potential violations of rules and regulations. Sartorius has developed a Code of Conduct as a preventive component of its compliance management system and has committed to an Anti-Corruption Code. An internal system is available for reporting any suspicious circumstances involving potential compliance violations.

The Executive Board is not aware of any circumstances that would speak against the suitability and effectiveness of the risk management system and the ICS.

Further information can be found in the “Description of the Key Features of the Internal Control System” section and on the company’s website at www.sartorius.com.

Transparency

Sartorius AG places great importance on disclosing consistent and complete information promptly. Information about the economic position of the Group and new developments is consequently released regularly, without delay, as it becomes known in order to inform participants in the capital market and interested members of the public at large. The annual report, first-half financial report, and quarterly reports are published within the time frames specified for this purpose. Current developments and material events are publicized as press releases and, where appropriate, ad hoc announcements. This information is usually made available in German and English simultaneously and published via suitable media and on the internet. Capital market participants remain in close contact with the company’s investor relations team. Investors and analysts are provided information on current and future business performance in conference calls held in conjunction with the respective quarterly reporting. Sartorius regularly participates in roadshows and investor conferences and holds its own capital market events.

The chief recurring events and publications, such as the Annual General Meeting, the annual report and the interim reports, are listed on a financial calendar that may be viewed at any time on the Group website.

Share Trading Activities of Supervisory and Executive Board Members

We have been notified of the following transactions involving Sartorius AG shares or related financial instruments by members of the Executive Board and Supervisory Board or other persons with management responsibilities, as well as by persons closely related to them: The Chairman of the Executive Board, Dr. Joachim Kreuzburg, sold a total of 20,000 preference shares on November 14, 2022. Reported transactions are published on the Sartorius AG website.

The Chairman of the Executive Board, Dr. Joachim Kreuzburg, holds 113,785 ordinary shares and 93,785 preference shares in the company. They were transferred to him as components of his compensation on the basis of corresponding agreements in his employment contracts dated December 18, 2015, and November 26, 2020, each with a minimum holding period of four years from the beginning of the respective contract. For further information on this transfer, please see the Remuneration Report..

As executor of the estate of Horst Sartorius, the Supervisory Board Chairman, Dr. Lothar Kappich, holds around 50.1% of the ordinary shares issued by the company. Beyond this, there is no notifiable possession of shares or financial instruments by members of the Executive Board or Supervisory Board consisting directly or indirectly of more than 1% of the shares issued by the company.

Accounting and Independent Statutory Audit

The consolidated financial statements and the Group Management Report, as well as the consolidated interim financial statements and reports, are prepared in accordance with the International Financial Reporting Standards (IFRS) as they are to be applied within the EU, and according to the commercial law regulations to be applied under Section 315e, Subsection 1, of the German Commercial Code, HGB. The annual financial statements of Sartorius AG are prepared in accordance with German commercial law, HGB. The consolidated financial statements and the annual financial statements are prepared by the Executive Board, audited by the independent auditors elected by the Annual General Meeting, and approved by the Supervisory Board.

It has been agreed with the independent auditors that they will notify the Supervisory Board directly of any potential disqualification or bias issues and any material findings and incidents identified during the audit. This also encompasses the corporate governance reporting duties pursuant to Section 161 of the German Stock Corporation Law (Aktiengesetz).

The Supervisory Board | The Executive Board

Non-financial Group Statement

The following section presents the Non-financial Statement of Sartorius AG for the Sartorius Group for fiscal 2022, hereinafter referred to as the "Non-financial Statement." The Sartorius Stedim Biotech S.A. subgroup is exempt from the obligation to prepare its own non-financial statement upon submission of this Non-financial Statement.

The information presented herein did not form part of the audit of the Group Management Report, as it was subject to a separate limited assurance engagement performed by KPMG AG Wirtschaftsprüfungsgesellschaft.

Notes on Reporting

Framework

This statement was prepared in accordance with sections 315b and 315c in conjunction with 289c to 289e of the German Commercial Code ("HGB"). International frameworks such as the GRI and Greenhouse Gas Protocol (GHG) Protocol were used to prepare the indicators.

Material Topics Subject to Reporting Requirements

The topics subject to reporting requirements are derived directly from the strategic sustainability topics defined in fiscal 2022, which are described in the Sustainability Management section.

Consolidation

The concepts requiring presentation under Section 289c(3) of the German Commercial Code (HGB) for the main sustainability issues, including due diligence processes and the results of the concepts, relate to the entire Group in accordance with the scope of consolidation for financial reporting (see page 184 et seq. of this Annual Report), unless otherwise stated at the respective point.

Further Information

The key performance indicators provided in this statement serve to quantify the Group's performance and do not constitute performance indicators relevant to company management within the meaning of Section 289c(3) of the German Commercial Code (HGB).

The presentation of indicators in this statement has been largely restructured and expanded compared with the previous year. Where available, the values for fiscal 2021 were taken from the 2021 Non-financial Statement or calculated and expanded retrospectively. Subsequent calculations and additions have been indicated at the respective points.

Where new data concepts and calculation methods are used as well as in the case of identified errors in the data reports, the values for fiscal 2021 have been restated in this Non-financial Statement. This applies to the greenhouse gas emissions reported in the "Climate" section and the work-related injuries reported in the "Social Responsibility" section. Data restatements are indicated at the respective points.

Detailed explanations on greenhouse gas accounting can be found in the last chapter of this Non-financial Statement.

Sustainability reporting in this Non-financial Statement is supplemented by the Sustainability Report of the Sartorius Group, which is prepared based on the GRI Standards. This will be published in the first quarter of 2023 for fiscal 2022.

Sustainability Management

Business Model

Sartorius operates in the life science sector – more precisely, in the field of medical biotechnology. As a partner to the biopharmaceutical industry, the Group manufactures products and process technologies that are used in the development and production of biological medicines and vaccines. In this context, the Group places a particular focus on innovations that make it possible to increase the safety, speed, and efficiency of the development and production process for such active ingredients. This allows new therapies to be made available to patients earlier, at lower prices, and to a larger number of patients.

For further information on the Group's business model, strategy, and objectives, please refer to the section "Business Model, Strategy, and Goals" in the Annual Report.

Ambition and Strategic Sustainability Topics

As a signatory to the United Nations Global Compact, the Group is committed to complying with certain social and environmental standards when conducting its business activities. This includes identifying and preventing, or mitigating, adverse impacts on the environment and society that may arise throughout the upstream and downstream value chain as a result of business operations and provide remediation.

Sartorius maintains a close, ongoing dialogue with its stakeholders in this regard. We define stakeholders as those individuals, companies, institutions, and interest groups that are able to influence the success of the Sartorius Group or are affected by the company's activities. This particularly includes customers, employees, investors, suppliers, and business partners as well as local residents. During the reporting year, Sartorius continued engaging and interacting with its customers in a variety of formats. Major interactive events in the fiscal year included an ESG investor conference, a supplier day focusing on sustainability, and an internal dialogue on the new Sartorius climate action strategy, in which nearly 3,000 Group employees actively participated.

In fiscal 2022, Sartorius defined the following strategic sustainability topics for the Group, taking its stakeholders' concerns into account:

- Climate
- Materials and circularity
- Water and wastewater
- Social responsibility
- Corporate governance

- Sustainability in the supply chains

Dedicated ambitions, Group-level objectives, and operational targets as well as implementation plans are now gradually being developed and implemented or further refined for these sustainability topics.

Steering

In fiscal 2022, Sartorius established the Corporate Sustainability Department to systematically advance the issue of sustainability within the Group. The Chairman of the Executive Board is responsible for this department, which reports directly to him. The department's job is Group sustainability management and therefore the development of strategic sustainability topics and corresponding targets at the Group level. Identifying and coordinating necessary initiatives to achieve these goals, sustainability reporting, and overseeing the Corporate Sustainability Committee are also the responsibility of the Corporate Sustainability Department.

Under the leadership of the Chairman of the Executive Board, the entire Executive Board and the heads of the relevant departments meet on an ad hoc basis as the Corporate Sustainability Committee to discuss the further advancement of strategic sustainability topics with respect to targets and concepts. The committee did not meet in the reporting year and is planned to meet in 2023.

In fiscal 2022, the Corporate Sustainability Department focused on developing a comprehensive greenhouse gas (GHG) reporting system as a basis for managing sustainability topics. In this context, numerous alignment meetings in consultation with the Executive Board took place. In addition, the department made progress with the implementation of the Group's climate strategy and the implementation of Germany's Supply Chain Due Diligence Act within the framework of steering groups.

Risks

The required disclosures on risks pursuant to Section 289c(3) of the German Commercial Code (HGB) can be found in the Opportunities and Risks section of the Annual Report. The Group did not identify any risks within the meaning of Section 289c(3) of the HGB in the 2022 fiscal year.

External Evaluations of Sustainability Performance and Capital Market Indices

Sartorius' sustainability performance is evaluated on a regular basis. An overview of the most recent evaluations of sustainability performance can be found in the following table. The results are incorporated into the concepts aimed at continuously improving sustainability performance.

Latest Company Ratings

Company	Rating	Publication	Results
Sartorius AG	EcoVadis	10.11.2021	60/100 (83th percentile) – silver
Sartorius AG	CDP	14.12.2022	B
Sartorius AG	MSCI	27.09.2022	A
Sartorius Stedim Biotech S.A.	MSCI	05.12.2022	BBB

In addition, Sartorius AG is listed in Deutsche Börse's DAX ESG 50 sustainability index. This index includes the leading 50 companies based on ESG (environmental, social, governance) performance, market capitalization, and turnover.

Development of the Strategic Sustainability Topics

Climate

Ambition
Sartorius aims to reduce greenhouse gas (GHG) emissions in relation to turnover and thus gradually decouple them from Group growth.

Concept and Due Diligence Processes
Against this background, the Group set a target of reducing CO_2 emission intensity by an average of 10% per year, measured against the base year of 2019. Sartorius has defined this indicator as adjusted gross GHG intensity per net turnover by market-based calculation in gCO_2e/€ based on the Accounting and Reporting Standards of the Greenhouse Gas (GHG) Protocol. However, it accounts for instead of the purchased goods and services in the GHG category "Purchased goods and services", only for the goods and services actually consumed for the manufacture of Sartorius' products and services sold during the fiscal year. This indicator was included in the Executive Board's and management's long-term variable compensation components in fiscal 2022.

To achieve the targeted reduction, Sartorius is focusing on avoiding emissions and improving process efficiency – at its own sites and in the upstream and downstream value chain. An implementation plan is currently being drawn up for the specific levers already identified at the end of the 2021 fiscal year. For example, the Group aims to reduce Scope 1 and Scope 2 emissions, in particular by switching to renewable energy sources at its own sites. When it comes to reducing Scope 3 emissions, the focus is initially on measures that address the upstream value chain. This includes, for example, an adapted supplier strategy as well as the optimization of shipping and logistics processes and the use of resources. Sartorius expects to spend around 1% of its annual turnover on reducing CO_2 emissions intensity.

To achieve its target for CO_2 emissions intensity, the Group has defined the following absolute targets with respect to Scope 1 and Scope 2 GHG emissions:

- Avoidable Scope 1 GHG emissions reduced to zero by 2030. Process emissions generated during membrane production are currently deemed unavoidable based on the technology available at present

- Scope 2 GHG emissions reduced to zero by 2030. This goal is subject to the availability of renewable energy at global locations.

Results of the Concept
GHG balance sheet

Sartorius published a comprehensive GHG balance sheet for the first time in fiscal 2022 that includes all 17 GHG categories based on the GHG Protocol. Detailed explanations on greenhouse gas accounting can be found in the last chapter of this Non-financial Statement.

Total gross GHG emissions (Scope 1, 2, and 3) according to a market-based calculation amounted to 1,137,703 tCO_2e in fiscal 2022 (previous year: 914,731 tCO_2e; base year: 573,539 tCO_2e). This represents an increase of 24.4% over the prior year and 98.4% over the 2019 base year. This increase was primarily due to the Group's significant growth. Since no negative GHG emissions, known as carbon removals, could be offset, gross GHG emissions correspond to net GHG emissions. Carbon removal is the process of permanently removing GHG emissions from the atmosphere using biological, chemical, and physical methods.

Gross Scope 1 GHG emissions amounted to 17,939 tCO_2e (previous year: 13,841 tCO_2e, base year: 13,529 tCO_2e), equal to an increase of 29.6% compared with the previous year and 32.6% compared with the base year. Gross Scope 2 GHG emissions amounted to 28,714 tCO_2e (previous year: 20,885 tCO_2e, base year: 25,777 tCO_2e), equal to an increase of 37.5% compared with the previous year and 11.4% compared with the base year. The respective increases are due to the growth-related increase in energy consumption and emissions generated during the membrane production process.

Gross GHG intensity per net turnover according to a market-based calculation stood at 0.000273 tCO_2e (previous year: 0.000265 tCO_2e, base year: 0.000314 tCO_2e). This represents a 2.6% increase over the prior year and a 13.2% reduction from the 2019 base year, respectively.

GHG Balance Sheet[1, 2]

	FY 2022	FY 2021	Base year: FY 2019
Gross GHG emissions - scope 1 in t CO_2e[3, 4, 5]	**17,939**	**13,841[6]**	**13,529**
Share of Scope 1 GHG emissions under regulated emission trading schemes in %	0	0	0
Gross GHG emissions - scope 2 - location-based calculation in t CO_2e[3]	**53,886**	**42,066**	**30,689**
Gross GHG emissions - scope 2 - market-based calculation in t CO_2e[3, 7]	**28,714**	**20,885**	**25,777**
Gross GHG emissions - scope 3 in t CO_2e	**1,091,050**	**880,006**	**534,233**
Category 1: Purchased goods and services in t CO_2e	521,912	447,894	238,446
Category 2: Capital goods in t CO_2e	95,492	69,759	36,892
Category 3: Fuel- and energy-related activities (not included in scope 1 and 2) in t CO_2e[3]	11,323	9,067	6,553
Category 4: Upstream transportation and distribution in t CO_2e	128,734	98,358	57,426
Category 5: Waste generated in operations in t CO_2e[3]	9,235	7,876	4,021
Category 6: Business travel in t CO_2e	21,067	6,318	26,093
Category 7: Employee commuting in t CO_2e[8]	22,053	19,134	15,019
Category 8: Upstream leased assets in t CO_2e	0	0	0
Category 9: Downstream transportation and distribution in t CO_2e	10,942	8,360	4,881
Category 10: Processing of sold products in t CO_2e	0[9]	0[9]	0[9]
Category 11: Use of sold products in t CO_2e[10]	222,138	165,654	108,626
Category 12: End-of-life treatment of sold products in t CO_2e	48,153	47,584	36,276
Category 13: Downstream leased assets in t CO_2e	0	0	0
Category 14: Franchises in t CO_2e	0	0	0
Category 15: Investments in t CO_2e	0[11]	0[11]	0[11]
Total gross GHG emissions (scope 1, 2 and 3) - location-based calculation in t $CO2_e$	**1,162,875**	**935,913**	**578,451**
Total gross GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e[7]	**1,137,703**	**914,731**	**573,539**
Total GHG removals in t CO_2e	0	0	0
Total net GHG emissions (scope 1, 2 and 3) - location-based calculation in t CO_2e	**1,162,875**	**935,913**	**578,451**
Total net GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e[7]	**1,137,703**	**914,731**	**573,539**
Gross GHG intensity - location-based calculation per net turnover in t CO_2e/€	**0.000279**	**0.000271**	**0.000317**
Gross GHG intensity - market-based calculation per net turnover in t CO_2e/€[7]	**0.000273**	**0.000265**	**0.000314**

1 The data presented contain uncertainties and should currently be seen as an indication with respect to Scope 3 emissions. Explanations on greenhouse gas accounting, including the data concepts and calculation methods applied, can be found in the last chapter of this Non-financial Statement.
2 Preparation based on the GHG Protocol (Corporate Accounting and Reporting Standard 2004 and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011).
3 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.
4 Excluding GHG emissions from fleet fuel consumption.
5 Fugitive emissions data currently only collected in Göttingen and Yauco.
6 The data for fiscal 2021 was restated in fiscal 2022 based on the application of new and complemented data concepts.
7 If a contract-specific emission factor was not available for the market-based calculation method, the location-based emission factor was used in accordance with the GHG Protocol.
8 Excluding GHG emissions from commuting by trainees, interns, and contingent workers.

9 In accordance with the GHG Protocol, this category is reported with zero GHG emissions because Sartorius cannot currently account for it appropriately due to the wide range of options available for further processing the Group's products, each of which has its own specific GHG profile, and because, according to one estimate, it is also not material to the Group's overall GHG accounting.
10 GHG accounting currently covers only products that require electricity to use.
11 This category is reported with zero GHG emissions, as the most relevant shareholding from a GHG perspective has been classified as not material in the financial reporting for fiscal 2022, and the GHG emissions related to this shareholding have also been assessed as not material to the Group's overall GHG accounting, according to an estimate.

CO_2 Emission Intensity

In fiscal 2022, the Group's CO_2 emission intensity, i.e., the adjusted gross GHG intensity per net turnover, stood at 256 gCO_2e/€ (previous year: 245 gCO_2e/€). The value for the base year of 2019 defined for the climate strategy was restated in fiscal year 2022 from 250 gCO_2e/€ to 308 gCO_2e/€ due to the application of new and complemented data concepts. The average annual reduction in CO_2 emission intensity from the base year therefore amounted to 6.0% in fiscal 2022. Sartorius plans to further improve and refine its GHG accounting in the coming years, which is why the company will continue to make restatements to previously reported indicators in the future, if necessary. Explanations on greenhouse gas accounting, including the data concepts and calculation methods applied, can be found in the last chapter of this Non-financial Statement.

CO_2 Emission Intensity

	FY 2022	FY 2021	Base year: FYJ 2019
Adjusted gross GHG intensity - market-based calculation per net turnover in t CO_2e/€[1]	**256**	**245**	**308[2]**
Average annual reduction in %	**6.0**	**10.8**	**n. r.**

1 The "Adjusted gross GHG intensity per euro of net turnover – market-based calculation," accounts for instead of the purchased goods and services in the GHG category "Purchased goods and services", only for the goods and services actually consumed for the manufacture of Sartorius' products and services sold during the fiscal year This means that the data has been adjusted for warehouse inventories.
2 The data for fiscal 2021 and the base year of 2019 was restated in fiscal 2022 based on the application of new and complemented data concepts.

Energy Consumption

Total energy consumption increased by 23.6% to 200,715 MWh in fiscal 2022 (previous year: 162,340 MWh). In this context, renewable energy sources accounted for 31.7% of total energy consumption, roughly the same level as in the previous year (30.9%). The Group-wide degree of coverage with certified energy management systems in accordance with ISO 50001 as of December 31, measured against the number of employees, stood at 27.1% (previous year: n.a.). Within the scope of the site-specific energy management systems in accordance with ISO 50001, energy flows such as the energy sources used and energy consumers as well as the energy efficiency status of the largest energy-consuming systems/facilities and processes/activities are systematically identified and evaluated. The data collected can then be used to develop measures that support Scope 1 and Scope 2 emission reductions and to measure their success.

At the Göttingen site, which accounts for almost 50% of total energy consumption and is therefore by far the largest energy consumer in the Group, work was carried out to expand the use of geothermal energy during the fiscal year. The goal is to secure the energy supply and operate a carbon-neutral campus as early as 2030.

Indicators Energy

	FY 2022	FY 2021[1]
Total energy consumption in MWh[2, 3]	**200,715**	**162,340**
Renewable energy consumption in MWh	**63,546**	**50,151**
Purchased certified renewable electricity in MWh	62,256	48,669
Self-generated solar energy in MWh	697	775
Purchased geothermal energy in MWh	594	707
Other renewable energy in MWh	0	0
Non-renewable energy consumption in MWh	**137,169**	**112,189**
Purchased heating oil in MWh	60,774	52,466
Purchased non-renewable electricity in MWh	53,422	45,094
Purchased district heating in MWh	10,653	6,262
Purchased diesel in MWh	8,797	4,957
Purchased heating oil in MWh	2,490	1,130
Purchased district cooling in MWh	815	1,530
Purchased LPG in MWh	218	751
Total share of renewable energy in %	**31.7**	**30.9**
Certified management systems according to ISO 50001 - Employee coverage as of 31.12. in %	**27.1**	**n.a.**

1 Total energy consumption for the 2021 fiscal year was taken from the 2021 Non-financial Statement and the breakdown into renewable and non-renewable energy consumption as well as the total share of renewable energy was calculated and added retroactively.
2 Preparation of the indicator based on the GRI Standards.
3 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.

Materials and Circularity

Ambition

Sartorius sources a wide range of raw materials, consumables, and supplies in order to manufacture its products and product packaging. This includes, in particular, plastic, metal, and electronic components as well as packaging materials.

The aim of a circular economy is to decouple economic growth from environmental pollution by recycling materials, i.e., not only reducing the consumption of resources but also simultaneously reducing the generation of waste, pollution, and greenhouse gas emissions.

For this reason, Sartorius aims to continuously optimize the selection and use of materials along the value chain, thereby improving its products' environmental footprint. This applies to the materials the company uses in terms of type and quantity at the beginning of a product's life, the material intensity on the part of the customer, and how materials are handled at the end of a product's life. To underscore its commitment, Sartorius has also been a signatory of the European Plastics Pact since 2019.

Concept and Due Diligence Processes

Closed-loop operations pose significant challenges to the specialized biopharmaceutical industry in which Sartorius operates. This is mainly due to the high standards of quality the products must meet, as they are used in the medical field.

Sartorius generates a large share of its turnover with presterilized products made predominantly of plastic, which are often used by customers to manufacture a single production batch. The overall environmental footprint of these plastic products is often better because less energy and water are required to produce the production batch. As such, the use of these plastic products can help customers improve their environmental footprint.

Nevertheless, Sartorius believes there is potential for improvement and, in particular, is looking for ways to increase the circularity of plastics along the product life cycle in line with the "New Plastics Economy Global Commitment" vision. The aim here is to reduce the resources required to a minimum and to promote effective and practicable recycling or to increase production output using the same amount of resources.

In this context, a holistic understanding of products that encompasses, for example, their material composition, manufacturing, transportation, use, and end-of-life handling is essential. Starting fiscal 2023, the Group intends to conduct life cycle assessments (LCAs) in accordance with recognized standards and industry practices as a decision-making tool during the course of developing or updating products, packaging, and processes in order to analyze and evaluate the relevant environmental impacts.

To optimize the use of materials and improve circularity, the divisions and business units have launched various initiatives, projects, individual measures, and collaborations for which a number of different functions are responsible.

With respect to waste management, Sartorius is working along the a five-step approach to the waste hierarchy, particularly on waste avoidance and recycling. To this end, Sartorius already makes efforts to reduce waste during the production process. This primarily applies to bag, membrane, and cartridge production. At the Aubagne site, plastic waste is sorted directly on the factory premises in order to recycle the scraps for reuse in other processes. The Environment, Health, and Safety (EHS) Department is responsible for waste management.

Results of the Concept

The total volume of waste generated increased by 64.5% to 18,581 tons (previous year: 11,295 tons). This was due to the generation of captured process wastewater and its appropriate disposal at our Yauco site. The volume of waste classified as hazardous under local legislation increased by 11.1% to 3,593 tons (previous year: 3,235 tons). Hazardous waste is primarily generated in membrane production due to the use of solvents. The total waste recycling rate stood at 28.8%, and therefore decreased due to the overall increase in the volume of waste (previous year: 44.2%).

The Group continued its initiative to reduce the use of plastics in fiscal 2022, along with various projects focused on reducing packaging waste, recycling production waste, and product end-of-life strategies. Plastic waste increased by 1.3% to 2.113 t (previous year: 2.087 t). At the same time, the plastic recycling rate increased by 0.8 percentage points to 75.4% (previous year: 74.5%).

Indicators Waste Generation

	FY 2022	FY 2021[1]
Total waste generation in t[2, 3]	**18,581**	**11,295**
Hazardous waste in t[4]	**3,593**	**3,235**
Recycled hazardous waste in t[4, 5]	456	527
Non-hazardous waste in t	**14,988**	**8,060**
Recycled non-hazardous waste in t[5]	4,894	4,464
Total waste recycling quota in %	**28.8**	**44.2**

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement.
2 Preparation of the indicator based on the GRI Standards.
3 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.
4 Waste is classified as hazardous in accordance with the respective local legislation.
5 Waste recycling is defined as the processing of products, components, and materials for reuse.

Indicators plastic waste

	FY 2022	FY 2021[1]
Plastic waste in t[2]	**2,113**	**2,087**
Recycled plastic waste in t[2]	1,593	1,555
Plastic recycling quota in %[2]	**75.4**	**74.5**

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement, and the quantity of recycled plastic waste and plastic waste recycling rate were calculated and added retroactively.
2 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.

Water and Wastewater

Ambition

At Sartorius, water is primarily used in the Bioprocess Solutions Division for membrane production and modification. The manufacturing processes for membranes and membrane products are optimized to minimize the use of rinsing water. Organic solvents are processed and for the most part, recycled. The goal is to ensure compliance with applicable regulations during the use and handling of hazardous materials. The company aims to avoid the use of critical substances when developing new products.

Concept and Due Diligence Processes

Distillation plants have been installed at the relevant consumption sites, such as Göttingen and Yauco, and are intended to ensure an almost closed solvent cycle. In addition, the Yauco and Bangalore sites have a cistern system that harnesses collected rainwater for various applications.

The company monitors its use of hazardous substances, for example on the basis of the REACH candidate list and comparable other lists of substances.

The Environment, Health, and Safety (EHS) Department is responsible for managing the use of water and hazardous substances throughout the Group. EHS managers at the sites are responsible for local environmental management. Within the framework of the local environmental management systems, the company evaluates environmental aspects such as water and wastewater loads, and initiates and follows up on improvement measures.

Results of the Concept

As of December 31, the degree of coverage with certified environmental management systems in accordance with ISO 14001, measured against the number of employees, stood at 53.6% (previous year: n.a.).

Water withdrawals for fiscal 2022 totaled 701,568 m^3 (previous year: 692,672 m^3). Of this total, the majority, 95.9% (previous year: 95.7%), came from public water supplies and 67.6% from areas suffering from water stress (previous year: 69.7%).

Indicators Water and Waste Water

	FY 2022	FY 2021[1]
Total water withdrawal in m^3 [2, 3]	**701,568**	**692,672**
Third-party water in m^3	672,630	663,156
Ground water in m^3	19,119	18,979
Surface water m^3	9,820	10,536
Total water withdrawal from water stress areas in %[4]	**67.6**	**69.7**
Certified management systems according to ISO 14001 - Employee coverage as of 31.12. in %	**53.6**	**n.a.**

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement.
2 Preparation of indicator based on the GRI Standards.
3 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.
4 Water withdrawals from areas under water stress are defined as those from areas where the level of water stress has been classified as "high" (40 – 80%) or "very high" (>80%) according to the Aqueduct Water Risk Atlas published by the World Resources Institute (WRI).

Social Responsibility

Ambition

In light of the Group's intention to continue growing, recruiting new employees and retaining existing ones is a strategic priority for Sartorius. To this end, creating an attractive, fair, and safe working environment is key. As a signatory to the UN Global Compact, the Group is also committed to respecting fundamental human rights within its own sphere of influence.

Concept and Due Diligence Processes

Human Rights and Labor Standards

The Group has made a policy statement on respect for human rights and a position statement on labor and social standards and occupational health and safety available to all employees worldwide on the intranet. Sartorius is committed to upholding human rights and labor standards that include the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, in particular the Universal Declaration of Human Rights, the UN International Covenant on Civil and Political Rights and the UN International Covenant on Economic, Social and Cultural Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Sartorius Code of Conduct sets binding minimum standards for law-abiding and ethical conduct throughout the Group, which also include binding labor standards.

These labor standards are overseen by various functions at different levels at Sartorius. For example, the Environment, Health, and Safety (EHS) Department coordinates the global concepts in the field of occupational health and safety. Individual sites have also introduced specific management systems in accordance with ISO 45001.

The company monitors compliance with the provisions of the Code as part of its compliance management system, for example through regular audits by the Group Auditing Department. Once a year, a report is submitted to the responsible Supervisory Board committee or, if this committee does not include employee representatives, to the local employee representative body. Further information on the compliance management system can be found in the corporate governance statement on page 101 et seq. of this annual report.

In addition, a centralized process for assessing the sustainability of the sites was introduced in fiscal 2022 that is also used to review compliance with the human rights requirements set out in the Sartorius Code of Conduct. For this purpose, the sites are externally audited by an accredited organization in accordance with Pharmaceutical Supply Chain Initiative (PSCI) standards. The PSCI has established itself as an initiative in the pharmaceutical industry to promote sustainability throughout the value chain. In a rolling process, a defined number of sites selected on the basis of risk are reviewed each year.

Employees also have the ability to report human rights and labor standards violations at any time to the appropriate manager, employee representatives, compliance officer, or via the compliance or whistleblower hotline.

Diversity

As a signatory to the Diversity Charter, Sartorius is committed to promoting workforce diversity beyond these basic labor standards and has established company-wide networks to this end, such as an LGBTQ Alliance and the Sartorius Business Women Association (SBWA) to achieve gender parity in management positions.

Employability

Furthermore, Sartorius is committed to promoting its employees' ongoing personal and professional development and has also enshrined this in its management guidelines.

Annual performance reviews between employees and their managers provide a forum for discussing performance, targets, and individual development opportunities. Various training opportunities exist throughout the Group, such as self-learning opportunities, targeted management development and mentoring programs, and also opportunities to work abroad.

Satisfaction

Within the framework of a global employee survey conducted twice a year, the Group regularly determines its employees' overall opinion of the company and its leadership culture, the workplace, and job satisfaction in general, for example.

In fiscal 2022, the employee net promoter score, which measures the extent to which employees would recommend Sartorius as an employer, was included as a target in the Executive Board's and management's short-term variable compensation components. Sartorius has set itself the goal of achieving an average annual score of 35, which is considered good in HR circles.

Results of the Concept

In fiscal 2022, Sartorius had 15,942 employees, 15.3% more than in the previous year (13,832). Similar to the previous year, 38.9% of the workforce were women (previous year: 39.3%) and the majority of employees were between the ages of 30 and 49, accounting for 58.8% of the workforce (previous year: 57.2%). The average age and length of employment were almost unchanged from the previous year, at 39.2 years (previous year: 39.1 years) and 6.6 years (previous year: 6.7 years), respectively. A total of 5.6% of employees worked part-time (previous year: 7.0%).

In fiscal 2022, five external sustainability-related site audits were carried out in accordance with PSCI standards, which included an assessment of compliance with human rights. The percentage of employees covered by site audits stood at 38.5% (previous year: n.a.).

Certified occupational safety management systems covered 6.9% of employees (previous year: n.a.). Across the Group, 5.8 work-related injuries occurred per million hours worked. The previous year's figure was restated from 6.3 to 4.4 due to a significant internal reporting error by a Group company. This means that 31.8% more injuries occurred per million hours worked than in the previous year. Three work-related injuries with serious consequences were documented in fiscal 2022 (previous year: 0). These are defined as work-related injuries that cause, or are likely to cause, more than six months of lost time. Similar to the previous year, none of the work-related injuries were fatal (previous year: 0).

A total of 232,699 training hours (previous year: 167,600 hours) was invested. This is equivalent to an average of 14.8 training hours per employee (previous year: 12.2 hours).

The fluctuation rate increased to 9.2% (previous year: 8.4%) and new hires rate decreased to 22.9% (previous year: 31.7%).

The employee net promoter score for the year stood at 29.2 on average, an increase over the previous year (previous year: 27.4). The score therefore is trending towards the defined target of 35. This was also due to the implementation of measures at the team level which employees had indicated were necessary in the survey.

Indicators Social Responsibility

	FY 2022	FY 2021[1]
Total employees as of 31.12.	**15,942**	**13,832**
Women in %	38.9	39.3
Age group ≤ 29 years in %	20.8	22.2
Age group 30 - 49 years in %	58.8	57.2
Age group ≥ 50 years in %	20.4	20.6
Part-time in %	5.6	7.0
Average age	39.2	39.1
Women in management positions in %	32.9	32.2
Average years of tenure as of 31.12.	**6.6**	**6.7**
Women	6.1	6.2
Men	6.8	7.0
≤ 4 years in %	61.1	59.0
5 -14 years in %	25.5	27.0
≥ 15 years in %	13.4	14.0
External sustainability-related site audits (PSCI audits)	**5**	**n.a.**
Employee coverage in %	38.5	n.a.
Certified management systems according to ISO 45001 - Employee coverage as of 31.12. in %	**6.9**	**n.a.**
Work-related injuries [2, 3, 4]	**159**	**104 [5]**
Work-related injuries per million hours worked [2, 3, 4]	**5.8**	**4.4 [5]**
Work-related injuries with a serious outcome [2, 3, 4, 6]	**3**	**0**
Fatal work-related injuries [2, 3, 4]	**0**	**0**
Total training hours[4]	**232,699**	**167,600**
Total average training hours per employee[4]	**14.8**	**12.2**
Women[4]	15.2	12.5
Men[4]	14.5	12.1
Total fluctuation rate in %	**9.2**	**8.4**
Women	10.1	9.6
Men	8.5	7.6
Age group ≤ 29 years in %	13.3	13.3
Age group 30 - 49 years in %	7.8	6.7
Age group ≥ 50 years in %	8.9	7.9
Total new hires rate in %	**22.9**	**31.7**
Women	24.2	33.4
Men	22.1	30.5
Age group ≤ 29 years in %	44.2	65.2
Age group 30 - 49 years in %	20.1	25.5
Age group ≥ 50 years in %	9.4	12.7
Employee Net Promoter Score	**29.2**	**27.4**

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement. This does not apply to total employees broken down by age group, average age, and women in management positions, and employee net promoter score. This data was calculated and added retroactively.
2 Preparation of indicator based on the GRI Standards.
3 This figure includes all work-related injuries that go beyond requiring basic first aid, i.e., requiring a visit to the doctor; it does not include commuting injuries; it does not include work-related injuries of trainees, interns, and contingent workers.
4 Excluding the companies newly acquired in the reporting year.
5 Due to a significant reporting error by a Group company, the data for fiscal 2021 has been restated. Fewer work-related injuries occurred than previously reported.
6 Serious work-related injuries are those that have caused or will cause 6 months of lost time.

Corporate Governance

Ambition

Corporate governance aligned with the interests of stakeholders, lawful and responsible conduct, and constructive collaboration between the managerial bodies and within the company in a spirit of mutual trust constitute the essential cornerstones of Sartorius' corporate culture.

Concept and Due Diligence Processes

Corporate governance is based on the requirements defined in the German Corporate Governance Code. The corporate governance statement and declaration of compliance can be found in the annual report.

Through its global compliance management system, Sartorius aims to ensure that the members of its individual boards, executives, and employees comply with all legal regulations and codes and perform their activities in accordance with the company's internal guidelines. The basic principles of the compliance management system, which, in essence, is based on Sartorius' global Code of Conduct, are also explained in the corporate governance statement.

The issue of anti-corruption is also a central component of the compliance management system. The related requirements employees must comply with are laid out in a dedicated Anti-Corruption Code, and employees regularly receive training focused specifically on the contents of the Code.

Results of the Concept

In fiscal 2022, 11,883 employees (previous year: 9,143 employees) completed the Code of Conduct training and 12,154 employees (previous year: 9,341 employees) completed the Anti-Corruption Code training. This represents 75.6% and 77.4% of the total employees, respectively.

Indicators Corporate Governance

	FY 2022	FY 2021[1]
Employees who completed training on Code of Conduct[2]	**11,883**	**9,143**
Employee coverage in %[2]	75.6	66.8
Employees who completed training on anti-corruption code[2]	**12,154**	**9,341**
Employee coverage in %[2]	77.4	68.2

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement. This does not apply to the employee coverage rate. This was calculated and added retroactively.
2 Excluding the companies newly acquired in the reporting year.

Sustainability in the Supply Chain

Ambition
With roughly 8,000 suppliers from more than 40 countries and a purchasing volume equivalent to more than 40% of turnover, Sartorius' supply chain plays a significant role in the company's sustainability transformation. For this reason, the Group expects suppliers and their suppliers to comply with sustainability standards and to promote sustainability.

Concept and Due Diligence Processes
Our fundamental sustainability requirements were laid out in our Code of Conduct for Business Partners, which was updated in September 2022 with respect to some human rights issues in the context of the implementation of Germany's Supply Chain Due Diligence Act (LkSG) and published in a new version.

This Code of Conduct has been binding for new suppliers since 2019. Both new and existing suppliers are required to sign the updated Code of Conduct.

In fiscal 2022, Sartorius introduced a standardized, multi-stage process to assess supplier sustainability. This is based on internal and external information and requires corrective measures to be taken in the event of noncompliance. In order to discuss the results, the Bioprocess Solutions Division has already set up a risk committee in the current fiscal year, and the results are reported to this committee on a regular basis.

The new supplier evaluation process involves reviewing compliance with sustainability requirements using self-assessments based on standardized questionnaires via recognized sustainability platforms. For selected suppliers, Sartorius engages independent on-site sustainability audits by external third parties. Furthermore, sustainability aspects are also part of the on-site quality audits conducted by Sartorius itself.

The sourcing departments are responsible for ensuring that suppliers are bound by the Code of Conduct and for verifying compliance with the requirements. The quality departments are responsible for carrying out the quality audits.

In addition, Sartorius maintains a continuous dialogue with suppliers to promote their commitment to sustainability issues.

Results of the Concept
In November 2022, the Bioprocess Solutions Division held a workshop with more than 50 selected, international suppliers at its main site in Göttingen to discuss, among other issues, the topics of climate change mitigation and the implementation of Germany's Supply Chain Due Diligence Act (LkSG) and thereby make further progress in these areas.

As of December 31, 2022, 441 suppliers had signed the updated 2022 Code of Conduct for Business Partners (previous year: n.a.). This means that suppliers that have signed the 2022 Code of Conduct account for 12% of Sartorius' total purchasing volume (previous year: n.a.). In addition, the company has received a total of 654 valid sustainability-related supplier self-assessments (previous year: 110). This means that suppliers that have submitted a self-assessment account for 49% of Sartorius' total purchasing volume (previous year: n.a.). Furthermore, the company carried out 125 of its own quality-related supplier audits that included sustainability aspects (previous year: 107). External sustainability audits have not yet been carried out at any suppliers' sites, as the process was newly introduced in fiscal 2022.

The Bioprocess Solutions Division already completed the sustainability assessment for strategic suppliers in fiscal 2022. The company has since analyzed the results and, on this basis, defined corrective measures that are currently being implemented. In addition, Sartorius has begun the assessment of its nonstrategic suppliers.

Indicators Supply Chain

	FY 2022	FY 2021[1]
Suppliers having signed the Code of Conduct for Business Partners 2022	**441**	**n.a.**
Coverage purchasing volume in %	12	n.a.
Sustainability-related supplier self-assessments as of 31.12.[2]	**654**	**110**
Coverage purchasing volume in %[2]	49	n.a.
External sustainability-related supplier audits	**0**	**n.a.**
Coverage purchasing volume in %	0	n.a.
Own quality-related supplier audits, which include sustainability aspects	**125**	**107**

1 The data for fiscal 2021 was taken from the 2021 Non-financial Statement.
2 Includes the available sustainability-related self-assessments via recognized sustainability platforms which, according to the platform, are valid as of the reporting date or whose validity date is not older than two years.

Disclosures Pursuant to the EU Taxonomy Regulation

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-eligible and taxonomy-aligned turnover, capital expenditures, and operating expenditures with respect to the EU's six environmental objectives: climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems.

In accordance with the simplified procedure granted by the EU Commission, the disclosure requirement for fiscal 2021 was initially limited to taxonomy-eligible turnover, capital expenditures, and operating expenditures for the environmental objectives of climate change mitigation and climate change adaptation. 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. Companies are required to disclose taxonomy-aligned turnover, capital expenditures, and operating expenditures for the first time for fiscal year 2022. Economic activities that meet the technical screening criteria and the minimum safeguards criteria are considered to be taxonomy-aligned.

The following disclosures constitute the mandatory disclosures required of the Sartorius Group in accordance Article 8 of the EU Taxonomy Regulation 2020/852 for fiscal 2022.

Special Notes on Reporting

Legal Framework

Preparation of the required disclosures was fundamentally associated with uncertainties for Sartorius, in particular because a number of unanswered questions currently still exist regarding the definition of taxonomy-eligible economic activities, the interpretation of the technical screening criteria and the minimum safeguard criteria, which have not yet been conclusively answered by the EU Commission. The company has taken information into account that was available through January 31, 2023.

Materiality approach

Capital expenditures and operating expenditures were disclosed on the basis of materiality thresholds. Economic activities that accounted for less than 1% of total taxonomy-eligible capital expenditures and operating expenditures were qualitatively assessed in terms of their significance for Sartorius. Amounts classified as immaterial have been reported as not taxonomy-eligible and therefore were not subject to further assessment for taxonomy alignment. This applies to capital expenditures and operating expenditures related to activities 4.1 "Electricity generation using solar photovoltaic technology", 7.4 "Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)", and 8.1 "Data processing, hosting and related activities".

Since Sartorius did not recognize any capital expenditures and only immaterial operating expenditures related to fossil gas in fiscal 2022 for the economic activities described in EU Commission Delegated Regulation 2022/1214 and in Annex XII, the reporting pursuant to Annex XII of EU Commission Delegated Regulation 2021/2178 does not apply.

Procedure for Determining Taxonomy Alignment ("Compliance Assessment")

Sartorius used a three-step process to determine which turnover, capital expenditures, and operating expenditures were taxonomy-aligned:

- **Determination of Basically Taxonomy-Eligible Economic Activities:** The process of determining the Group's economic activities that are basically 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 means of a survey of the relevant Group companies. The results are described in each of the following sections. With respect to the EU environmental objective "adaptation to climate change", the company's economic activities were generally not found to make a significant contribution.

- **Assessment of Compliance with the Minimum Safeguards:** Sartorius 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 particularly refers to the existing Group-wide risk management system, which is described in the "Risk and Opportunities" section in the Annual Report. 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 measures, 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 Executive Board accordingly.

  Corruption and Bribery: In this regard, the Group to refers to the existing Group-wide compliance management system, which is described in the "Corporate Governance Report" section of this Annual Report starting on page 102 et seq.

Fair Competition: In this regard, the Group would like to refer to the existing Group-wide compliance management system, which is described in the "Corporate Governance Report" section of the Annual Report.

Human Rights: With respect to the required 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 existing measures for its own sites and direct and indirect suppliers described in this Non-financial Statement, which can be found in the "Social Responsibility" and "Sustainability in the Supply Chain" sections, respectively. Sartorius' human rights due diligence system does not extend to customer relationships, as the Group has not identified any relevant areas of risk stemming from Sartorius' products and services. Since the taxonomy-aligned capital expenditures and operating expenditures reported below for fiscal 2022 relate to Germany, Sartorius has assessed and determined the effectiveness of the system exclusively within this framework.

Avoiding Double Counting

Sartorius currently allocates the amounts listed below exclusively to the environmental objective of climate change mitigation. Furthermore, the individual economic activities reported for capital expenditures and operating expenditures are not interrelated. This approach eliminates double counting.

Turnover from Taxonomy-Eligible and Taxonomy-Aligned Economic Activities

The turnover pursuant to Section 1.1.1. of the Delegated Act on Article 8 of the EU Taxonomy Regulation corresponds to the figure reported on the Statement of Profit or Loss for the fiscal year in question on p. 168 of this Annual Report, which was determined on the basis of the International Financial Reporting Standards (IFRS) applicable to the consolidated financial statements.

In fiscal 2022, the Sartorius Group did not generate any turnover from the economic activities specified in the Delegated Acts for climate change mitigation and climate change adaptation. So far, the legislation only addresses particularly relevant economic activities for the achievement of the environmental objectives in the field of climate change mitigation and climate change adaptation, meaning that only a limited range of industries is covered. As a result, Sartorius does not have any taxonomy-eligible economic activities for which it would currently have been possible to assess compliance with the technical screening criteria.

Accordingly, taxonomy-aligned turnover accounted for 0% of total consolidated turnover in fiscal 2022 (previous year: n.a.).

				SC[1]	DNSH[2]							Taxonomy-aligned proportion of turnover		
Economic activities	NACE code	Turnover	Proportion of turnover	Climate protection	Climate protection	Climate adaptation	Water protection	Pollution	Circularity	Biodiversity	Minimum safeguards	FY 2022	FY 2021	Category
		€ in million	in %	in %	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	in %	in %	E/T[3]
A. Taxonomy-eligible economic activities														
A.1. Environmentally sustainable activities (taxonomy-aligned)														
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1.)	n.a.	0	0	0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0	n.a.	n.a.
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)														
Turnover of taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	n.a.	0	0											
Total (A.1. + A.2.)	**n.a.**	**0**	**0**											
B. Taxonomy-non-eligible economic activities														
Turnover of taxonomy-non-eligible activities (B)	n.a.	4,174.7	100											
Total (A + B)	**n.a.**	**4,174.7**	**100**											

1 SC stands for "substantial contribution"
2 DNSH stands for "do no significant harm"
3 E stands for "enabling"; T stands for "transitional"

Capital Expenditures for Taxonomy-Eligible and Taxonomy-Aligned Economic Activities

Capital expenditures in accordance with Section 1.1.2. of the Delegated Act on Article 8 of 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 investments and additions from acquisitions, in the sections "15. Other intangible assets", "16. Property, plant and equipment", and "17. Leases".

The analysis of these capital expenditures revealed that the Sartorius Group incurs such expenditures that relate to the purchase of products or services (letter c under Section 1.1.2.2 of the Delegated Act on Article 8 of the EU Taxonomy Regulation) from the following taxonomy-eligible economic activities:

- Activity 6.5: Transport by motorbikes, passenger cars and light commercial vehicles

- Activity 7.7: Acquisition and ownership of buildings

Sartorius' assessment of compliance with the technical screening criteria for these taxonomy-eligible economic activities 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." Capital expenditures on vehicles already include numerous e-cars. This means that the company has met key EU taxonomy criteria, for example with regard to CO_2 emissions. Sartorius 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 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. Sartorius was able to successfully evaluate the SC and DNSH criteria for most of the buildings in Germany.

As such, taxonomy-aligned capital expenditures accounted for 13% of all capital expenditures in fiscal 2022 (previous year: n.a.).

100% of the company's capital expenditures consist of additions recognized in accordance with IAS 16, IAS 38, IAS 40, and IFRS 16.

Economic activities	NACE code	Capital expenditures	Proportion of capital expenditures	Climate protection	Climate protection	Climate adaptation	Water protection	Pollution	Circularity	Biodiversity	Minimum safeguards	FY 2022	FY 2021	Category
				SC[1]	DNSH[2]							Taxonomy-aligned proportion of capital expenditures		
		€ in million	in %	in %	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	in %	in %	E/T[3]
A. Taxonomy-eligible economic activities														
A.1. Environmentally sustainable activities (taxonomy-aligned)														
7.7. Acquisition and ownership of buildings	n.a.	110.5	13	100	Ja	Ja	Ja	Ja	Ja	Ja	Ja	13	n.a.	E
Capital expenditures of environmentally sustainable activities (taxonomy-aligned) (A.1.)	n.a.	110.5	13	100								13	n.a.	
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)														
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	n.a.	7.8	1											
7.7. Acquisition and ownership of buildings	n.a.	180.2	21											
Capital expenditures for taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	n.a.	188.0	22											
Total (A.1. + A.2.)	**n.a.**	**298.5**	**34[4]**											
B. Taxonomy-non-eligible economic activities														
Capital expenditures for taxonomy-non-eligible activities (B)		569.6	66											
Total (A + B)		**868.1**	**100**											

1 SC stands for "substantial contribution"
2 DNSH stands for "do no significant harm"
3 E stands for "enabling"; T stands for "transitional"
4 Figure rounded down due to mathematical constraints

Operating expenditures for Taxonomy-Eligible and Taxonomy-Aligned Economic Activities

Operating expenditures as defined in Section 1.1.3. of the Delegated Act on Article 8 of the EU Taxonomy Regulation include all direct, non-capitalized costs associated with research and development, renovation measures, short-term leases, and maintenance and repair.

The analysis of these operating expenditures revealed that the Sartorius Group incurs such expenses that relate to the purchase of products or services (letter c under Section 1.1.3.2 of the Delegated Act on Article 8 of the EU Taxonomy Regulation) from the following taxonomy-eligible economic activities:

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

The associated operating expenditures were allocated based on the capital expenditures determined to be taxonomy-aligned. At Sartorius, this only includes the costs associated with renovating and maintaining buildings.

As such, taxonomy-aligned operating expenditures accounted for 1% of all operating expenditures in fiscal 2022 (previous year: n.a.).

				SC[1]	DNSH[2]							Taxonomy-aligned proportion of operating expenditures		
Economic activities	NACE code	Operational expenditures	Proportion of operating expenditures	Climate protection	Climate protection	Climate adaptation	Water protection	Pollution	Circularity	Biodiversity	Minimum safeguards	FY 2022	FY 2021	Category
		€ in million	in %	in %	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	Yes / no	in %	in %	E/T[3]
A. Taxonomy-eligible economic activities														
A.1. Environmentally sustainable activities (taxonomy-aligned)														
7.7. Acquisition and ownership of buildings	n.a.	2.1	1	100	Ja	Ja	Ja	Ja	Ja	Ja	Ja	1	n.a.	E
Operating expenditures of environmentally sustainable activities (taxonomy-aligned) (A.1.)	n.a.	2.1	1	100								1	n.a.	
A.2. Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)														
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	n.a.	3.4	2											
7.7. Acquisition and ownership of buildings	n.a.	27.5	16											
Operating expenditures for taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	n.a.	30.9	18											
Total (A.1. + A.2.)	**n.a.**	**33.0**	**19**											
B. Taxonomy-non-eligible economic activities														
Operating expenditures for taxonomy-non-eligible activities (B)		141.3	81											
Total (A + B)		**174.3**	**100**											

1 SC stands for "substantial contribution"
2 DNSH stands for "do no significant harm"
3 E stands for "enabling"; T stands for "transitional"

Notes on the Calculation of GHG Emissions

Applied Standards

GHG emissions are accounted for and reported based on the mandatory disclosures set out in the GHG Protocol's 2004 Corporate Accounting and Reporting Standard and 2011 Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Operational control was selected as the consolidation approach.

Data Concepts

Accounting of Scope 1 and 2 GHG emissions and Scope 3 categories in the upstream value chain is carried out on the basis of calculations. Accounting of Scope 3 categories in the downstream value chain is carried out on the basis of models that include a number of assumptions and estimates. The company's own data was used for most of these calculations and models. Accounting for the GHG categories "Upstream transportation and distribution" and "Downstream transportation and distribution" was based on data reported by carriers. The data concepts used for fiscal 2022 accounting are described in more detail below for each GHG category.

Scope 1
Fuel consumption and fugitive emissions for solvents and refrigerants were multiplied by a specific emission factor.

Scope 2
The consumption of electricity, heating, and cooling was multiplied by a specific emission factor.

Scope 3

- **Category 1: "Purchased goods and services"**

  The weight or grouped operating expenditures for purchased goods and services was multiplied by a specific emission factor.

  The "Adjusted gross GHG intensity per euro of net turnover – market-based calculation" (also referred to as "CO_2 emission intensity," see "Climate" section), accounts for instead of the purchased goods and services in the GHG category "Purchased goods and services", only for the goods and services actually consumed for the manufacture of Sartorius' products and services sold during the fiscal year This means that the data has been adjusted for warehouse inventories.

- **Category 2: "Capital goods"**

  The grouped capital expenditures for goods and services were multiplied by a specific emission factor.

- **Category 3: "Fuel- and energy-related activities (not included in Scope 1 and 2)"**

  The fuel and energy consumption used to calculate Scope 1 and 2 GHG emissions was each multiplied by specific emission factors.

- **Category 4: "Upstream transportation and distribution"**

  GHG emissions reported by the largest carriers were accounted for and logistics expenditures not covered by this method were multiplied by an average spend-based emission factor.

- **Category 5: "Waste generated in operations"**

  The amount of waste generated was multiplied by emission factors specific to each material and method of disposal.

- **Category 6: "Business travel"**

  The recorded train, airplane, and rental car routes as well as the number of nights spent in hotels were each multiplied by specific emission factors. Routes and nights spent in hotels that were not recorded were estimated in each case and also multiplied by a specific emission factor.

- **Category 7: "Employee commuting"**

  The average distance employees commuted per day was extrapolated based on the number of employees and scaled using on-site attendance days and estimated work weeks, and the result was multiplied by emission factors specific to each method of transportation.

- **Category 8: "Upstream leased assets"**

  No GHG emissions were accounted for in the category "Upstream leased assets" because energy consumption is fully controlled by Sartorius and the corresponding emissions are therefore already presented in Scope 1 and 2.

- **Category 9: "Downstream transportation and distribution"**

  GHG emissions accounted for in the "Upstream transportation and distribution" category were multiplied by an estimated factor for the ratio of paid to unpaid transportation activities to customers in a warehouse selected based on data availability.

- **Category 10: "Processing of sold products"**

  In accordance with the GHG Protocol, this category is reported with zero GHG emissions because Sartorius cannot currently account for it appropriately due to the wide range of options available for further processing the Group's products, each of which has its own specific GHG profile, and because, according to one estimate, it is also not material to the Group's overall GHG accounting.

- **Category 11: "Use of sold products"**

  Turnover generated with energy-consuming product groups was multiplied by specific energy factors determined on the basis of representative products. The resulting total energy consumption of the products sold was multiplied by a global emission factor for electricity.

- **Category 12: "End-of-life treatment of sold products"**

  Sartorius applied the global disposal method mix to the estimated weight of products sold (see the "What a waste 2.0" study, 2018 World Bank Report) and multiplied each by emission factors specific to the material and the disposal method.

- **Category 13: "Downstream leased assets"**

  No GHG emissions were accounted for in the category "Downstream leased assets" because energy consumption is fully controlled by Sartorius and the corresponding emissions are therefore already presented in Scope 1 and 2.

- **Category 14: "Franchises"**

  No GHG emissions were accounted for in the "Franchises" category because Sartorius does not currently distribute its products through franchises.

- **Category 15: "Investments"**

  This category is reported with zero GHG emissions, as the most relevant shareholding from a GHG perspective has been classified as not material in the financial reporting for fiscal 2022, and the GHG emissions related to this shareholding have also been assessed as not material to the Group's overall GHG accounting, according to an estimate.

Emission Factors

For GHG accounting, emission factors from Defra (version 10.0, 09/2021), Gabi (version 13.0, 12/2020), Ecometrica (version 2022), Ecoinvent (version 3.9, 2022), the EPA (US Environmental Protection Agency, version 3.0, 12/2021), VfU (Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V., Version 04/2016), the GHG Protocol/IEA (Version 15.0, 05/2021), and other factors such as self-calculated average factors were applied.

Outlook

Sartorius has set itself the goal of strategically managing GHG emissions. To this end, the company plans to further improve and refine its GHG accounting in the coming years. The factors for internal steering shall be better reflected in the current calculation approaches. For this purpose, Sartorius particularly intends to change the data collection concepts in the largest GHG categories for the upstream value chain, in particular the categories "Purchased goods and services" and "Upstream transportation and distribution," from the spend-based calculation method to a impact-based calculation method. It is likely that GHG emissions are currently being overestimated using the spend-based method. This switch will therefore increasingly eliminate the current uncertainties in the data.

Remuneration Report

1. Main Features of the Remuneration Policy for the Executive Board

A. Main Features of the Remuneration Policy and Contribution Toward Promoting the Corporate Strategy and Long-Term Development of the Company

The remuneration policy for the Executive Board was revised by the Supervisory Board and approved by the Annual General Meeting on March 25, 2022. It aims to remunerate the members of the Executive Board appropriately in line with their tasks and responsibilities and to directly consider the performance of each member of the Executive Board and the success of the company. For this reason, the remuneration policy includes both short-term and long-term variable remuneration components in addition to fixed remuneration components.

The company strategy seeks to achieve profitable growth and a sustained, long-term increase in the value of the company. This strategy is the basis from which the structure of the remuneration policy is derived for the Executive Board of Sartorius AG: The short-term variable remuneration depends on annual corporate targets that are aligned with key performance indicators for profitable growth of the company. Long-term remuneration is based on corporate objectives that reflect the sustainable long-term growth of the Group and the long-term performance of the share price, which directly mirrors the development of the company's value. As a result, the company's remuneration policy creates incentives to promote the long-term and positive sustainable development of the company.

The policy for remuneration of the Executive Board members is designed to be simple, clear and understandable. It meets the requirements of the German Stock Corporation Law ("Aktiengesetz" abbreviated as "AktG") as well as the recommendations of the German Corporate Governance Code ("**GCGC**") with the exception of any divergences explained in the Declaration of Compliance with the Recommendations of the GCGC as amended from time to time. The existing divergences in the reporting year from the recommendations of the applicable GCGC in the area of remuneration are given below.

B. Details of the Remuneration Policy

		Remuneration components	Structure of the remuneration components	Maximum bonus (in % of the target amount)	Maximum remuneration	Further benefits
Fixed	Cash	Fixed remuneration	Basic remuneration + Fringe benefits	100%	Maximum amount of all cash remuneration components for the respective fiscal year	Compensation for post-contractual non-competition clause (50% of most recent remuneration)
Variable	Cash	Retirement benefits	Basic amount	100%		
Variable	Cash	Retirement benefits	Additional amount (matching contribution)	120%		
Variable	Cash	Short-term variable remuneration	Sales revenue | Order intake (Group and/or division)	120%		Clawback
Variable	Cash	Short-term variable remuneration	Underlying EBITDA (Group and/or division)			
Variable	Cash	Short-term variable remuneration	Ratio of net debt to underlying EBITDA (Group)			
Variable	Cash	Short-term variable remuneration	Employee Net Promotor Score (Group)			
Variable	Cash	Long-term variable remuneration	Consolidated net profit	120%		Severance cap in the event of early contract termination
Variable	Cash	Long-term variable remuneration	Reduction of CO^2-equivalent emission intensity	120%		
Variable	Cash	Long-term variable remuneration	Phantom stock units	250%		
Variable	Shares (Share-based payment)	Long-term variable remuneration	Share-based payment	One-time allotment; afterwards, no measurement of inflow	+ Proportional grant date fair value of share-based payment for the respective fiscal year	Extraordinary performance

I. Remuneration Components

1. Overview of the Individual Remuneration Components

Remuneration consists of fixed and variable components. The fixed components are the fixed annual salary and fringe benefits. The variable performance-based components are comprised of short-term components with a one-year assessment basis and of long-term components with a multi-year assessment basis. In addition, there are pension commitments, which depend, among other things, on the amount of the own contribution made by the respective Executive Board member in the form of deferred compensation for variable remuneration components, and which are therefore also variable.

2. Fixed Remuneration Components

a) Fixed Annual Remuneration

Fixed annual remuneration is cash compensation related to a specific fiscal year, and is based in particular on the area of duties and responsibilities of the respective Executive Board member. This fixed annual remuneration is paid in twelve monthly installments.

b) Fringe Benefits

Beyond the remuneration components stated above, the members of the Executive Board receive the following fringe benefits: each member is entitled to use a company car that can also be utilized for private purposes and to be covered by accident insurance taken out in the respective Executive Board member's name as a beneficiary. Moreover, for Executive Board members residing outside Germany – namely Rainer Lehmann and John Gerard Mackay in the 2022 reporting year – the costs for taking flights home and running two households as well as the costs associated with said activities are also paid by the company as fringe benefits.

In addition, the company maintains a D&O insurance policy concluded for Executive Board members as beneficiaries. The respective insurance premiums are not of a remunerative nature and are therefore not recognized as salary expenses.

3. Variable Performance-Based Remuneration Components

a) Short-Term Variable Remuneration with a One-Year Assessment Basis

In addition to the fixed remuneration components, all Executive Board members are entitled to receive short-term variable remuneration with a one-year assessment basis.

Target Parameters

The short-term variable remuneration with a one-year assessment basis consists of four individual components that relate to the subordinate financial targets of average sales revenue and order intake, underlying EBITDA, ratio of net debt to underlying EBITDA, and the employee net promoter score (ENPS), a measure of how likely employees would recommend Sartorius to others as an employer.

These subordinate targets are key control elements for profitable growth as well as for a sustainable and long-term increase in the value of the company and serve to implement the overarching strategic goals of the Group.

Measurement of Target Achievement and Payment

For each target parameter, the Supervisory Board has defined a formula that is used to calculate the amount to be paid out according to the degree of target achievement for the associated individual component. For each of these components, the Supervisory Board also sets (i) a minimum target to be achieved below which the amount that will be paid out is zero, and (ii) a maximum target to be achieved above which the amount that will be paid out will no longer increase. Therefore, the amount paid out for each subordinate target is capped at the maximum percentage of the individual target amount. This cap is currently 120% for all subordinate targets.

For each of the individual components of short term variable remuneration with a one year assessment basis, the Supervisory Board sets a separate individual target amount for every Executive Board member before the beginning of a fiscal year. This target amount is used as the basis to determine the specific amount to be paid out according to the particular target achievement of the relevant subordinate target for the fiscal year in question. The targets are weighted for the individual Executive Board members according to their area of responsibility and relate to the divisions and/or to the Group, respectively.

The Supervisory Board derives each target value of the subordinate financial targets from the approved annual budget for a respective fiscal year and determines the degree of target achievement by comparing it with the actual result reported in the company's consolidated financial statements audited and approved for the respective fiscal year. When it comes to the non-financial target parameters, the degree of target achievement is determined by comparing the target values set by the Supervisory Board with the respective actual results. The Supervisory Board may make adjustments to the actual figures to take account of non-recurring, exceptional circumstances or non-operating effects resulting, for example, from acquisitions or divestments during the year.

Annual short-term variable remuneration is calculated for a fiscal year ended and paid in the following fiscal year.

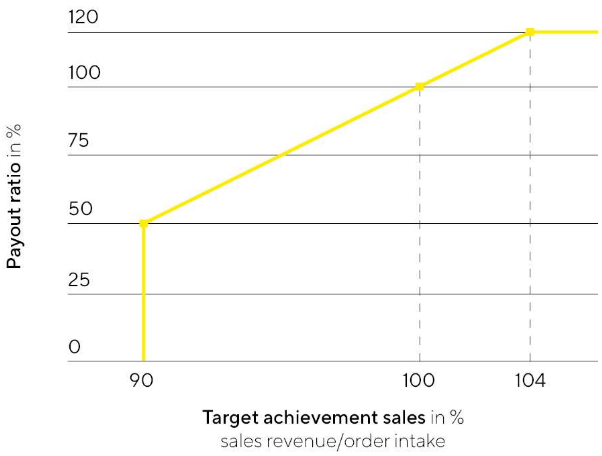
The subordinate targets within the short-term variable remuneration are weighted for the Executive Board members as follows:

Subordinate Target	Executive Board Chairman | Chief Financial Officer	Executive Board Members with Division Responsibility
Related to the Sartorius Group		
Average calculated from sales revenue | order intake	40%	10%
Underlying EBITDA	40%	10%
Ratio of net debt to underlying EBITDA	10%	10%
Employee Net Promoter Score (ENPS)	10%	3%
Related to the particular division		
Average calculated from sales revenue | order intake	--	30%
Underlying EBITDA	--	30%
Employee Net Promoter Score (ENPS)	--	7%

Subordinate Target "Average of Sales Revenue | Order Intake"

The subordinate target "Average of Sales Revenue | Order Intake" is a key performance indicator of growth and is derived from the budget for the Group or division, respectively. The minimum target achievement is 90% of the target amount, and this amount is capped at 104%. If 90% of the target amount is achieved, 50% of the associated individual target sum will be paid out; if the target is achieved at less than 90%, no payment is rendered for this sub-target. If 104% of the target amount is achieved, an amount equal to 120% of the corresponding individual target amount will be paid out; if the target is achieved in excess of this percentage, this will not further increase the amount to be paid out. Intermediate values are interpolated linearly. Target achievement is measured on the basis of actual sales and order intake in constant currencies, as reported in the company's consolidated financial statements audited according to the defined audit focal points and approved, as well as adjusted for the amounts contributed by businesses acquired or divested during the respective reporting year to the extent that such businesses are not part of the target amount.

Sales revenue | Order intake

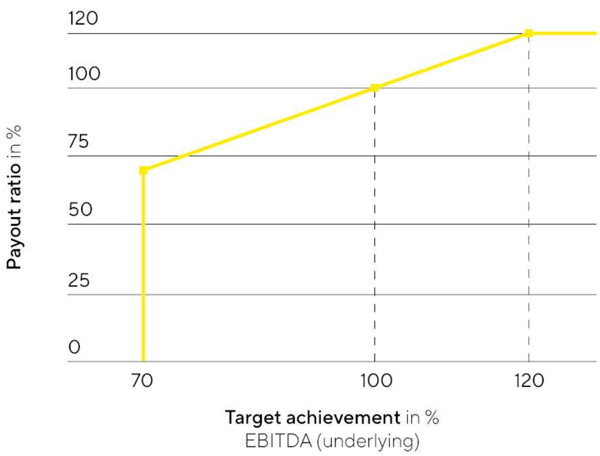


Due to the company's performance in 2022, achievement of the subordinate target "Average of Sales Revenue | Order Intake" differed between the Group and division level. At the Group level, target achievement stood at 90.18% of the target value, resulting in a payout rate of 50.9% for the Chairman of the Executive Board and the Chief Financial Officer. In the Bioprocess Solutions Division, target achievement stood at 87.49% of the target value, corresponding to a payout rate of 0%, and in the Lab Products & Services Division at 101.67%, corresponding to a payout rate of 108.4%, resulting in the corresponding payout to the respective board member responsible for the division.

Subordinate Target “Underlying EBITDA”

The subordinate target “Underlying EBITDA” is a key indicator of the Group’s profitability, which can also be used to present the Group’s operating performance in a more comparable way internationally. Underlying EBITDA represents earnings before interest, taxes, depreciation, and amortization adjusted for extraordinary effects. The target is derived from the budget and is defined by the Supervisory Board for the Group or division, respectively. The minimum target achievement is 70% of the target amount, and this amount is capped at 120%. The level of the bonus payment is linear to the level of target achievement; i.e., if 70% of the subordinate target is achieved, 70% of the related individual target amount will be paid out, or if 120% of the target is achieved, 120% of the related individual target amount will be paid out. If the target is achieved at less than 70%, no payment will be made for this subordinate target. By contrast, if the target is achieved by 120% or more, this will not further increase the amount to be paid out. Target achievement is measured on the basis of the actual underlying EBITDA figure, as reported in the company’s consolidated financial statements audited according to the defined audit focal points and approved, as well as by taking into account current exchange rates.

Underlying EBITDA

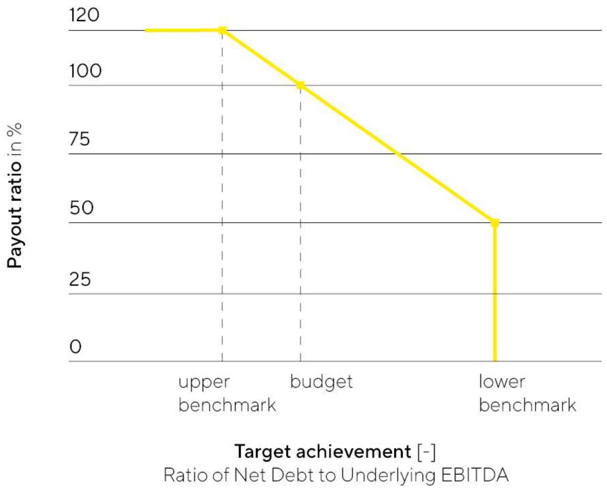


In fiscal 2022, target achievement for the subordinate target "Underlying EBITDA" stood at 95.59% of the respective target value for the Group as a whole, 94.14% for the Bioprocess Solutions Division and 104.12% for the Lab Products & Services Division, which translate into payout rates of 95.6% for the Group, 94.1% for the Bioprocess Solutions Division and 104.1% for the Lab Products & Services Division and are paid out to the members of the Executive Board in accordance with the respective weighting of the subordinate targets.

Subordinate Target "Ratio of Net Debt to Underlying EBITDA"

The subordinate target "ratio of net debt to underlying EBITDA" is a key financial ratio regarding the Group's debt financing capacity. This ratio is calculated as the quotient of net debt and underlying EBITDA. It is derived from the budget and is defined by the Supervisory Board for the Group. The level of the bonus paid lies between 50% and 120% of the respective subordinate target amount. If the target ratio is reached, the bonus level to be paid is 100%. If net debt to underlying EBITDA is above the target ratio, the bonus level will decrease proportionately down to 50% if the maximum amount defined by the Supervisory Board for the ratio of net debt to underlying EBITDA is reached. If the ratio exceeds this maximum amount, no bonus will be paid for this subordinate target. By contrast, if net debt to underlying EBITDA is below the target ratio, the bonus amount is capped at 120%, with the associated ratio of net debt to underlying EBITDA derived mathematically on a linear proportional basis from the maximum and target values for this ratio as defined by the Supervisory Board. Target achievement is measured on the basis of the actual ratio of net debt to underlying EBITDA in constant currencies, as reported in the company's consolidated financial statements audited according to the defined audit focal points and approved, as well as adjusted for inflows and outflows entailed by strategic (capital) measures, such as acquisitions, provided that such inflows and outflows are not included in the target ratio.

Ratio of Net Debt to Underlying EBITDA

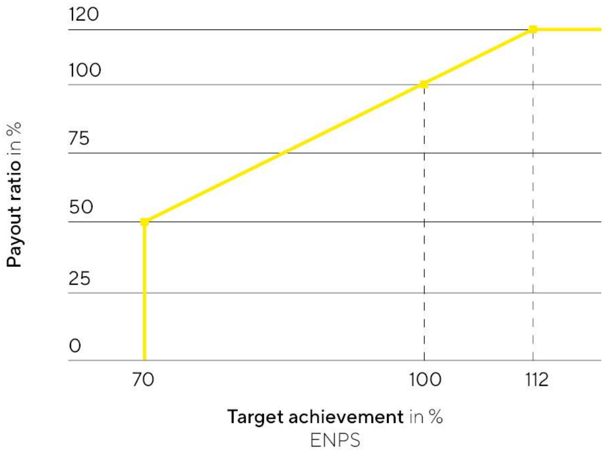


In fiscal 2022, target achievement for the subordinate target "Ratio of Net Debt to Underlying EBITDA" stood at 77.0%, resulting in a corresponding payout for this subordinate target.

Subordinate Target "Employee Net Promoter Score (ENPS)"

The subordinate target "Employee Net Promoter Score (ENPS)" refers to the non-financial component of employee satisfaction. The focus is on a high or competitive recommendation rate, which is currently polled twice a year within the scope of global employee surveys. The target is defined by the Supervisory Board for the Group or division, respectively. The minimum target achievement is 70% of the target amount, and this amount is capped at 120%. The level of the bonus payment is linear to the level of target achievement; i.e., if 70% of the subordinate target is achieved, 50% of the related individual target amount will be paid out, or if 112% of the target is achieved, 120% of the related individual target amount will be paid out. If the target is achieved at less than 70%, no payment will be made for this subordinate target. By contrast, if the target is achieved by 112% or more, this will not further increase the amount to be paid out. Target achievement is measured on the basis of the actual value achieved.

Employee Net Promoter Score (ENPS)



In fiscal 2022, target achievement for the subordinate target "Employee Net Promoter Score (ENPS)" stood at 83.50% of the target value for the Group, as a whole, 71.43% for the Bioprocess Solutions Division, and 105.26% for the Lab Products & Services Division. This target achievement results in payout amounts of 72.5% for the Group, 52.4% for the Bioprocess Solutions Division, and 108.8% for the Lab Products & Services Division, so that each member of the Executive Board is paid an amount corresponding to the respective weighting of the individual target amount for this subordinate target.

b) Long-Term Variable Remuneration Components

In the reporting year, the long-term variable remuneration components for all members of the Executive Board consisted of the following three individual components: Each individual component is based on the development of consolidated net profit, the reduction in CO2 emissions intensity and the development of the Sartorius AG preference share price over a four-year assessment period. As a result, the long-term variable remuneration components are also aligned with target parameters that measure profitable growth and a sustainable and long-term increase in the value of the company and the achievement of the climate targets derived from the company's sustainability strategy, and thus serve to implement the company's overarching strategic objectives.

The aforementioned long-term variable remuneration components are weighted as follows: 25% each for consolidated net profit and reduction in CO2-equivalent emission intensity and 50% for the phantom stock plan. For each of the individual components, a separate individual target amount is set for each Executive Board member, on the basis of which the specific payment amount is determined in each case based on the level at which the associated targets were achieved for the relevant fiscal years.

The Executive Board Chairman Dr. Joachim Kreuzburg was additionally granted share-based compensation as a further long-term variable remuneration component. The long-term increase in the value of the company as an overriding strategic objective of the company is also promoted by this share-based compensation and participation provided by this in the development of the price of the company's shares. The respective long-term variable remuneration components together generally represent the majority of the variable compensation components for each Executive Board member.

The "consolidated net profit" and "reduction in CO2-equivalent emissions intensity" components of long-term variable remuneration are each weighted at 25%. In contrast, the "development of preference share price" component of long-term variable remuneration is weighted at 50%. As a result, the share-based portion of variable remuneration, in deviation from Recommendation G.10, sentence 1 of the GCGC, does not, in principle, constitute the predominant portion of Executive Board members' variable remuneration. The Supervisory Board believes that even with the current weighting, an incentive structure is achieved which is geared to the sustainable and long-term development of the company. In the case of the Chairman of the Executive Board, however, his variable remuneration is predominantly share-based in view of the additional share bonus granted, in line with this Recommendation.

Consolidated Net Profit

The individual component based on consolidated net profit has an assessment period of four consecutive fiscal years (until 2021: three consecutive fiscal years) and begins with the fiscal year in which the tranche in question is granted. A new tranche is granted on a rolling basis for each fiscal year. The payout amount for the respective tranche is based on the total target achievement for the respective measurement period, which corresponds to the average target achievement for each of the four fiscal years of the relevant measurement period. For each fiscal year, the Supervisory Board annually defines a target for consolidated net profit in euros. To determine the level of target achievement for a fiscal year, the consolidated net profit (up to and including the 2020 amount granted, after deduction of non-controlling interest) that is reported in the company's consolidated financial statements audited according to the defined audit focal points and approved and excludes amortization (impairment of the value of intangible assets due to business combinations pursuant to IFRS 3) is compared with the respective target set by the Supervisory Board. In individual cases, the Supervisory Board may make adjustments to the actual value to account for non-recurring extraordinary or non-operating items (such as acquisitions).

The amount paid out is determined on the basis of the individual target amount and the formula defined by the Supervisory Board. It establishes (i) a minimum target achievement level of 50%, below which the payout is zero, and (ii) a maximum target achievement level, above which the payout amount no longer increases. Therefore, the amount paid out for this remuneration target is capped at the maximum percentage of the individual target amount. This cap currently stands at 120% for all individual target amounts and is reached at a target achievement level of 120%. This remuneration component is generally paid after the end of the last fiscal year of the assessment period for the tranche in question, which was four years for tranches granted in the reporting year and three years for tranches granted in previous years.

Average net profit

In order to balance out the payout amounts over time, in the past a partial payment was paid out in the amount of 50% of the payout amount, determined on the basis of the level of target achievement for the first fiscal year of the assessment period of a tranche in each case, based on the individual subordinate target amount. This partial payment only applies to Rainer Lehmann, whose contract predates the new remuneration policy coming into effect as it pertains to this component. Such a partial amount is calculated and paid out at the end of the first fiscal year of a respective assessment period based on the company's consolidated financial statements audited according to the defined audit focal points and approved. Any overpayment as a result of these partial payments will be offset against other remuneration components once the total target achievement level has been determined after the third or fourth fiscal year of the relevant assessment period.

The target for the "consolidated net profit" component for fiscal 2022 was achieved at 96.8% of the target value. For the 2020 to 2022 multi-year assessment period, the target achievement level stands at 118%, meaning that a payout of 118% less the partial payment granted in 2020 will apply for this three-year period. The complete target achievement for the multi-year assessment period beginning in 2022 cannot be determined until the consolidated financial statements audited and approved for 2025 are available.

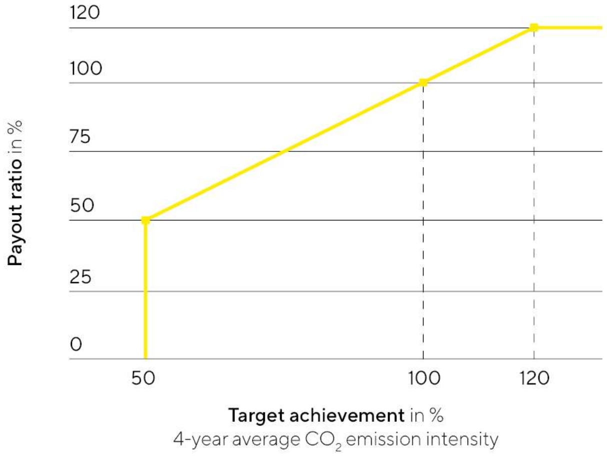
Reduction in CO_2 emission intensity

The individual component related to the reduction in CO_2 emission intensity has an assessment period of four fiscal years and begins with the fiscal year in which the tranche in question is granted. A new tranche is granted on a rolling basis for each fiscal year. The amount paid out for a particular tranche depends on the individual target amount and target achievement for the respective assessment period. Each year, the Supervisory Board sets a target value for each tranche for the average annual reduction in CO_2 emission intensity during the assessment period, which corresponds to the current target value of the company's sustainability strategy for this period (currently 10% reduction per fiscal year measured against the baseline value for 2019) and whose starting value is derived from the audited Non-financial Group Statement for the previous year. To determine the target achievement of this parameter, the final value used is based on the actual value of the CO_2 emission intensity reached in the last fiscal year of the respective four-year assessment period for the corresponding tranche, as reported in the respective audited Group Non-financial Statement. If specific reasons exist, the Supervisory Board will make appropriate corrections to base effects and recording inaccuracies.

The amount paid out is determined on the basis of the individual target amount and the formula defined by the Supervisory Board. It establishes (i) a minimum target achievement level of 50%, below which the payout is zero, and (ii) a maximum target achievement level, above which the payout amount no longer increases. Therefore, the amount paid out for this remuneration target is capped at the maximum percentage of the individual target amount. This cap stands at 120% and is reached at a target achievement level of 120%.

This remuneration component is paid out after the end of the fourth fiscal year of the assessment period for the tranche in question.

CO_2 emission intensity



Target achievement for the multi-year assessment period beginning in 2022 cannot be determined until the audited and approved consolidated financial statements for 2025 are available.

Development of the Preference Share Price (Phantom Stock Plan)

As the third individual component of long-term variable compensation, Executive Board members receive virtual shares, known as phantom stock units. Through the issue of such phantom shares, Executive Board members are treated as if they were owners of a certain number of preference shares in Sartorius AG, without, however, being entitled to receive dividends. The development of the value of these phantom stocks is linked with the development of the Sartorius preference share; both increases and decreases in the share price are taken into account. Later, the value of these phantom stocks are assessed based on the share price at the time, and its equivalent is paid out in cash, provided that the associated conditions are met. Phantom stocks cannot be traded and do not confer any rights to purchase shares.

According to the Sartorius phantom stock plan, each Executive Board member is credited at the beginning of every year with phantom stock units valued at an agreed monetary value. The value of these phantom stocks can be paid out only as an entire annual tranche. Payment can be requested at the earliest after a period of four years and no later than after eight years. If a member is appointed to the Executive Board during a year, this member will be assigned phantom stock units retroactively as of the beginning of this fiscal year (pro rata temporis, if applicable).

An Executive Board member is entitled to receive payment for phantom stock units only if the share price at the time of such payment request has appreciated at least 7.5% per year relative to the time the phantom stock units were assigned or if the share price outperformed the TecDAX as a comparative index. In addition, the value of the phantom stock units must be at least 50% of the grant value. The phantom stock plan rules out subsequent changes to the parameters used for comparative stock valuation.

Assignment of these phantom stock units and later payment of their monetary equivalent depend on the mean value calculated from the average prices of the Sartorius AG preference share, with said prices quoted in the closing auction of Xetra trading on the Frankfurt Stock Exchange (or a corresponding successor trading system) over the last 20 days of trading of the previous year (in the case of granting) or over the last 20 days of trading prior to submission of a payment request (in the case of payment). This serves to compensate for any short-term fluctuations in the share prices.

The payout amount is capped at a maximum of 2.5 times the share price at the time the phantom stock units were granted, based in each case on the individual annual tranche.

Under the current terms of the phantom stock plan, payment for phantom stock is blocked for the four weeks preceding the scheduled publication date of quarterly results and for the 30 calendar days before the scheduled publication of the half-year results and preliminary year-end results, as well as for 20 days of trading on the stock exchange following the actual publication of quarterly and preliminary year-end results. These blackout periods are intended to ensure that payments are only made during periods in which the most recent business results have already been processed in the capital market and the regular publication of further business results is still sufficiently far in the future.

The fair value grant price for this remuneration component is €574.61 for 2022. Target achievement for this subordinate target is reported in the remuneration report after vesting or exercise by the Executive Board members; i.e., between 2026 and 2030.

Share-Based Payment

In December 2019, Executive Board Chairman Dr. Kreuzburg was additionally granted share-based payment in connection with the fourth extension of his appointment as a member and Chairman of the Executive Board as well as CEO. This was in the form of company shares with a grant date fair value totaling €5.0 million (based on the share price as of December 5, 2019, as the grant date); this corresponds to a proportional grant date fair value of €1.0 million for each year of his new five-year term of appointment. For this purpose, a corresponding number of treasury shares (27,570 treasury shares in total), consisting of equal proportions of the company's own preference shares and own ordinary shares, were transferred to Dr. Kreuzburg at the beginning of his new term in November 2020. The shares granted are subject to a holding period that will end on November 10, 2024. Should Dr. Kreuzburg leave the company prior to November 11, 2022, at his own request, his entitlements to be granted said shares by transfer shall lapse in their entirety. If Dr. Kreuzburg leaves the company after November 10, 2022, and before November 11, 2024, at his own request, half of his entitlements to be granted said shares shall lapse. For the purpose of the target total remuneration, the shares granted for Dr. Kreuzburg's current five-year term of appointment are recognized at their pro-rated grant date fair value for each year of his term of appointment. Dr. Kreuzburg sold a total of 20,000 preference shares on November 14, 2022. This reported transaction was published on the Sartorius AG website.

4. Pension Commitments

The members of the Executive Board generally receive pension commitments as defined-benefit plans for their first reappointment. At the request of the Executive Board member concerned, the company will take out an insurance policy for the term of their employment contract and pay the particular benefit contributions into this insurance policy. The pension contribution consists of a base amount of 14% of the respective member's annual fixed remuneration. If desired, the Executive Board member in question can pay in an additional 7% of the gross amount paid to the Executive Board member in the fiscal year in question as short-term variable compensation and as long-term variable compensation attributable to net profit as a personal contribution by way of deferred compensation. If a member of the Executive Board exercises this right, the company will in turn make an additional contribution in the same amount (known as a matching contribution benefit). For the purpose of determining the target total compensation and the relative share of the pension commitments in a member's target total remuneration, only the basic amount to be paid by the company and the matching benefit contribution were taken into account (based on 100% target achievement of the relevant variable remuneration components).

Pursuant to the insurance terms and conditions, the pension benefit can be granted in the form of a retirement pension or a lump-sum payment for reaching the regular retirement age or needing to retire due to disability, as well as in the form of surviving dependents' benefits for widows and orphans, according to which particular option an Executive Board member elects. The company does not guarantee the paid-in capital or an annual interest rate.

Furthermore, an earlier pension agreement granted to Dr. Kreuzburg provides that he will receive a monthly pension dependent on the basic salary of a German federal civil servant classified as grade 10 of salary class B for ministry officials according to the Federal Civil Service Remuneration Act ("Bundesbesoldungsgesetz") in the respective version applicable. With each full year of service on the Executive Board, 5% of his full pension will be vested until his fully vested pension will have been reached after 20 years. In this case, these retirement benefits will have been fully vested, taking his years of service on the Executive Board into account, at the end of December 31, 2021. His retirement benefits will be granted in the form of a pension in the cases where he reaches the regular retirement age or needs to retire due to disability, as well as in the form of a pension for widows and orphans and shall correspond to 70% of the monthly pension benefits of a German federal civil servant classified as grade 10 of salary class B for ministry officials according to the Federal Civil Service Remuneration Act ("Bundesbesoldungsgesetz"). These additional pension commitments are considered in the determination of Dr. Kreuzburg's target total remuneration and of the relative proportion of his pension commitments in his target total remuneration along with the respective employee benefit expense attributable thereto.

The regular retirement age for all pension commitments is 65. There are no early retirement regulations, except in the case of disability.

5. Other Remuneration Components

The remuneration policy provides that the Supervisory Board may grant special compensation at its reasonable discretion for extraordinary performance by a member of the Executive Board. This option was not used in the reporting year.

II. Target Total Remuneration; Relative Percentages of Fixed and Variable Remuneration Components

The Supervisory Board determines a specific target total remuneration for each Executive Board member. The target total remuneration is the sum of all remuneration components relevant for total remuneration. For the variable components, the target amount is taken as a basis in each case of 100% target achievement, provided that a target is measured. In the case of share-based compensation, which is granted as an additional variable remuneration component only to the Executive Board Chairman, the prorated grant date fair value (= €1.0 million annually) is recognized for each year of the Chairman's associated contract term to ensure transparent and traceable reporting for the purposes of target total remuneration. Regarding pension commitments, it is further assumed that the Executive Board members will exercise their right to receive deferred compensation of their variable remuneration components (based on 100% achievement of targets) to the maximum extent permitted and that the company will therefore also pay each member a corresponding additional amount as a matching contribution.

For the Executive Board Chairman, the relative percentage of fixed remuneration components (fixed annual salary and fringe benefits) is roughly 29% and the percentage of the variable remuneration components on the whole roughly 65% of his target total remuneration. The percentage of the short-term (target) compensation of his target total remuneration is roughly 17%; that of the long-term compensation of his target total remuneration, roughly 48%. The percentage of pension commitments for the Executive Board Chairman is currently roughly 6% of his target total remuneration.

For the other Executive Board members, the relative percentage of the fixed remuneration components (fixed annual salary and fringe benefits) is between 37% and 43% of their respective total target remuneration and the percentage of all variable remuneration components between roughly 50% and 55% of their corresponding target total remuneration. In this context, short-term (target) compensation accounts for between roughly 21% and 23% of total target compensation, while long-term (target) compensation accounts for between roughly 29% and 32% of total target compensation. Pension commitments currently account for between 7% and roughly 8% of total target compensation.

The defined relative proportions of the remuneration components correspond in their respective amounts to the requirements of the relevant remuneration policy.

III. Reclaiming or Reducing Variable Remuneration (Clawback)

All Executive Board employment contracts contain provisions specifying that the company is entitled to reclaim from Executive Board members variable remuneration components already paid out to them in the following cases described:

1. Performance Clawback

If the entitlement to payment of annual short-term variable remuneration and of remuneration with a multi-year assessment basis in relation to the individual component of consolidated net profit is based on audited and approved consolidated financial statements that were objectively incorrect and therefore had to be subsequently corrected in accordance with the relevant accounting standards, and if no or a lower entitlement to payment of variable remuneration components would have arisen based on the corrected audited consolidated financial statements, the company may reclaim the corresponding amount of overpayment from the respective Executive Board member.

2. Compliance Clawback

If an Executive Board member commits, either through gross negligence or willful intent, any dereliction of the duty to exercise the skill and care of a prudent manager faithfully complying with his duties in accordance with Section 93, Subsection 1, of the German Stock Corporation Law “AktG,” the company shall be entitled to reclaim from the respective Executive Board member the full or partial repayment of the annual short-term variable remuneration paid out to him for the respective assessment period in which the breach of duty occurred, the remuneration with a multi-year assessment basis related to the individual component of the consolidated net profit, and of the liquidated phantom stock units and/or to declare that member’s forfeiture with respect to tranches of phantom stock units yet to be granted.

The Executive Board member shall not be obligated to reimburse the company if more than three years have elapsed as counted from the payment of the respective variable remuneration components up to the time a claim against said member for reimbursement is asserted. The objection of disenrichment in accordance with Section 818, Subsection 3, of the German Civil Code “BGB” is excluded under the remuneration policy. The right to claim damages pursuant to Section 93 of the German Stock Corporation Law “AktG” shall remain unaffected.

3. Exercise

In fiscal 2022, none of the conditions for reclaiming or reducing remuneration under these clawback provisions existed. Accordingly, no use was made of this right to exercise a clawback option.

IV. Remuneration-Related Legal Transactions

1. Terms and Prerequisites for Termination of Remuneration-Related Legal Transactions

The employment contracts of Executive Board members are concluded for the term of their respective appointments. Initial appointments are each for a maximum of three years; extensions of an appointment term are for up to five years.

The current terms of the employment contracts of the incumbent members of the Executive Board are as follows:

- Dr. Joachim Kreuzburg: November 10, 2025
- Dr. René Fáber: December 31, 2026
- Rainer Lehmann: February 28, 2025
- John Gerard Mackay: December 31, 2023

Termination of their employment contracts by giving due and proper notice is excluded. For this reason, an employment contract of an Executive Board member can only be terminated by mutual agreement based on a termination agreement or by termination for good cause with immediate effect. The company may terminate an Executive Board member's employment contract for good cause defined by the German Stock Corporation Law "AktG" as "grave cause," particularly in the event that the Supervisory Board revokes this member's appointment for said grave cause pursuant to Section 84, Subsection 3, of AktG. In this case, the statutory periods of notice pursuant to Section 622 of the German Civil Code "BGB" shall apply, unless there is also a compelling reason ("good cause") for termination without notice pursuant to Section 626 of BGB.

2. Severance Payments

The employment contracts for Executive Board members provide that a member will receive a severance payment in the event the company terminates the employment contract of said member with immediate effect, provided that said member is not responsible for any grave cause or compelling reason warranting said termination ahead of the regular contract expiration date. The maximum severance payment equals two years' remuneration (including variable components), but no more than the amount of remuneration that would be payable until the end of the contract term.

Furthermore, in the event of early termination of employment on the Executive Board by mutual agreement, the company may also grant, or agree to grant, severance payments, the amount of which shall be limited, in turn, to a maximum of two years' remuneration and shall not compensate for more than the remaining term of the member's employment contract.

3. Non-Competition Clause

The Executive Board employment contracts provide for a post-contractual non-competition clause for a duration of up to two years upon termination of employment with the company. In the event that this non-competition clause is not waived or is nullified, half of the remuneration last paid by the company shall be granted to the respective Executive Board member as compensation for non-competition throughout the non-competition period. Any severance to be paid in connection with the termination of an employment contract to an Executive Board member shall be deducted in full from said compensation for non-competition in accordance with Recommendation G.13 of the GCGC dated December 16, 2019, provided that the employment contracts concerned have been extended after the GCGC had entered into force. This does not apply to Rainer Lehmann's employment contract, the term of which was extended at an earlier date and which does not currently contain a corresponding offsetting provision.

V. Procedure for Establishing and Implementing as well as Reviewing the Remuneration Policy

The Supervisory Board establishes and regularly reviews the remuneration policy for the Executive Board. The Executive Task Committee of the Supervisory Board prepares the remuneration policy for approval by the full Supervisory Board and makes the respective suggestions.

In the process, the Supervisory Board also reviews the appropriateness of such remuneration in comparison to the remuneration of the Executive Board within the peer group of the company (horizontal appropriateness). The peer group is defined by the Supervisory Board and/or its Executive Task Committee and is adapted as necessary. During the reporting year, the Supervisory Board conducted a benchmarking analysis of Executive Board remuneration with the assistance of a neutral external remuneration consultant and, in this context, reviewed and reconstituted the peer group. In determining the composition of the peer group, the Supervisory Board identified domestic and foreign companies that are comparable to the company in terms of industry, size, and sales. This updated peer group currently includes the following companies: Beiersdorf, Carl Zeiss Meditec, Drägerwerk, Gerresheimer, Qiagen, Symrise, SYNLAB, bioMérieux, Coloplast, Eurofins Scientific, Lonza Group, Smith&Nephew, Steris, and UCB.

In establishing the remuneration for the Executive Board members, the Supervisory Board further considers both the compensation of senior management and that of the remaining workforce in relation to the German Group companies (vertical appropriateness). For these purposes, the Supervisory Board defines senior management as the group of executives of the first two management levels below the Executive Board. The Supervisory Board looks not only at the current compensation ratio, but also at how it has developed over time.

If necessary, the Supervisory Board will engage an independent compensation consultant to review vertical and horizontal appropriateness; this was last carried out in the reporting year. Furthermore, the Supervisory Board also considers the requirements of the German Corporate Governance Code when determining and reviewing the remuneration of the Executive Board.

Any conflict of interest in the establishment, implementation and review of the remuneration policy shall be treated by the Supervisory Board in the same way as other conflicts of interest in the person of a Supervisory Board member. The Supervisory Board member concerned is therefore required to disclose any conflict of interest to the Chairman of the Supervisory Board and will not participate in the adoption of resolutions or in the deliberations concerned. Disclosure of any conflicts of interest at an early stage ensures that the decisions of the Supervisory Board are not influenced by inappropriate considerations.

The current Executive Board members' employment contracts already complied with the new remuneration system in the reporting year, with only a few deviations as explained above. Insofar as discrepancies between the Executive Board employment contracts and the Executive Board remuneration policy still exist beyond the current year – this relates only to the partial payment for the consolidated net profit component of long-term variable remuneration and the lack of offsetting of the severance payment in the case of Rainer Lehmann – the Supervisory Board will examine, in consultation with the Executive Board member concerned, to what extent and, if applicable, from what period onwards an adjustment can be made. As long as such discrepancies continue to exist, they will be presented in the company's Remuneration Report.

VI. Compliance with the Maximum Remuneration Limits for the Executive Board

Executive Board remuneration is capped in two respects. Under the new remuneration policy, the total remuneration consisting of a fixed salary including fringe benefits, employee benefit expense, and the short-term and long-term variable remuneration components for a fiscal year – irrespective of whether it is paid in the fiscal year in question or at another time – is limited to a maximum gross amount of €4.5 million for the Executive Board Chairman and €2.25 million for each of the other Executive Board members. The maximum remuneration covers the maximum possible non-performance-related fixed and performance-related variable remuneration components, including employee benefit expense. Benefits in kind granted as fringe benefits are recognized at their value for income tax purposes. Regarding the share-based compensation of the Executive Board Chairman, this compensation paid as part of his maximum remuneration is calculated based on the prorated grant value attributable to one year.

For all current Executive Board members, the individual components of their remuneration are already structured so that the total remuneration granted to each respective Executive Board member for a fiscal year – regardless of whether it is paid in the fiscal year in question or at another time – does not exceed the maximum remuneration established in the new remuneration policy. For this purpose, a separate maximum amount is set for each of the variable remuneration components. This maximum amount is currently 120% of the target amount in the case of short-term variable compensation with a one-year assessment basis and 120% of the target amount in the case of the component of long-term variable compensation based on consolidated net profit, and 250% of the granted amount in the case of participation in the phantom stock program; for the purposes of calculating maximum remuneration, the Executive Board Chairman's share-based compensation is taken into account at the prorated grant value attributable to one year and thus at an amount fixed from the outset (see above).

The following table shows the maximum limits for the variable remuneration components and the shares granted. Compliance with the maximum limits for short-term variable remuneration and for the shares granted can be reviewed already for fiscal 2022. For multi-year variable remuneration, compliance with the maximum limits can only be reviewed retroactively as soon as these are vested or phantom stock units are exercised.

	Dr. Joachim Kreuzburg			Dr. René Fáber		
€ in K	Target remuneration	Maximum remuneration	Receipts	Target remuneration	Maximum remuneration	Receipts
Short-term variable remuneration	**600**	**720**	**442**	**300**	**360**	**169**
Long-term variable remuneration						
Consolidated net result 2022 (3 years)	163	195	-	105	126	-
Reduction CO_2-emission intensity (3 years)	163	195	-	105	126	
Phantom stock plan 2022 (exercisable from 2025)	325	813	-	210	525	-
Shares granted	**1,000**	**1,000**	**1,000**	**-**	**-**	**-**

	Rainer Lehmann			John Gerard Mackay		
€ in K	Target remuneration	Maximum remuneration	Receipts	Target remuneration	Maximum remuneration	Receipts
Short-term variable remuneration	**288**	**345**	**212**	**300**	**360**	**288**
Long-term variable remuneration						
Consolidated net result 2022 (3 years)	101	121	-	105	126	-
Reduction CO_2-emission intensity (3 years)	101	121	-	105	126	
Phantom stock plan 2022 (exercisable from 2025)	201	503	-	210	525	-
Shares granted	**-**	**-**	**-**	**-**	**-**	**-**

The amount of the fixed remuneration components and the target and/or grant date amounts of the variable remuneration components for fiscal 2022 were selected for all Executive Board members so that even if the maximum amounts of the variable remuneration components are reached, the total gross amount of fixed and variable remuneration components of each Executive Board member will not exceed the highest sum defined by the maximum remuneration for this reporting year. The following table shows the maximum achievable amounts of the individual compensation components for 2022 and clearly shows that the maximum achievable compensation falls short of the defined maximum compensation of the Supervisory Board pursuant to Section 87a, Subsection 2, sentence 2, item no. 1 of the German Stock Corporation Law (AktG).

€ in K	Dr. Joachim Kreuzburg	Dr. René Fáber	Rainer Lehmann	John Gerard Mackay
Fixed remuneration	1,000	480	460	480
Fringe benefits	15	13	124	50
Total non-performance-based remuneration	**1,015**	**493**	**584**	**530**
Variable performance-based remuneration (1 year)	720	360	345	360
Short-term variable remuneration	**720**	**360**	**345**	**360**
Consolidated net result (3 years)	195	126	121	126
Reduction CO_2-emission intensity (3 years)	195	126	121	126
Phantom stock plan (4-8 years)	813	525	503	525
Long-term variable remuneration	**1,203**	**777**	**745**	**777**
Shares granted	**1,000**	**0**	**0**	**0**
Other remuneration component	**0**	**0**	**0**	**0**
Post-employment benefits	**367**	**247**	**96**	**67**
Maximum achievable remuneration	**4,304**	**1,877**	**1,770**	**1,734**
Maximum remuneration in accordance with Section 87a para. 1 sent. 2 No. 1 of the German Stock Corporation Act	**4,500**	**2,250**	**2,250**	**2,250**

The final review of compliance with the maximum remuneration for fiscal 2022 will be presented in the remuneration report for the fiscal year in which the last long-term remuneration component was vested and/or exercised. As Sartorius did not have any comparable policy for maximum remuneration in the past, no disclosures on compliance with maximum remuneration can be provided for an earlier business year.

2. Remuneration of the Executive Board Members in the Reporting Year

Total remuneration granted and owed for the active service of all Executive Board members together amounted to €5,901 K in 2022, compared with €5,750 K in the previous year. The details of the individual remuneration components are described in the following.

Remuneration Granted and Owed to the Executive Board Pursuant to Section 162 of AktG

The following table shows the remuneration granted and owed to the Executive Board pursuant to Section 162 of the German Stock Corporation Act (AktG). Remuneration is deemed to be owed if it is due but has not yet been paid. In this case, remuneration granted is assumed already at the time service is performed and not only at the point in time of payment. The figures stated for variable remuneration components are the amounts "vested" in the respective fiscal year.

	Dr. Joachim Kreuzburg				Dr. René Fáber			
€ in K	**2022**	**in %**	2021	in %	**2022**	**in %**	2021	in %
Fixed remuneration	1,000	44%	1,000	39%	480	45%	440	49%
Fringe benefits [1]	15	1%	15	1%	13	1%	13	1%
Fixed remuneration	**1,015**	**44%**	**1,015**	**39%**	**493**	**47%**	**453**	**51%**
Variable performance-based remuneration (1 year) [2]	**442**	**19%**	**720**	**28%**	**169**	**16%**	**264**	**30%**
Consolidated net profit (3 years) [3]	278	12%	266	10%	130	12%	128	14%
Phantom stock plan (4-8 years) [4]	555	24%	539	21%	266	25%	0	0%
Components with a long-term incentive effect	**833**	**36%**	**805**	**31%**	**396**	**37%**	**128**	**14%**
Other remuneration component	**0**	**0%**	**45**	**2%**	**0**	**0%**	**45**	**5%**
Defined contribution plans [5]	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Total remuneration	**2,290**	**100%**	**2,585**	**100%**	**1,058**	**100%**	**890**	**100%**

	Rainer Lehmann				John Gerard Mackay			
€ in K	**2022**	**in %**	2021	in %	**2022**	**in %**	2021	in %
Fixed remuneration	460	36%	440	34%	480	37%	440	44%
Fringe benefits [1]	124	10%	83	6%	50	4%	29	3%
Fixed remuneration	**584**	**46%**	**523**	**41%**	**530**	**41%**	**469**	**47%**
Variable performance-based remuneration (1 year) [2]	**212**	**17%**	**330**	**26%**	**288**	**22%**	**264**	**27%**
Consolidated net profit (3 years) [3]	210	17%	128	10%	130	10%	128	13%
Phantom stock plan (4-8 years) [4]	266	21%	259	20%	266	21%	0	0%
Components with a long-term incentive effect	**476**	**37%**	**387**	**30%**	**396**	**31%**	**128**	**13%**
Other remuneration component	**0**	**0%**	**45**	**4%**	**0**	**0%**	**45**	**5%**
Defined contribution plans [5]	**0**	**0%**	**0**	**0%**	**67**	**5%**	**84**	**8%**
Total remuneration	**1,272**	**100%**	**1,285**	**100%**	**1,281**	**100%**	**990**	**100%**

1 The amounts contributed to D&O insurance totaling €871 K (2021: €470 K) are not included, as these refer to the executive bodies of all companies of the Sartorius Group and are not allocated to the individual insurees.
2 Recognized amount corresponds to actual target achievement.
3 Recognized amount corresponds to actual target achievement of the plan in which a fiscal year ended; i.e., for 2022, consolidated net profits for 2020 – 2022 (2021: consolidated net profits for 2019 - 2021).
4 Fair value at the time granted.
5 Payments for a pension plan.

As part of the remuneration component based on the consolidated net profit of three consecutive fiscal years, each Executive Board member receives a partial compensation payment of 50% of their respective target achievement for the first fiscal year under review. Once the total target achievement has been determined after the third fiscal year, final payment is then effected by deducting the particular partial payment already made. The amounts of the partial payments made in total at the end of the reporting year are shown as follows:

€ in K	**2022**	2021
Balance as of Jan. 1 of a fiscal year	607	470
Partial payments deducted	–280	–190
Partial payments effected	442	327
Balance as of Dec. 31 of a fiscal year	**769**	**607**

Remuneration Granted and Owed to Former Executive Board Members

	Reinhard Vogt (until Dec. 31, 2018)		Other	
€ in K	**2022**	2021	**2022**	2021
Phantom stock plan (4-8 years) [1]	188	336	0	0
Annuity	0	0	526	517
Total remuneration	**188**	**336**	**526**	**517**

1 Fair value at the time granted.

3. Disclosures on Share-Based Payments | Phantom Stock Units

	Number of phantom stock units	Price on assignment in €	Fair value when granted on Jan. 1 of the particular year € in K	Fair value at year-end on Dec. 31, 2021 € in K	**Fair value at year-end on Dec. 31, 2022 € in K**	Paid in fiscal 2022 € in K	Change in value in fiscal 2022 € in K	Status
Dr. Joachim Kreuzburg								
Tranche for fiscal 2018	2,685	80.32	216	539	0	539	0	Paid out in 2022
Tranche for fiscal 2019	1,950	113.78	222	555	555	0	0	Exercisable
Tranche for fiscal 2020	1,240	190.30	236	590	455	0	–135	Not exercisable
Tranche for fiscal 2021	918	354.13	325	500	315	0	–185	Not exercisable
Sum of the tranches from the previous years	**6,793**		**999**	**2,184**	**1,325**	**539**	**–320**	
Tranche for fiscal 2022	566	574.61	325	0	179	0	–146	Not exercisable
Total sum of tranches	**7,359**		**1,324**	**2,184**	**1,504**	**539**	**–466**	
Dr. René Fáber								
Tranche for fiscal 2019	934	113.78	106	266	266	0	0	Exercisable
Tranche for fiscal 2020	578	190.30	110	275	212	0	–63	Not exercisable
Tranche for fiscal 2021	311	354.13	110	169	106	0	–63	Not exercisable
Sum of the tranches from the previous years	**1,823**		**326**	**710**	**584**	**0**	**–126**	
Tranche for fiscal 2022	365	574.61	210	0	116	0	–94	Not exercisable
Total sum of tranches	**2,188**		**536**	**710**	**700**	**0**	**–220**	
Rainer Lehmann								
Tranche for fiscal 2018	1,289	80.32	104	259	0	259	0	Paid out in 2022
Tranche for fiscal 2019	934	113.78	106	266	266	0	0	Exercisable
Tranche for fiscal 2020	936	190.30	178	445	344	0	–101	Not exercisable
Tranche for fiscal 2021	544	354.13	193	297	186	0	–111	Not exercisable
Sum of the tranches from the previous years	**3,703**		**581**	**1,267**	**796**	**259**	**–212**	
Tranche for fiscal 2022	350	574.61	201	0	111	0	–90	Not exercisable
Total sum of tranches	**4,053**		**782**	**1,267**	**907**	**259**	**–302**	
John Gerard Mackay								
Tranche for fiscal 2019	934	113.78	106	266	266	0	0	Exercisable
Tranche for fiscal 2020	578	190.30	110	275	212	0	–63	Not exercisable
Tranche for fiscal 2021	311	354.13	110	169	106	0	–63	Not exercisable
Sum of the tranches from the previous years	**1,823**		**326**	**710**	**584**	**0**	**–126**	
Tranche for fiscal 2022	365	574.61	210	0	116	0	–94	Not exercisable
Total sum of tranches	**2,188**		**536**	**710**	**700**	**0**	**–220**	
Reinhard Vogt (until Dec. 31, 2018)								
Tranche for fiscal 2018	1,673	80.32	134	336	0	336	0	Paid out in 2022
Tranche for fiscal 2019	661	113.78	75	188	188	0	0	Exercisable
Sum of the tranches from the previous years	**2,334**		**209**	**524**	**188**	**336**	**0**	

4. Pension Commitments

The projected pension payments, the present value of pension obligations and service cost are shown in the following table:

	Projected pension payment	Present value of the obligation (IFRS)		Service cost (IFRS)	
€ in K	p.a.	**Dec. 31, 2022**	Dec. 31, 2021	**2022**	2021
Dr. Joachim Kreuzburg	283	3,959	4,941	113	177
Dr. René Fáber	44	236	0	0	0
Rainer Lehmann	89	523	391	0	0
	416	**4,718**	**5,332**	**113**	**177**

In addition, a pension contribution of €189 K (2021: €138 K) was recognized in 2022 for Dr. Joachim Kreuzburg, a pension contribution of €247 K (2021: €0 K) for Dr. René Fáber, and a pension contribution of €96 K (2021: €91 K) for Rainer Lehmann. The pension contribution for Dr. René Fáber includes a lump-sum payment with an amount of €180 K.

5. Comparative Table

€ in K	**2022**	**Change in %**	2021	in %	2020
Managing Board Members					
Dr. Joachim Kreuzburg	2,290	–11%	2,585	17%	2,202
Dr. René Fáber	1,058	19%	890	25%	714
Rainer Lehmann	1,272	–1%	1,285	13%	1,138
John Gerard Mackay	1,281	29%	990	27%	777
Former Managing Board Members					
Reinhard Vogt	188	–44%	336	–73%	1,246
Other	526	2%	517	3%	501
Earnings Development					
Underlying EBITDA in millions of €	1,410	20%	1,175	70%	692
Net profit of Sartorius AG in millions of €	155	277%	41	–64%	113
Average Remuneration of Employees					
Group employees in Germany only	85	–4%	89	1%	88

In the presentation of the average remuneration of employees, all people employed by the German companies of the Sartorius Group (except for the Executive Board members) were included. In addition to wages and salaries, average remuneration also includes social security contributions and pension expenses. If employees simultaneously receive remuneration as members of the Supervisory Board of Sartorius AG, this compensation was not considered. Remuneration of part-time employees was extrapolated to full-time equivalents.

6. Main Features of the Remuneration Plan for the Supervisory Board

The remuneration for Supervisory Board members is defined in the Articles of Association of Sartorius AG and comprises fixed remuneration, meeting attendance fees, and reimbursement of out-of-pocket expenses. Members serving as chairperson and vice chairperson of the Supervisory Board receive higher fixed remuneration.

Members and chairpersons of Supervisory Board committees, except for those of Nomination Committee or the committee pursuant to Section 27, Subsection 3, of the German Codetermination Law (MitBestG), are entitled to receive additional annual fixed amounts and meeting attendance fees as well as reimbursement of their out-of-pocket expenses.

In addition, the members of the Supervisory Board are included in a directors and officers (D&O) liability insurance policy taken out by the company, the premiums for which are paid by Sartorius Aktiengesellschaft. This D&O insurance policy covers the legal liability arising from Supervisory Board activities and is taken out at standard market terms and conditions.

In line with prevailing market practice at listed companies in Germany, the remuneration of Supervisory Board members is strictly fixed compensation along with meeting attendance fees and does not include any performance-related components. The Executive Board and Supervisory Board are of the opinion that strictly fixed remuneration for Supervisory Board members is best suited to strengthening the independence of the Supervisory Board and fulfilling the latter's advisory and supervisory functions, which are to be performed independently of the company's success. The amount and structure of Supervisory Board remuneration ensure that the company is able to attract qualified candidates for membership in the company's Supervisory Board; in this way, Supervisory Board remuneration helps sustainably promote the business strategy and the long-term development of the company. The existing remuneration policy especially takes into account Recommendation G.17 and the Suggestion G.18, sentence 1, of the German Corporate Governance Code in the current version as amended.

7. Remuneration Granted and Owed to the Supervisory Board Members

€ in K	2022	2021
Remuneration for the Supervisory Board Members		
Total remuneration	**1,017**	**1,057**
Fixed remuneration	675	675
Compensation for committee work	120	121
Meeting attendance fee	154	192
Total remuneration for the Sartorius Stedim Biotech subgroup	68	69
Remuneration from Sartorius Stedim Biotech S.A., Aubagne	68	69

€ in K	2022	2021
Dr. Lothar Kappich (Chairman)		
Total remuneration	**256**	**261**
Fixed remuneration	135	135
Compensation for committee work	33	33
Meeting attendance fee	20	24
Remuneration from Sartorius Stedim Biotech S.A., Aubagne	68	69

€ in K	2022	2021
Manfred Zaffke (Vice Chairman) [1]		
Total remuneration	**134**	**137**
Fixed remuneration	90	90
Compensation for committee work	24	24
Meeting attendance fee	20	23

€ in K	2022	2021
Annette Becker [1]		
Total remuneration	**68**	**70**
Fixed remuneration	45	45
Compensation for committee work	9	8
Meeting attendance fee	14	17

€ in K	2022	2021
Prof. David Raymond Ebsworth, Ph.D.		
Total remuneration	**54**	**57**
Fixed remuneration	45	45
Meeting attendance fee	9	12

€ in K	2022	2021
Dr. Daniela Favoccia		
Total remuneration	**54**	**57**
Fixed remuneration	45	45
Meeting attendance fee	9	12

€ in K	2022	2021
Petra Kirchhoff		
Total remuneration	**54**	**57**
Fixed remuneration	45	45
Meeting attendance fee	9	12

€ in K	2022	2021
Dietmar Müller [1]		
Total remuneration	**75**	**75**
Fixed remuneration	45	45
Compensation for committee work	15	13
Meeting attendance fee	15	17

€ in K	2022	2021
Ilke Hildegard Panzer		
Total remuneration	**54**	**57**
Fixed remuneration	45	45
Meeting attendance fee	9	12

€ in K	2022	2021
Frank Riemensperger (as of Mar. 25, 2022)		
Total remuneration	**43**	**0**
Fixed remuneration	35	0
Meeting attendance fee	8	0

€ in K	2022	2021
Hermann Jens Ritzau (as of Mar. 1, 2021) [1]		
Total remuneration	**54**	**49**
Fixed remuneration	45	38
Meeting attendance fee	9	11

€ in K	2022	2021
Prof. Dr. Klaus Rüdiger Trützschler		
Total remuneration	**104**	**108**
Fixed remuneration	45	45
Compensation for committee work	39	39
Meeting attendance fee	20	24

€ in K	2022	2021
Sabrina Wirth (as of Mar. 25, 2022) [1]		
Total remuneration	**43**	**0**
Fixed remuneration	35	0
Meeting attendance fee	8	0

Former Supervisory Board Members

€ in K	**2022**	2021
Uwe Bretthauer (until Feb. 28, 2021) [1]		
Total remuneration	**0**	**16**
Fixed remuneration	0	7
Compensation for committee work	0	4
Meeting attendance fee	0	5

€ in K	**2022**	2021
Karoline Kleinschmidt (until Mar. 25, 2022) [1]		
Total remuneration	**12**	**57**
Fixed remuneration	10	45
Meeting attendance fee	2	12

€ in K	**2022**	2021
Prof. Dr. Thomas Scheper (until Mar. 25, 2022)		
Total remuneration	**12**	**56**
Fixed remuneration	10	45
Meeting attendance fee	2	11

1 The employee representatives declared that they donate their Supervisory Board remuneration to the foundation Hans-Böckler-Stiftung according to the guidelines of the German Trade Union Association.

Beyond their Supervisory Board remuneration, the employee representatives who are employees within the Sartorius Group receive compensation that is not related to their service on the Supervisory Board.

8. Comparative Table

€ in K	**2022**	**Change in %**	2021	in %	2020
Supervisory Board Members					
Dr. Lothar Kappich (Chairman)	256	–2%	261	0%	262
Manfred Zaffke (Vice Chairman)	134	–2%	137	–2%	140
Annette Becker	68	–3%	70	30%	54
Prof. David Raymond Ebsworth, Ph.D.	54	–5%	57	2%	56
Dr. Daniela Favoccia	54	–5%	57	2%	56
Petra Kirchhoff	54	–5%	57	2%	56
Dietmar Müller	75	0%	75	142%	31
Ilke Hildegard Panzer	54	–5%	57	2%	56
Frank Riemensperger (as of Mar. 25, 2022)	43		0		0
Hermann Jens Ritzau (as of Mar. 1, 2021)	54	10%	49		0
Prof. Dr. Klaus Rüdiger Trützschler	104	–4%	108	0%	108
Sabrina Wirth (as of Mar. 25, 2022)	43		0		0
Former Supervisory Board Members					
Karoline Kleinschmidt (until Mar. 25, 2022)	12	–79%	57	2%	56
Prof. Dr. Thomas Scheper (until Mar. 25, 2022)	12	–79%	56	0%	56
Uwe Bretthauer (until Feb. 28, 2021)	0	–100%	16	–83%	95
Earnings Development					
Underlying EBITDA in millions of €	1,410	20%	1,175	70%	692
Net profit of Sartorius AG in millions of €	155	277%	41	–64%	113
Average Remuneration of Employees					
Group employees in Germany only	85	–4%	89	1%	88

In the presentation of the average remuneration of employees, all people employed by the German companies of the Sartorius Group (except for the Executive Board members) were included. In addition to wages and salaries, average remuneration also includes social security contributions and pension expenses. If employees simultaneously receive remuneration as members of the Supervisory Board of Sartorius AG, this compensation was not considered. Remuneration of part-time employees was extrapolated to full-time equivalents.

9. Requirements pursuant to Section 162, Subsection 1, Sentence 2, No. 6 of the German Stock Corporation Act (AktG)

The Annual General Meeting approved the Remuneration Report for fiscal 2021 at the Annual General Meeting on March 25, 2022 with 99.56% of the votes cast.

Group Sustainability Indicators

02

Indicators of the Non-financial Group Statement

The following table presents a compilation of the specific sustainability indicators from the non-financial group statement.

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Climate			
Gross GHG emissions - scope 1 in t CO_2e [1, 2, 3, 4]	13,529	13,841	17,939
Share of Scope 1 GHG emissions under regulated emission trading schemes in %	0	0	0
Gross GHG emissions - scope 2 - location-based calculation in t CO_2e [1, 2]	30,689	42,066	53,886
Gross GHG emissions - scope 2 - market-based calculation in t CO_2e [1, 2, 5]	25,777	20,885	28,714
Gross GHG emissions - scope 3 in t CO_2e [1, 6]	534,233	880,006	1,091,050
Category 1: Purchased goods and services in t CO_2e [1, 6]	238,446	447,894	521,912
Category 2: Capital goods in t CO_2e [1, 6]	36,892	69,759	95,492
Category 3: Fuel- and energy-related activities (not included in scope 1 and 2) in t CO_2e [1, 6]	6,553	9,067	11,323
Category 4: Upstream transportation and distribution in t CO_2e [1, 6]	57,426	98,358	128,734
Category 5: Waste generated in operations in t CO_2e [1, 6]	4,021	7,876	9,235
Category 6: Business travel in t CO_2e [1, 6]	26,093	6,318	21,067
Category 7: Employee commuting in t CO_2e [1, 6, 7]	15,019	19,134	22,053
Category 8: Upstream leased assets in t CO_2e [1, 6]	0	0	0
Category 9: Downstream transportation and distribution in t CO_2e [1, 6]	4,881	8,360	10,942
Category 10: Processing of sold products in t CO_2e [1, 6, 8]	0	0	0
Category 11: Use of sold products in t CO_2e [1, 6, 9]	108,626	165,654	222,138
Category 12: End-of-life treatment of sold products in t CO_2e [1, 6]	36,276	47,584	48,153
Category 13: Downstream leased assets in t CO_2e [1, 6]	0	0	0
Category 14: Franchises in t CO_2e [1, 6]	0	0	0
Category 15: Investments in t CO_2e [1, 6, 10]	0	0	0
Total gross GHG emissions (scope 1, 2 and 3) - location-based calculation in t CO_2e	578,451	935,913	1,162,875
Total gross GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e	573,539	914,731	1,137,703
Total GHG removals in t CO_2e	0	0	0
Total net GHG emissions (scope 1, 2 and 3) - location-based calculation in t CO_2e	578,451	935,913	1,162,875
Total net GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e	573,539	914,731	1,137,703
Gross GHG intensity - location-based calculation per net turnover in t CO_2e /€	0.000317	0.000271	0.000279
Gross GHG intensity - market-based calculation per net turnover in t CO_2e /€	0.000314	0.000265	0.000273
Adjusted gross GHG intensity - market-based calculation per net turnover in t CO_2e /€ [1,1]	308 [1,2]	245	256
Average annual reduction in %	n.a.	10.8	6.0
Total energy consumption in MWh [2, 13]	n.a.	162,340	200,715
Renewable energy consumption in MWh	n.a.	50,151	63,546
Purchased certified renewable electricity in MWh	n.a.	48,669	62,256
Self-generated solar energy in MWh	n.a.	775	697
Purchased geothermal energy in MWh	n.a.	707	594
Other renewable energy in MWh	n.a.	0	0
Non-renewable energy consumption in MWh	n.a.	112,189	137,169
Purchased heating oil in MWh	n.a.	52,466	60,774
Purchased non-renewable electricity in MWh	n.a.	45,094	53,422

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Purchased district heating in MWh	n.a.	6,262	10,653
Purchased diesel in MWh	n.a.	4,957	8,797
Purchased heating oil in MWh	n.a.	1,130	2,490
Purchased district cooling in MWh	n.a.	1,530	815
Purchased LPG in MWh	n.a.	751	218
Total share of renewable energy in %	n.a.	30.9	31.7
Certified management systems according to ISO 50001 - Employee coverage as of 31.12. in %	n.a.	n. a.	27.1
Materials & Circularity			
Total waste generation in t [2, 13]	n.a.	11,295	18,581
Hazardous waste in t [14]	n.a.	3,235	3,593
Recycled hazardous waste in t [15]	n.a.	527	456
Non-hazardous waste in t	n.a.	806	14,988
Recycled non-hazardous waste in t [15]	n.a.	4,464	4,894
Total waste recycling quota in %	n.a.	44.2	28.8
Plastic waste in t [2]	n.a.	2,087	2,113
Recycled plastic waste in t	n.a.	1,555	1,593
Plastic recycling quota in %	n.a.	74.5	75.4
Water & Effluents			
Total water withdrawal in m^3 [2, 13]	n.a.	692,672	701,568
Third-party water in m^3	n.a.	663,156	672,630
Ground water in m^3	n.a.	18,979	19,119
Surface water m^3	n.a.	10,536	9,820
Total water withdrawal from water stress areas in % [16]	n.a.	69.7	67.6
Certified management systems according to ISO 14001 - Employee coverage as of 31.12. in %	n.a.	n.a.	53.6
Social Responsibility			
Total employees as of 31.12.	n.a.	13,832	15,942
Women in %	n.a.	39.3	38.9
Age group ≤ 29 years in %	n.a.	22.2	20.8
Age group 30 - 49 years in %	n.a.	57.2	58.8
Age group ≥ 50 years in %	n.a.	20.6	20.4
Part-time in %	n.a.	7.0	5.6
Average age	n.a.	39.1	39.2
Women in management positions in %	n.a.	32.2	32.9
Total average years of tenure as of 31.12.	n.a.	6.7	6.6
Women	n.a.	6.2	6.1
Men	n.a.	7.0	6.8
≤ 4 years in %	n.a.	59.0	61.1
5 -14 years in %	n.a.	27.0	25.5
≥ 15 years in %	n.a.	14.0	13.4
External sustainability-related site audits (PSCI audits)	n.a.	n.a.	5
Employee coverage in %	n.a.	n.a.	38.5
Certified management systems according to ISO 45001 - Employee coverage as of 31.12. in %	n.a.	n.a.	6.9
Work-related injuries [13, 17]	n.a.	104 [18]	159
Work-related injuries per million hours worked [13, 17]	n.a.	4.4 [18]	5.8
Work-related injuries with a serious outcome [13, 19]	n.a.	0	3
Fatal work-related injuries [13]	n.a.	0	0
Total training hours	n.a.	167,600	232,699
Total average training hours per employee	n.a.	12.2	14.8

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Women	n.a.	12.5	15.2
Men	n.a.	12.1	14.5
Total fluctuation rate	n.a.	8.4	9.2
Women in %	n.a.	9.6	10.1
Men in %	n.a.	7.6	8.5
Age group ≤ 29 years	n.a.	13.3	13.3
Age group 30 - 49 years	n.a.	6.7	7.8
Age group ≥ 50 years	n.a.	7.9	8.9
Total new hires rate	n.a.	31.7	22.9
Women in %	n.a.	33.4	24.2
Men in %	n.a.	30.5	22.1
Age group ≤ 29 years	n.a.	65.2	44.2
Age group 30 - 49 years	n.a.	25.5	20.1
Age group ≥ 50 years	n.a.	12.7	9.4
Employee Net Promoter Score	n.a.	27.4	29.2
Governance			
Employees who completed training on Code of Conduct [20]	n.a.	9,143	11,883
Employee coverage in %	n.a.	66.8	75.6
Employees who completed training on anti-corruption code [20]	n.a.	9,341	12,154
Employee coverage in %	n.a.	68.2	77.4
Sustainability in Supply Chains			
Suppliers having signed the Code of Conduct for Business Partners 2022	n.a.	n.a.	441
Coverage purchasing volume in %	n.a.	n.a.	12
Sustainability-related supplier self-assessments as of 31.12. [21]	n.a.	110	654
Coverage purchasing volume in %	n.a.	n.a.	49
External sustainability-related supplier audits	n.a.	n.a.	0
Coverage purchasing volume in %	n.a.	n.a.	0
Own quality-related supplier audits, which include sustainability aspects	n.a.	107	125
EU Taxonomy			
Turnover of taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	0
Proportion of taxonomy-aligned activities of turnover (A.1.) in %	n.a.	n.a.	0
Turnover of taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	0
Proportion of taxonomy-eligible activities of turnover (Total A.1. + A.2.) in %	n.a.	n.a.	0
Capital expenditures for taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	110.5
Proportion of taxonomy-aligned activities of capital expenditures (A.1.) in %	n.a.	n.a.	13
Capital expenditures for taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	298.5
Proportion of taxonomy-eligible activities of capital expenditures (Total A.1. + A.2.) in %	n.a.	n.a.	34
Operating expenditures for taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	2.1
Proportion of taxonomy-aligned activities of operating expenditures (A.1.) in %	n.a.	n.a.	1
Operating expenditures for taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	33.0
Proportion of taxonomy-eligible activities of operating expenditures (Total A.1. + A.2.) in %	n.a.	n.a.	19

1 Preparation based on the GHG Protocol (Corporate Accounting and Reporting Standard 2004, respectively the Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011).
2 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.
3 Excluding GHG emissions from fleet fuel consumption.
4 Fugitive emissions data currently only collected in Göttingen and Yauco.
5 If a contract-specific emission factor was not available for the market-based calculation method, the location-based emission factor

was used in accordance with the GHG Protocol.
6 The data presented contain uncertainties and should currently be seen as an indication with respect to Scope 3 emissions.
7 Excluding GHG emissions from commuting by trainees, interns, and contingent workers.
8 In accordance with the GHG Protocol, this category is reported with zero GHG emissions because Sartorius cannot currently account for it appropriately due to the wide range of options available for further processing the Group's products, each of which has its own specific GHG profile, and because, according to one estimate, it is also not material to the Group's overall GHG accounting.
9 GHG accounting currently covers only products that require electricity to use.
10 This category is reported with zero GHG emissions, as the most relevant shareholding from a GHG perspective has been classified as not material in the financial reporting for fiscal 2022, and the GHG emissions related to this shareholding have also been assessed as not material to the Group's overall GHG accounting, according to an estimate.
11 The "Adjusted gross GHG intensity per euro of net turnover – market-based calculation," accounts for instead of the purchased goods and services in the GHG category "Purchased goods and services", only for the goods and services actually consumed for the manufacture of Sartorius' products and services sold during the fiscal year This means that the data has been adjusted for warehouse inventories.
12 The data for fiscal 2021 and the base year of 2019 was restated in fiscal 2022 based on the application of new and complemented data concepts.
13 Preparation of the indicator based on the GRI Standards.
14 Waste recycling is defined as the processing of products, components, and materials for reuse.
15 Waste is classified as hazardous in accordance with the respective local legislation.
16 Water withdrawals from areas under water stress are defined as those from areas where the level of water stress has been classified as "high" (40 – 80%) or "very high" (>80%) according to the Aqueduct Water Risk Atlas published by the World Resources Institute (WRI).
17 This figure includes all work-related injuries that go beyond requiring basic first aid, i.e., requiring a visit to the doctor; it does not include commuting injuries; it does not include work-related injuries of trainees, interns, and contingent workers.
18 Due to a significant reporting error by a Group company, the data for fiscal 2021 has been restated. Fewer work-related injuries occurred than previously reported.
19 Serious work-related injuries are those that have caused or will cause 6 months of lost time.
20 Excluding the companies newly acquired in the reporting year.
21 Includes the available sustainability-related self-assessments via recognized sustainability platforms which, according to the platform, are valid as of the reporting date or whose validity date is not older than two years.

GRI Sustainability Indicators

The following table shows the sustainability indicators according to the GRI standard for the Sartorius Group

Reference	Disclosure		Unit	FY 2021	FY 2022
102-4	Number of countries	Countries with at least one consolidated company of the Sartorius Group	Number	36	36 [1]
102-5	Shareholder Structure	Ordinary shares: Administered by an executor (related to ~34.2 million shares outstanding)	%	~ 55	~ 55
		Ordinary shares: Bio-Rad Laboratories Inc.(related to ~34.2 million shares outstanding)	%	~ 38	~ 38
		Ordinary shares: Free float (related to ~34.2 million shares outstanding)	%	~ 7	~ 7
		Preference shares: Free float (related to ~34.2 million shares outstanding)	%	~ 72	~ 72
		Preference shares: Bio-Rad Laboratories Inc. (related to ~34.2 million shares outstanding)	%	~ 28	~ 28
102-7	Employees	Total number of employees	Number	13,832	15,942
	Revenue	Revenue	€ in mn	3,449.2	4,174.7
		Sales revenue Biopreocess Solutions	€ in mn	2,727.0	3,326.5
		Sales revenue Lab Products & Services	€ in mn	722.2	848.2
	Equity	Equity	€ in mn	1,720.1	2,658.9
	Liabilities	Non-current liabilities	€ in mn	2,430.6	2,515.5
		Current liabilities	€ in mn	1,547.2	1,803.4
	Assets	Non-current assets	€ in mn	3,901.1	4,954.6
		Current assets	€ in mn	1,796.8	2,023.2
	Sales revenues by region	EMEA	€ in mn	1,411.0	1,550.6
		Americas	€ in mn	1,141.2	1,543.8
		Asia | Pacific	€ in mn	897.0	1,080.3
	Employees by region and country	Belgium	Number	51	56
		Germany	Number	4,637	5,391
		Finland	Number	304	347
		France	Number	1,402	1,615
		Ireland	Number	17	29
		Israel	Number	228	189
		Italy	Number	72	84
		Netherlands	Number	32	40
		Austria	Number	21	31
		Poland	Number	18	20
		Russia	Number	128	125
		Sweden	Number	87	102
		Switzerland	Number	122	137
		Slovenia	Number	163	226
		Spain	Number	57	65
		South Africa	Number	9	11

Reference	Disclosure		Unit	FY 2021	FY 2022
		Tunisia	Number	691	663
		Hungary	Number	13	16
		UK	Number	978	1,194
		EMEA Total	Number	9,030	10,341
		Argentina	Number	49	50
		Brazil	Number	46	55
		Canada	Number	31	43
		Mexico	Number	81	82
		Puerto Rico	Number	1,158	1,390
		USA	Number	1,427	1,681
		Americas Total	Number	2,792	3,301
		Australia	Number	36	42
		China	Number	837	1,016
		Hong Kong	Number	6	7
		India	Number	631	684
		Japan	Number	138	159
		Malaysia	Number	14	16
		Singapore	Number	103	119
		South Korea	Number	189	204
		Taiwan, China	Number	33	33
		Thailand	Number	16	13
		Vietnam	Number	7	7
		Asia| Pacific Total	Number	2,010	2,300
		Total	Number	13,832	15,942
102-8	Employees by Employment Contract by Gender	Unlimited contract (female)	Number	4,727	5,491
		Unlimited contract (male)	Number	7,541	8,793
		Unlimited contract Total	Number	12,268	14,284
		Limited contract (female)	Number	707	714
		Limited contract (male)	Number	857	944
		Limited contract Total	Number	1,564	1,658
		Female Total	Number	5,434	6,205
		Male Total	Number	8,398	9,737
		Total	Number	13,832	15,942
	Employees by Employment Contract by Region	Unlimited contract (EMEA)	Number	8,133	9,511
		Unlimited contract (America)	Number	2,787	3,293
		Unlimited contract (Asia|Pacific)	Number	1,348	1,480
		Unlimited contract Total	Number	12,268	14,284
		Limited contract (EMEA)	Number	897	830
		Limited contract (America)	Number	5	8
		Limited contract (Asia|Pacific)	Number	662	820
		Limited contract Total	Number	1,564	1,658
		EMEA Total	Number	9,030	10,341
		America Total	Number	2,792	3,301
		Asia|Pacific Total	Number	2,010	2,300
		Total	Number	13,832	15,942
	Employees by Employment Type by Gender	Full-time (female)	Number	4,828	5,627
		Full-time (male)	Number	8,031	9,429

Reference	Disclosure		Unit	FY 2021	FY 2022
		Full-time total	Number	12,859	15,056
		Part-time (female)	Number	606	578
		Part-time (male)	Number	367	308
		Part-time total	Number	973	886
		Female total	Number	5,434	6,205
		Male total	Number	8,398	9,737
		Total	Number	13,832	15,942
	Workers That are not Employees by Region	Other employees (EMEA)	Number	502	543
		Other employees (America)	Number	9	10
		Other employees (Asia|Pacific)	Number	8	4
		Other employees Total	Number	519	557
		Contingent Workers (EMEA)	Number	1,161	322
		Contingent Workers (America)	Number	392	125
		Contingent Workers (Asia|Pacific)	Number	189	152
		Contingent Workers Total	Number	1,742	599
		EMEA Total	Number	1,663	865
		America Total	Number	401	135
		Asia|Pacific Total	Number	197	156
		Total	Number	2,261	1,156
102-41	Employees under collective bargaining agreements	Belgium	%	100	100
		Germany	%	84	83
		Finland	%	96	96
		France	%	100	100
		Ireland	%	0	0
		Israel	%	0	0
		Italy	%	100	100
		Netherlands	%	0	0
		Austria	%	0	0
		Poland	%	0	0
		Russia	%	0	0
		Sweden	%	100	100
		Switzerland	%	0	0
		Slovenia	%	0	0
		Spain	%	96	95
		Südafrika	%	0	0
		Tunisia	%	70	68
		Hungary	%	0	0
		UK	%	0	0
		EMEA Total	%	70	69
		Argentina	%	37	38
		Brazil	%	100	100
		Canada	%	0	0
		Mexico	%	0	0
		Puerto Rico	%	75	76
		USA	%	0	0
		Americas Total	%	33	34
		Australia	%	0	0
		China	%	0	0

Reference	Disclosure		Unit	FY 2021	FY 2022
		Hong Kong	%	0	0
		India	%	13	11
		Japan	%	0	0
		Malaysia	%	0	0
		Singapore	%	0	0
		South Korea	%	0	0
		Taiwan, China	%	0	0
		Thailand	%	0	0
		Vietnam	%	0	0
		Asia|Pacific Total	%	4	3
		Total	%	53	53
302-1	Energy Consumption by energy souces	Total energy consumption	MWh	162,341	200,715 [2]
303-3	Water Withdrawal by water sources	Total water withdrawal	m^3	692,672	701,568 [2]
305	GHG Emissions	Total GHG Emissions	tCO_2e	n.a.	1,137,703 [2]
306	Total waste generation by type	Total waste	t	10,526	18,733 [2]
		Non-hazardous waste	t	7,291	15,140
		Residual waste	t	2,259	2,410
		Plastic waste	t	2,087	2,113 [2]
		Paper and cardboard	t	1,614	1,567
		Waste wood	t	864	1,262
		Metal waste	t	375	392
		Mixed recyclable materials	t	55	73
		Electrical and electronic waste	t	37	26
		Organic Waste	t	n.a.	23
		Other Waste	t	n.a.	7,274
		Hazardous waste	t	3,235	3,593
	Waste Diverted from Disposal by Composition	Total waste diverted from disposal	t	4,974	5,502
		Non-hazardous waste	t	4,447	5,046
		Residual waste	t	27	158
		Plastic waste	t	1,555	1,593
		Paper and cardboard	t	1,614	1,567
		Wood Waste	t	839	1,231
		Metal waste	t	375	392
		Mixed recyclable materials	t	n.a.	73
		Electrical and electronic waste	t	37	26
		Organic Waste	t	n.a.	0
		Other Waste	t	n.a.	7
		Hazardous waste	t	527	456
	Waste Directed to Disposal by Composition	Total waste directed to Disposal by Composition	t	5,552	13,230
		Non-hazardous waste	t	2,844	10,093
		Residual waste	t	2,232	2,252
		Plastic waste	t	532	520
		Paper and cardboard	t	n.a.	0
		Waste wood	t	25	31
		Metal waste	t	n.a.	0
		Mixed recyclable materials	t	55	0
		Electrical and electronic waste	t	0	0

Reference	Disclosure		Unit	FY 2021	FY 2022
		Organic Waste	t	n.a.	23
		Other Waste	t	n.a.	7,267
		Hazardous waste	t	2,708	3,137
	Hazardous Waste Directed to Disposal by Disposal	Total hazardous waste directed to disposal by disposal method	t	2,707	3,137
		Incineration (with energy recovery)	t	1,443	1,782
		Incineration (without energy recovery)	t	1,048	1,236
		Landfilling	t	1	7
		Other disposal operations	t	215	113
	Non-Hazardous Waste Directed to Disposal by Disposal Operation	Total non-hazardous waste directed to disposal by disposal method	t	2,203	10,094
		Incineration (with energy recovery)	t	886	6,850
		Incineration (without energy recovery)	t	95	48
		Landfilling	t	8	1,439
		Other disposal operations	t	1,214	1,757
401-1	New Hires by Region, Gender and Age Group	Female (EMEA)	Number	1,043	855
		≤ 29 (EMEA)	Number	558	352
		30–49 (EMEA)	Number	416	432
		≥ 50 (EMEA)	Number	69	71
		Male (EMEA)	Number	1,564	1,337
		≤ 29 (EMEA)	Number	687	543
		30–49 (EMEA)	Number	758	707
		≥ 50 (EMEA)	Number	119	87
		Total (EMEA)	Number	2,607	2,192
		Female (Americas)	Number	524	399
		≤ 29 (Americas)	Number	226	163
		30–49 (Americas)	Number	219	172
		≥ 50 (Americas)	Number	79	64
		Male (Americas)	Number	616	492
		≤ 29 (Americas)	Number	266	186
		30–49 (Americas)	Number	263	229
		≥ 50 (Americas)	Number	87	77
		Total (Americas)	Number	1,140	891
		Female (Asia|Pacific)	Number	250	248
		≤ 29 (Asia|Pacific)	Number	107	79
		30–49 (Asia|Pacific)	Number	142	165
		≥ 50 (Asia|Pacific)	Number	1	4
		Male (Asia|Pacific)	Number	384	321
		≤ 29 (Asia|Pacific)	Number	156	141
		30 (Asia|Pacific)	Number	222	177
		≥ 50 (Asia|Pacific)	Number	6	3
		Total (Asia|Pacific)	Number	634	569
		Female (Total)	Number	1,817	1,502
		≤ 29 (Total)	Number	891	594
		30–49 (Total)	Number	777	769
		≥ 50 (Total)	Number	149	139
		Male (Total)	Number	2,564	2,150

Reference	Disclosure		Unit	FY 2021	FY 2022
		≤ 29 (Total)	Number	1,109	870
		30–49 (Total)	Number	1,243	1,113
		≥ 50 (Total)	Number	212	167
		Total (Total)	Number	4,381	3,652
	Employee Turnover by Region, Gender and Age Group	Female (EMEA)	Number	321	350
		≤ 29 (EMEA)	Number	158	101
		30–49 (EMEA)	Number	109	174
		≥ 50 (EMEA)	Number	54	75
		Male (EMEA)	Number	371	454
		≤ 29 (EMEA)	Number	142	141
		30–49 (EMEA)	Number	148	207
		≥ 50 (EMEA)	Number	81	106
		Total (EMEA)	Number	692	804
		Female (Americas)	Number	116	169
		≤ 29 (Americas)	Number	28	56
		30–49 (Americas)	Number	53	74
		≥ 50 (Americas)	Number	35	39
		Male (Americas)	Number	126	211
		≤ 29 (Americas)	Number	17	63
		30–49 (Americas)	Number	64	95
		≥ 50 (Americas)	Number	45	53
		Total (Americas)	Number	242	308
		Female (Asia|Pacific)	Number	87	108
		≤ 29 (Asia|Pacific)	Number	32	24
		30–49 (Asia|Pacific)	Number	52	78
		≥ 50 (Asia|Pacific)	Number	3	6
		Male (Asia|Pacific)	Number	145	167
		≤ 29 (Asia|Pacific)	Number	32	54
		30 (Asia|Pacific)	Number	105	103
		≥ 50 (Asia|Pacific)	Number	8	10
		Total (Asia|Pacific)	Number	232	275
		Female (Total)	Number	524	627
		≤ 29 (Total)	Number	218	181
		30–49 (Total)	Number	214	326
		≥ 50 (Total)	Number	92	120
		Male (Total)	Number	642	832
		≤ 29 (Total)	Number	191	258
		30–49 (Total)	Number	317	405
		≥ 50 (Total)	Number	134	169
		Total (Total)	Number	1,166	1,459
401-3	Employees that took parental leave by Gender and Region	EMEA (female)	Number	263	187
		Americas (female)	Number	31	48
		Asia|Pacific (female)	Number	18	36
		Total (female)	Number	312	271
		EMEA (male)	Number	208	243
		Americas (male)	Number	27	62
		Asia|Pacific (male)	Number	25	29

Reference	Disclosure		Unit	FY 2021	FY 2022
		Total (male)	Number	260	334
		EMEA (Total)	Number	471	430
		Americas (Total)	Number	58	110
		Asia|Pacific (Total)	Number	43	65
		Total (Total)	Number	572	605
	Employees That Returned to Work in the Reporting Period After Parental Leave Ended by Gender and Region	EMEA (female)	Number	227	170
		Americas (female)	Number	24	38
		Asia|Pacific (female)	Number	17	19
		Total (female)	Number	268	227
		EMEA (male)	Number	199	238
		Americas (male)	Number	17	57
		Asia|Pacific (male)	Number	25	28
		Total (male)	Number	241	323
		EMEA (Total)	Number	426	408
		Americas (Total)	Number	41	95
		Asia|Pacific (Total)	Number	42	47
		Total (Total)	Number	509	550
	Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work by Gender and Region	EMEA (female)	Number	96	125
		Americas (female)	Number	9	6
		Asia|Pacific (female)	Number	24	20
		Total (female)	Number	129	151
		EMEA (male)	Number	117	202
		Americas (male)	Number	16	1
		Asia|Pacific (male)	Number	25	22
		Total (male)	Number	158	225
		EMEA (Total)	Number	213	327
		Americas (Total)	Number	25	7
		Asia|Pacific (Total)	Number	49	42
		Total (Total)	Number	287	376
403-9	Work-Related Injuries	Work-related injuries	Number	104	159 [2]
404-1	Average Training Hours by Region and Gender	EMEA (female)	Number	11.4	14.7
		Americas (female)	Number	13.7	15.7
		Asia|Pacific (female)	Number	16.0	17.3
		Total (female)	Number	12.5	15.2
		EMEA (male)	Number	11.3	15.0
		Americas (male)	Number	13.7	13.8
		Asia|Pacific (male)	Number	13.2	13.6
		Total (male)	Number	12.1	14.5
		EMEA (Total)	Number	11.3	14.9
		Americas (Total)	Number	13.7	14.6
		Asia|Pacific (Total)	Number	14.2	14.9
		Total (Total)	Number	12.2	14.8
405-1	Members of Governance Bodies by Gender and Age Group	≤ 29 (female)	%	0	0

Reference	Disclosure		Unit	FY 2021	FY 2022
		30–49 (female)	%	0	0
		≥ 50 (female)	%	0	0
		≤ 29 (male)	%	0	0
		30–49 (male)	%	50	50
		≥ 50 (male)	%	50	50
	Employees by Employee Category, Gender and Age Group	Women (Management)	%	32.2	32.9
		≤ 29 (female) (Management)	%	5.1	5.1
		30–49 (female) (Management)	%	68.3	70.2
		≥ 50 (female) (Management)	%	26.6	24.8
		Men (Management)	%	67.8	67.1
		≤ 29 (male) (Management)	%	4.0	3.1
		30–49 (male) (Management)	%	66.0	67.3
		≥ 50 (male) (Management)	%	30.0	29.6
		Total (Management)	%	15.5	15.1
		Women (Employees)	%	40.6	40.0
		≤ 29 (female) (Employees)	%	27.7	25.3
		30–49 (female) (Employees)	%	53.0	55.4
		≥ 50 (female) (Employees)	%	19.2	19.3
		Men (Employees)	%	59.4	60.0
		≤ 29 (male) (Employees)	%	23.9	22.8
		30–49 (male) (Employees)	%	57.1	58.4
		≥ 50 (male) (Employees)	%	19.0	18.9
		Total (Employees)	%	84.5	84.9
		Women (Total)	%	39.3	38.9
		≤ 29 (female) (Total)	%	24.9	22.7
		30–49 (female) (Total)	%	55.0	57.2
		≥ 50 (female) (Total)	%	20.2	20.0
		Men (Total)	%	60.7	61.1
		≤ 29 (male) (Total)	%	20.4	19.4
		30–49 (male) (Total)	%	58.7	59.8
		≥ 50 (male) (Total)	%	20.9	20.7
		Total (Total)	%	100.0	100.0
	Employees with disabilities	Employees with disabilities	Number	241	289

1 Argentina, Australia, Austria, Belgium, Brazil, Canada, China, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Malaysia, Mexico, Netherlands, Poland, Puerto Rico, Russia, Singapore, Slovenia, Spain, South Africa, South Korea, Sweden, Switzerland, Taiwan, Thailand, Tunisia, UK, USA, Vietnam Slowenien, Spanien, Südafrika, Südkorea, Taiwan, Thailand, Tunesien, Ungarn, USA, Vereinigtes Königreich, Vietnam

2 For further information, see the "Indicators of the Non-financial Group Statement " on page 139.

SARTORIUS

Indices

Indices

03

GRI Index

This report was created based on the GRI standards. The following index provides the page references for required disclosures.

Universal Disclosure Requirements

Referenz	Angabe	Page
	GRI 102: Organizational Profile 2016	
102-1	Name of the Organization	10 seq.
102-2	Activities, Brands, Products, and Services	10 seq.
102-3	Location of Headquarters	10 seq.
102-4	Location of Operations	10 seq., 143 seq.
102-5	Ownership and Legal Form	10 seq., 143 seq.
102-6	Markets Served	10 seq.
102-7	Scale of the Organization	10 seq., 143 seq.
102-8	Information on Employees and Other Workers	10 seq., 143 seq.
102-9	Supply Chain	10 seq.
102-10	Significant Changes to the Organization and its Supply Chain	10 seq.
102-11	Precautionary Principle or Approach	10 seq.
102-12	External Initiatives	86, 92
102-13	Membership of Associations	86, 92
	GRI 102: Strategy 2016	
102-14	Statement from Senior Decision-Maker	6 f.
102-15	Key Impacts, Risks, and Opportunities	85 seq.
	GRI 102: Ethic and Integrity 2016	
102-16	Values, Principles, Standards, and Norms of Behavior	99, 100 f.
102-17	Mechanisms for Advice and Concerns about Ethics	99, 100 f.
	GRI 102: Governance 2016	
102-18	Governance Structure	74 seq.
102-20	Executive-Level Responsibility for Economic, Environmental and Social Topics	74 seq., 87
102-21	Consulting Stakeholders on Economic, Environmental, and Social Topics	74 seq., 86
102-22	Composition of the Highest Governance Body and its Committees	74 seq.
102-23	Chair of the Highest Governance Body	74 seq.
102-24	Nomination and Selection of the Highest Governance Body	74 seq.
102-25	Conflicts of Interest	74 seq.
102-29	Identifying and Managing Economic, Environmental, and Social Impacts	74 seq.
102-30	Effectiveness of Risk Management Processes	74 seq.
102-31	Review of Economic, Environmental, and Social Topics	74 seq.
102-32	Highest Governance Body's Role in Sustainability Reporting	74 seq.
102-33	Communication of Critical Concerns	74 seq.
102-35	Remuneration Policies	74 seq., 112 seq.
102-36	Process to Determine Remuneration	74 seq., 112 seq.
102-38	Annual Total Compensation Ratio	74 seq., 112 seq.
	GRI 102: Stakeholder Engagement 2016	
102-40	List of Stakeholder Groups	86
102-41	Collective Bargaining Agreements	143 seq.
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	GRI 102: Reporting Practice 2016	
102-45	Entities Included in the Consolidated Financial Statements	8
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Topic-specific Disclosure Requirements (based on materiality)

Economics

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103	Management Approach	11
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	GRI 205: Anti-Corruption 2016	
103	Management Approach	99
205-2	Communications and Training about Anti-Corruption Policies and Procedures	99, 139 seq.
205-3	Confirmed Incidents of Corruption and Actions Taken	99
	GRI 206: Anti-Competitive Behavior 2016	
103	Management Approach	99
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	99

Ecology

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	GRI 302: Energy 2016	
103	Management Approach	92
302-1	Energy Consumption Within the Organization	92, 139 seq.
302-3	Energy Intensity	92, 139 seq.
	GRI 303: Water and Effluents 2018	
103	Management Approach	94 f.
303-3	Water Withdrawal	94, 139 seq.
	GRI 303: Emissions 2016	
103	Management Approach	88 seq.
305-1	Direct (Scope 1) GHG Emissions	88 seq., 139 seq.
305-2	Indirect (Scope 2) GHG Emissions	88 seq., 139 seq.
305-3	Other Indirect (Scope 3) GHG Emissions	88 seq., 139 seq.
305-4	GHG Emissions Intensity	88 seq., 139 seq.
	GRI 306: Waste 2020	
103	Management Approach	92 seq.
306-3	Waste Generated	92 seq., 139 seq., 143 seq.
306-4	Waste Diverted From Disposal	92 seq., 139 seq., 143 seq.
306-5	Waste Directed To Disposal	92 seq., 139 seq., 143 seq.
	GRI 307: Environmental Compliance 2016	
103	Management Approach	88. seq., 92 seq., 94 seq.
	GRI 308: Supplier Environmental Assessment 2016	
103	Management Approach	100 seq., 139 seq.
308-2	Negative Impacts in Supply Chain and Actions Taken	100 seq., 139 seq.

Social

Referenz	Angabe	Page
	GRI 401: Employment 2016	
103	Management Approach	95 seq.
401-1	New Employee Hires and Employee Turnover	95 seq., 139 seq., 143 seq.
401-2	Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	k. A.
401-3	Parental Leave	143 seq.
	GRI 403: Occupational Health and Safety 2018	
103	Management Approach	95 seq.
403-9	Work-Related Injuries	95 seq., 139 seq.
	GRI 404: Training and Education 2016	
103	Management Approach	95 seq.
404-1	Average Hours of Training per Year per Employee	95 seq., 139 seq., 143 seq.
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	95 seq.
	GRI 405: Diversity and Equal Opportunity 2016	
103	Management Approach	95 seq.
405-1	Diversity of Governance Bodies and Employees	74 seq., 139 seq., 143 seq.
	GRI 406: Non-Discrimination 2016	
103	Management Approach	95 seq.
406-1	Incidents of Discrimination and Corrective Actions Taken	95 seq.
	GRI 412: Human Rights Assessment	
103	Management Approach	95 seq.
412-2	Employee Training on Human Rights Policies or Procedures	99
	GRI 414: Supplier Social Assessment 2016	
103	Management Approach	100 seq.
414-2	Schulungen für Angestellte zu Menschenrechtspolitik und -verfahren	100 seq.
	GRI 415: Public Policy 2016	
103	Management Approach	99
415-1	Political Contributions	none
	GRI 419: Socioeconomic Compliance 2016	
103	Management Approach	95 seq., 99
419-1	Non-Compliance with Laws and Regulations in the Social and Economic Area	95 seq., 99

UN Global Compact Index

The following index serves as the Sartorius Group's 2022 progress report ("Communication on Progress") with regard to the implementation of the principles of the UN Global Compact and presents the sustainability activities described in the context of the principles of the UN Global Compact.

Topic area	Principle	Page
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights	95 seq., 99, 100 seq.
	2. Make sure that they are not complicit in human rights abuses.	95 seq., 99, 100 seq.
Labor	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	95 seq., 99, 100 seq.
	4. The elimination of all forms of forced and compulsory labor.	95 seq., 99, 100 seq.
	5. The effective abolition of child labor.	95 seq., 99, 100 seq.
	6. The elimination of discrimination in respect of employment and occupation.	95 seq., 99, 100 seq.
Environment	7. Businesses should support a precautionary approach to environmental challenges.	88 seq., 92 seq., 94 f., 99, 100 seq.
	8. Undertake initiatives to promote greater environmental responsibility	88 seq., 92 seq., 94 f., 99, 100 seq.
	9. Encourage the development and diffusion of environmentally friendly technologies.	6, 88 seq., 92 seq., 94 f., 99, 100 seq.
Corruption prevention	10. Businesses should work against corruption in all its forms, including extortion and bribery.	99, 100 seq.

TCFD Index

The following index shows the described sustainability activities of the Sartorius Group in the context of the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for climate reporting.

Disclosure	Page
Governance: Disclose the organization's governance around climate related risks and opportunities.	
a) Describe the board's oversight of climate-related risks and opportunities.	86 seq., 88 seq.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	10 seq., 75 seq., 53 seq.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and longterm.	53 seq.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	53 seq.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	88 seq.
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization's processes for identifying and assessing climate-related risks.	53, seq., 86 f., 88 seq.
b) Describe the organization's processes for managing climate-related risks.	53, seq., 86 f., 88 seq.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	53, seq., 86 f., 88 seq.
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a) Disclose the metrics used by the organization to assess climaterelated risks and opportunities in line with its strategy and risk management process.	88 seq.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	88 seq.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	88 seq.

SDG Index

The following index shows the sustainability activities of the Sartorius Group in the context of the United Nations Sustainable Development Goals (SDGs).

Information on Sartorius Stedim Biotech Subgroup

04

Indicators of the Non-financial Group Statement

The Sartorius Stedim Biotech subgroup falls under the non-financial group statement of Sartorius AG and is exempt from preparing its own non-financial statement. The following table breaks down the specific sustainability indicators from the non-financial group statement for the Sartorius Stedim Biotech subgroup. The GHG emissions in Scope 3 were allocated based on sales.

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Climate			
Gross GHG emissions - scope 1 in t CO_2e [1, 2, 3, 4]	11,943	12,231	16,035
Share of Scope 1 GHG emissions under regulated emission trading schemes in %	0	0	0
Gross GHG emissions - scope 2 - location-based calculation in t CO_2e [1, 2]	26,217	35,575	45,929
Gross GHG emissions - scope 2 - market-based calculation in t CO_2e [1, 2, 5]	22,253	17,225	24,283
Gross GHG emissions - scope 3 in t CO_2e [1, 6]	400,674	695,204	872,840
Category 1: Purchased goods and services in t CO_2e [1, 6]	178,835	353,836	417,529
Category 2: Capital goods in t CO_2e [1, 6]	27,669	55,110	76,394
Category 3: Fuel- and energy-related activities (not included in scope 1 and 2) in t CO_2e [1, 6]	4,915	7,163	9,058
Category 4: Upstream transportation and distribution in t CO_2e [1, 6]	43,069	77,703	102,988
Category 5: Waste generated in operations in t CO_2e [1, 6]	3,016	6,222	7,388
Category 6: Business travel in t CO_2e [1, 6]	19,570	4,991	16,854
Category 7: Employee commuting in t CO_2e [1, 6, 7]	11,264	15,116	17,642
Category 8: Upstream leased assets in t CO_2e [1, 6]	0	0	0
Category 9: Downstream transportation and distribution in t CO_2e [1, 6]	3,661	6,605	8,754
Category 10: Processing of sold products in t CO_2e [1, 6, 8]	0	0	0
Category 11: Use of sold products in t CO_2e [1, 6, 9]	81,470	130,867	177,710
Category 12: End-of-life treatment of sold products in t CO_2e [1, 6]	27,207	37,592	38,523
Category 13: Downstream leased assets in t CO_2e [1, 6]	0	0	0
Category 14: Franchises in t CO_2e [1, 6]	0	0	0
Category 15: Investments in t CO_2e [1, 6, 10]	0	0	0
Total gross GHG emissions (scope 1, 2 and 3) - location-based calculation in t CO_2e	438,835	743,011	934,804
Total gross GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e	434,871	724,661	913,158
Total GHG removals in t CO_2e	0	0	0
Total net GHG emissions (scope 1, 2 and 3) - location-based calculation in t CO_2e	438,835	743,011	934,804
Total net GHG emissions (scope 1, 2 and 3) - market-based calculation in t CO_2e	434,871	724,661	913,158
Gross GHG intensity - location-based calculation per net turnover in t CO_2e /€	0.000320	0.000273	0.000281
Gross GHG intensity - market-based calculation per net turnover in t CO_2e /€	0.000317	0.000266	0.000275
Adjusted gross GHG intensity - market-based calculation per net turnover in t CO_2e /€ [1,1]	n.a.	n.a.	n.a.
Average annual reduction in %	n.a.	n.a.	n.a.
Total energy consumption in MWh [2, 13]	n.a.	137,231	170,318
Renewable energy consumption in MWh	n.a.	39,126	52,859
Purchased certified renewable electricity in MWh	n.a.	37,790	51,759
Self-generated solar energy in MWh	n.a.	629	506
Purchased geothermal energy in MWh	n.a.	707	594
Other renewable energy in MWh	n.a.	0	0
Non-renewable energy consumption in MWh	n.a.	98,105	117,459
Purchased heating oil in MWh	n.a.	46,714	51,519

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Purchased non-renewable electricity in MWh	n.a.	39,910	47,422
Purchased district heating in MWh	n.a.	3,113	6,287
Purchased diesel in MWh	n.a.	4,957	8,792
Purchased heating oil in MWh	n.a.	1,129	2,406
Purchased district cooling in MWh	n.a.	1,530	815
Purchased LPG in MWh	n.a.	751	218
Total share of renewable energy in %	n.a.	28.5	31.0
Certified management systems according to ISO 50001 - Employee coverage as of 31.12. in %	n.a.	n. a.	29.3
Materials & Circularity			
Total waste generation in t [2, 13]	n.a.	9,194	16,991
Hazardous waste in t [14]	n.a.	2,999	3,382
Recycled hazardous waste in t [15]	n.a.	304	273
Non-hazardous waste in t	n.a.	6,195	13,609
Recycled non-hazardous waste in t [15]	n.a.	3,841	4,235
Total waste recycling quota in %	n.a.	45.1	26.5
Plastic waste in t [2]	n.a.	1,952	1,826
Recycled plastic waste in t	n.a.	1,447	1,425
Plastic recycling quota in %	n.a.	74.1	78.1
Water & Effluents			
Total water withdrawal in m^3 [2, 13]	n.a.	661,142	667,255
Third-party water in m^3	n.a.	631,626	638,317
Ground water in m^3	n.a.	18,979	19,119
Surface water m^3	n.a.	10,536	9,820
Total water withdrawal from water stress areas in % [16]	n.a.	77	76.4
Certified management systems according to ISO 14001 - Employee coverage as of 31.12. in %	n.a.	n.a.	60.4
Social Responsibility			
Total employees as of 31.12.	n.a.	10,409	11,934
Women in %	n.a.	39.4	38.9
Age group ≤ 29 years in %	n.a.	25.1	22.9
Age group 30 - 49 years in %	n.a.	56.4	58.3
Age group ≥ 50 years in %	n.a.	18.5	18.8
Part-time in %	n.a.	7.5	5.6
Average age	n.a.	38.1	38.5
Women in management positions in %	n.a.	33.3	34.2
Total average years of tenure as of 31.12.	n.a.	5.8	5.9
Women	n.a.	5.5	5.6
Men	n.a.	6.0	6.1
≤ 4 years in %	n.a.	63.0	64.3
5 -14 years in %	n.a.	26.0	24.6
≥ 15 years in %	n.a.	11.0	11.1
External sustainability-related site audits (PSCI audits)	n.a.	n.a.	5
Employee coverage in %	n.a.	n.a.	38.5
Certified management systems according to ISO 45001 - Employee coverage as of 31.12. in %	n.a.	n.a.	7.6
Work-related injuries [13, 17]	n.a.	66 [18]	141
Work-related injuries per million hours worked [13, 17]	n.a.	3.7 [18]	6.9
Work-related injuries with a serious outcome [13, 19]	n.a.	0	2
Fatal work-related injuries [13]	n.a.	0	0
Total training hours	n.a.	130,844	175,579

Focus topic sustainability / indicator	FY 2019 (base year)	FY 2021	FY 2022
Total average training hours per employee	n.a.	12.7	15
Women	n.a.	12.5	15.2
Men	n.a.	12.9	14.8
Total fluctuation rate	n.a.	8.4	9.3
Women in %	n.a.	9.9	10.3
Men in %	n.a.	7.5	8.7
Age group ≤ 29 years	n.a.	13.7	13.3
Age group 30 - 49 years	n.a.	6.2	8
Age group ≥ 50 years	n.a.	8.1	8.7
Total new hires rate	n.a.	35.4	22.8
Women in %	n.a.	36.7	24.2
Men in %	n.a.	34.6	21.9
Age group ≤ 29 years	n.a.	67.5	40.7
Age group 30 - 49 years	n.a.	27.9	19.9
Age group ≥ 50 years	n.a.	14.9	10.0
Employee Net Promoter Score	n.a.	n.a.	n.a.
Governance			
Employees who completed training on Code of Conduct [20]	n.a.	6,619	8,785
Employee coverage in %	n.a.	64.4	74.8
Employees who completed training on anti-corruption code [20]	n.a.	6,785	8,998
Employee coverage in %	n.a.	66.0	76.6
Sustainability in Supply Chains			
Suppliers having signed the Code of Conduct for Business Partners 2022	n.a.	n.a.	n.a.
Coverage purchasing volume in %	n.a.	n.a.	n.a.
Sustainability-related supplier self-assessments as of 31.12. [21]	n.a.	n.a.	n.a.
Coverage purchasing volume in %	n.a.	n.a.	n.a.
External sustainability-related supplier audits	n.a.	n.a.	0
Coverage purchasing volume in %	n.a.	n.a.	0
Own quality-related supplier audits, which include sustainability aspects	n.a.	n.a.	96
EU Taxonomy			
Turnover of taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	0
Proportion of taxonomy-aligned activities of turnover (A.1.) in %	n.a.	n.a.	0
Turnover of taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	0
Proportion of taxonomy-eligible activities of turnover (Total A.1. + A.2.) in %	n.a.	n.a.	0
Capital expenditures for taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	103.1
Proportion of taxonomy-aligned activities of capital expenditures (A.1.) in %	n.a.	n.a.	14
Capital expenditures for taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	244.1
Proportion of taxonomy-eligible activities of capital expenditures (Total A.1. + A.2.) in %	n.a.	n.a.	33
Operating expenditures for taxonomy-aligned activities (A.1.) in million €	n.a.	n.a.	1.8
Proportion of taxonomy-aligned activities of operating expenditures (A.1.) in %	n.a.	n.a.	1
Operating expenditures for taxonomy-eligible activities (Total A.1. + A.2.) in million €	n.a.	n.a.	26.4
Proportion of taxonomy-eligible activities of operating expenditures (Total A.1. + A.2.) in %	n.a.	n.a.	20

1 Preparation based on the GHG Protocol (Corporate Accounting and Reporting Standard 2004, respectively the Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011).
2 Based on data reported by production sites and some administrative sites; excluding companies newly acquired in the reporting year.
3 Excluding GHG emissions from fleet fuel consumption.
4 Fugitive emissions data currently only collected in Göttingen and Yauco.

5 If a contract-specific emission factor was not available for the market-based calculation method, the location-based emission factor was used in accordance with the GHG Protocol.
6 The data presented contain uncertainties and should currently be seen as an indication with respect to Scope 3 emissions. GHG emissions in Scope 3 were allocated to the Sartorius Stedim Biotech S.A. subgroup based on sales.
7 Excluding GHG emissions from commuting by trainees, interns, and contingent workers.
8 In accordance with the GHG Protocol, this category is reported with zero GHG emissions because Sartorius cannot currently account for it appropriately due to the wide range of options available for further processing the Group's products, each of which has its own specific GHG profile, and because, according to one estimate, it is also not material to the Group's overall GHG accounting.
9 GHG accounting currently covers only products that require electricity to use.
10 This category is reported with zero GHG emissions, as the most relevant shareholding from a GHG perspective has been classified as not material in the financial reporting for fiscal 2022, and the GHG emissions related to this shareholding have also been assessed as not material to the Group's overall GHG accounting, according to an estimate.
11 The "Adjusted gross GHG intensity per euro of net turnover – market-based calculation," accounts for instead of the purchased goods and services in the GHG category "Purchased goods and services", only for the goods and services actually consumed for the manufacture of Sartorius' products and services sold during the fiscal year This means that the data has been adjusted for warehouse inventories.
12 The data for fiscal 2021 and the base year of 2019 was restated in fiscal 2022 based on the application of new and complemented data concepts.
13 Preparation of the indicator based on the GRI Standards.
14 Waste recycling is defined as the processing of products, components, and materials for reuse.
15 Waste is classified as hazardous in accordance with the respective local legislation.
16 Water withdrawals from areas under water stress are defined as those from areas where the level of water stress has been classified as "high" (40 – 80%) or "very high" (>80%) according to the Aqueduct Water Risk Atlas published by the World Resources Institute (WRI).
17 This figure includes all work-related injuries that go beyond requiring basic first aid, i.e., requiring a visit to the doctor; it does not include commuting injuries; it does not include work-related injuries of trainees, interns, and contingent workers.
18 Due to a significant reporting error by a Group company, the data for fiscal 2021 has been restated. Fewer work-related injuries occurred than previously reported.
19 Serious work-related injuries are those that have caused or will cause 6 months of lost time.
20 Excluding the companies newly acquired in the reporting year.
21 Includes the available sustainability-related self-assessments via recognized sustainability platforms which, according to the platform, are valid as of the reporting date or whose validity date is not older than two years.

GRI Sustainability Indicators

The following table shows the sustainability indicators according to the GRI standard for the Sartorius Stedim Biotech subgroup.

Reference	Disclosure		Unit	FY 2021	FY 2022
102-4	Number of countries	Countries with at least one consolidated company of the Sartorius Group	Number	28	28 [1]
102-5	Shareholder structure	Sartorius AG	%	73.8	73.6
		Free float	%	26.2	26.4
102-7	Employees	Total number of employees	Number	10,409	11,934
	Revenue	Revenue	€ in mn	2,887.0	3,492.7
	Equity	Equity	€ in mn	1,733.2	2,514.2
	Liabilities	Non-current liabilities	€ in mn	1,180.8	2,551.2
		Current liabilities	€ in mn	1,037.1	1,035.9
	Assets	Non-current assets	€ in mn	2,495.5	3,394.2
		Current assets	€ in mn	3,951.1	5,065.4
	Sales revenues by region	EMEA	€ in mn	1,199.3	1,318.8
		Americas	€ in mn	946.0	1,277.8
		Asia | Pacific	€ in mn	741.7	896.2
	Employees by region and country	Austria	Number	8	17
		Belgium	Number	35	40
		Finland	Number	9	17
		France	Number	1,293	1,502
		Germany	Number	3,323	3,768
		Hungary	Number	4	4
		Ireland	Number	13	24
		Israel	Number	211	162
		Italy	Number	33	44
		Netherlands	Number	19	23
		Poland	Number	9	9
		Russia	Number	41	41
		Slovenia	Number	163	226
		Spain	Number	39	45
		Sweden	Number	86	102
		Switzerland	Number	122	137
		Tunisia	Number	691	663
		UK	Number	852	1,060
		EMEA Total	Number	6,951	7,884
		Puerto Rico	Number	1,158	1,390
		USA	Number	879	1,030
		America Total	Number	2,037	2,420
		Australia	Number	17	21
		China	Number	494	610
		India	Number	565	614
		Japan	Number	49	62
		Malaysia	Number	5	5
		Singapore	Number	77	88

Reference	Disclosure		Unit	FY 2021	FY 2022
		South Korea	Number	181	197
		Taiwan	Number	33	33
		Asia | Pacific Total	Number	1,421	1,630
		Total	Number	10,409	11,934
102-8	Employees by Employment Contract by Gender	Unlimited contract (female)	Number	3,552	4,134
		Unlimited contract (male)	Number	5,584	6,542
		Unlimited contract Total	Number	9,136	10,676
		Limited contract (female)	Number	553	512
		Limited contract (male)	Number	720	746
		Limited contract Total	Number	1,273	1,258
		Female Total	Number	4,105	4,646
		Male Total	Number	6,304	7,288
		Total	Number	10,409	11,934
	Employees by Employment Contract by Region	Unlimited contract (EMEA)	Number	6,150	7,204
		Unlimited contract (America)	Number	2,033	2,416
		Unlimited contract (Asia|Pacific)	Number	953	1,056
		Unlimited contract Total	Number	9,136	10,676
		Limited contract (EMEA)	Number	801	680
		Limited contract (America)	Number	4	4
		Limited contract (Asia|Pacific)	Number	468	574
		Limited contract Total	Number	1,273	1,258
		EMEA Total	Number	6,951	7,884
		America Total	Number	2,037	2,420
		Asia|Pacific Total	Number	1,421	1,630
		Total	Number	10,409	11,934
	Employees by Employment Type by Gender	Full-time (female)	Number	3,632	4,214
		Full-time (male)	Number	5,996	7,046
		Full-time total	Number	9,628	11,260
		Part-time (female)	Number	473	432
		Part-time (male)	Number	308	242
		Part-time total	Number	781	674
		Female total	Number	4,105	4,646
		Male total	Number	6,304	7,288
		Total	Number	10,409	11,934
	Workers That are not Employees by Region	Other employees (EMEA)	Number	213	224
		Other employees (America)	Number	1	0
		Other employees (Asia|Pacific)	Number	5	3
		Other employees Total	Number	219	227
		Contingent Workers (EMEA)	Number	1,117	305
		Contingent Workers (America)	Number	349	95
		Contingent Workers (Asia|Pacific)	Number	167	136
		Contingent Workers Total	Number	1,633	536
		EMEA Total	Number	1,330	529
		America Total	Number	350	95
		Asia|Pacific Total	Number	172	139
		Total	Number	1,852	763
102-41	Employees under collective bargaining	Austria	%	0	0

Reference	Disclosure		Unit	FY 2021	FY 2022
	agreements				
		Belgium	%	100	100
		Finland	%	44	53
		France	%	100	100
		Germany	%	84	84
		Hungary	%	0	0
		Ireland	%	0	0
		Israel	%	0	0
		Italy	%	100	100
		Netherlands	%	0	0
		Poland	%	0	0
		Russia	%	0	0
		Slovenia	%	0	0
		Spain	%	100	100
		Sweden	%	100	100
		Switzerland	%	0	0
		Tunisia	%	70	68
		UK	%	0	0
		EMEA Total	%	69	68
		Puerto Rico	%	75	76
		USA	%	0	0
		Americas Total	%	42	44
		Australia	%	0	0
		China	%	0	0
		India	%	14	13
		Japan	%	0	0
		Malaysia	%	0	0
		Singapore	%	0	0
		South Korea	%	0	0
		Taiwan	%	0	0
		Asia | Pacific Total	%	6	5
		Total	%	55	54
302-1	Energy Consumption by energy souces	Total energy consumption	MWh	136,424	200,715 [2]
303-3	Water Withdrawal by water sources	Total water withdrawal	m^3	661,142	667,255 [2]
305	GHG Emissions	Total GHG Emissions	tCO_2e	743,011	934,804 [2]
306	Total waste generation by type	Total waste	t	9,194	16,991 [2]
		Non-hazardous waste	t	6,195	13,609
		Residual waste	t	1,826	1,748
		Plastic waste	t	1,952	1,826 [2]
		Paper and cardboard	t	1,303	1,268
		Waste wood	t	813	1,204
		Metal waste	t	232	211
		Mixed recyclable materials	t	42	49
		Electrical and electronic waste	t	27	21
		Organic Waste	t	n.a.	8
		Other Waste	t	n.a.	7,274
		Hazardous waste	t	2,999	3,382
	Waste Diverted from Disposal by Composition	Total waste diverted from disposal	t	4,118	4,508

Reference	Disclosure		Unit	FY 2021	FY 2022
		Non-hazardous waste	t	3,814	4,235
		Residual waste	t	15	76
		Plastic waste	t	1,447	1,425
		Paper and cardboard	t	1,303	1,268
		Wood Waste	t	790	1,178
		Metal waste	t	232	211
		Mixed recyclable materials	t	0	49
		Electrical and electronic waste	t	27	21
		Organic Waste	t	n.a.	0
		Other Waste	t	n.a.	7
		Hazardous waste	t	304	273
	Waste Directed to Disposal by Composition	Total waste directed to Disposal by Composition	t	5,076	12,483
		Non-hazardous waste	t	2,382	9,374
		Residual waste	t	1,812	1,672
		Plastic waste	t	505	401
		Paper and cardboard	t	0	0
		Waste wood	t	23	26
		Metal waste	t	0	0
		Mixed recyclable materials	t	42	0
		Electrical and electronic waste	t	0	0
		Organic Waste	t	n.a.	8
		Other Waste	t	n.a.	7,267
		Hazardous waste	t	2,694	3,109
	Hazardous Waste Directed to Disposal by Disposal	Total hazardous waste directed to disposal by disposal method	t	2,695	3,109
		Incineration (with energy recovery)	t	1,442	1,782
		Incineration (without energy recovery)	t	1,042	1,210
		Landfilling	t	1	7.00
		Other disposal operations	t	210	110
	Non-Hazardous Waste Directed to Disposal by Disposal Operation	Total non-hazardous waste directed to disposal by disposal method	t	3,125	9,374
		Incineration (with energy recovery)	t	778	6,716
		Incineration (without energy recovery)	t	58	7
		Landfilling	t	1,094	927
		Other disposal operations	t	1,195	1,723
401-1	New Hires by Region, Gender and Age Group	Female (EMEA)	Number	887	659
		≤ 29 (EMEA)	Number	479	266
		30–49 (EMEA)	Number	350	337
		≥ 50 (EMEA)	Number	58	56
		Male (EMEA)	Number	1,347	982
		≤ 29 (EMEA)	Number	616	404
		30–49 (EMEA)	Number	634	512
		≥ 50 (EMEA)	Number	97	66
		Total (EMEA)	Number	2,234	1,641

Reference	Disclosure		Unit	FY 2021	FY 2022
		Female (Americas)	Number	433	303
		≤ 29 (Americas)	Number	206	133
		30–49 (Americas)	Number	167	124
		≥ 50 (Americas)	Number	60	46
		Male (Americas)	Number	512	370
		≤ 29 (Americas)	Number	231	152
		30–49 (Americas)	Number	215	165
		≥ 50 (Americas)	Number	66	53
		Total (Americas)	Number	945	673
		Female (Asia|Pacific)	Number	185	162
		≤ 29 (Asia|Pacific)	Number	94	52
		30–49 (Asia|Pacific)	Number	90	108
		≥ 50 (Asia|Pacific)	Number	1	2
		Male (Asia|Pacific)	Number	323	243
		≤ 29 (Asia|Pacific)	Number	137	105
		30 (Asia|Pacific)	Number	182	136
		≥ 50 (Asia|Pacific)	Number	4	2
		Total (Asia|Pacific)	Number	508	405
		Female (Total)	Number	1,505	1,124
		≤ 29 (Total)	Number	779	451
		30–49 (Total)	Number	607	569
		≥ 50 (Total)	Number	119	104
		Male (Total)	Number	2,182	1,595
		≤ 29 (Total)	Number	984	661
		30–49 (Total)	Number	1,031	813
		≥ 50 (Total)	Number	167	121
		Total (Total)	Number	3,687	2,719
	Employee Turnover by Region, Gender and Age Group	Female (EMEA)	Number	274	282
		≤ 29 (EMEA)	Number	145	85
		30–49 (EMEA)	Number	91	142
		≥ 50 (EMEA)	Number	38	55
		Male (EMEA)	Number	290	352
		≤ 29 (EMEA)	Number	130	118
		30–49 (EMEA)	Number	106	166
		≥ 50 (EMEA)	Number	54	68
		Total (EMEA)	Number	564	634
		Female (Americas)	Number	72	125
		≤ 29 (Americas)	Number	20	49
		30–49 (Americas)	Number	27	50
		≥ 50 (Americas)	Number	25	26
		Male (Americas)	Number	81	155
		≤ 29 (Americas)	Number	12	49
		30–49 (Americas)	Number	35	69
		≥ 50 (Americas)	Number	34	37
		Total (Americas)	Number	153	280
		Female (Asia|Pacific)	Number	60	72
		≤ 29 (Asia|Pacific)	Number	27	18
		30–49 (Asia|Pacific)	Number	33	51

Reference	Disclosure		Unit	FY 2021	FY 2022
		≥ 50 (Asia|Pacific)	Number	0	3
		Male (Asia|Pacific)	Number	99	127
		≤ 29 (Asia|Pacific)	Number	25	44
		30 (Asia|Pacific)	Number	70	77
		≥ 50 (Asia|Pacific)	Number	4	6
		Total (Asia|Pacific)	Number	159	199
		Female (Total)	Number	406	479
		≤ 29 (Total)	Number	192	152
		30–49 (Total)	Number	151	243
		≥ 50 (Total)	Number	63	84
		Male (Total)	Number	470	634
		≤ 29 (Total)	Number	167	211
		30–49 (Total)	Number	211	312
		≥ 50 (Total)	Number	92	111
		Total (Total)	Number	876	1,113
401-3	Employees that took parental leave by Gender and Region	EMEA (female)	Number	209	156
		Americas (female)	Number	16	37
		Asia|Pacific (female)	Number	15	26
		Total (female)	Number	240	219
		EMEA (male)	Number	145	195
		Americas (male)	Number	12	48
		Asia|Pacific (male)	Number	16	28
		Total (male)	Number	173	271
		EMEA (Total)	Number	354	351
		Americas (Total)	Number	28	85
		Asia|Pacific (Total)	Number	31	54
		Total (Total)	Number	413	490
	Employees That Returned to Work in the Reporting Period After Parental Leave Ended by Gender and Region	EMEA (female)	Number	175	133
		Americas (female)	Number	14	28
		Asia|Pacific (female)	Number	14	14
		Total (female)	Number	203	175
		EMEA (male)	Number	141	188
		Americas (male)	Number	9	45
		Asia|Pacific (male)	Number	16	27
		Total (male)	Number	166	260
		EMEA (Total)	Number	316	321
		Americas (Total)	Number	23	73
		Asia|Pacific (Total)	Number	30	41
		Total (Total)	Number	369	435
	Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work by Gender and Region	EMEA (female)	Number	76	92
		Americas (female)	Number	5	3
		Asia|Pacific (female)	Number	12	16
		Total (female)	Number	93	111
		EMEA (male)	Number	67	147

Reference	Disclosure		Unit	FY 2021	FY 2022
		Americas (male)	Number	10	1
		Asia|Pacific (male)	Number	21	18
		Total (male)	Number	98	166
		EMEA (Total)	Number	143	239
		Americas (Total)	Number	15	4
		Asia|Pacific (Total)	Number	33	34
		Total (Total)	Number	191	277
403-9	Work-Related Injuries	Work-related injuries	Number	66	141 [2]
404-1	Average Training Hours by Region and Gender	EMEA (female)	Number	11.1	14.7
		Americas (female)	Number	15.6	14.2
		Asia|Pacific (female)	Number	15.0	19.9
		Total (female)	Number	12.5	15.2
		EMEA (male)	Number	12.1	15.5
		Americas (male)	Number	15.0	12.5
		Asia|Pacific (male)	Number	13.6	14.6
		Total (male)	Number	12.9	14.8
		EMEA (Total)	Number	11.7	15.2
		Americas (Total)	Number	15.3	13.2
		Asia|Pacific (Total)	Number	14.0	16.3
		Total (Total)	Number	12.7	15.0
405-1	Members of Governance Bodies by Gender and Age Group	≤ 29 (female)	%	n.a.	n.a.
		30–49 (female)	%	n.a.	n.a.
		≥ 50 (female)	%	n.a.	n.a.
		≤ 29 (male)	%	n.a.	n.a.
		30–49 (male)	%	n.a.	n.a.
		≥ 50 (male)	%	n.a.	n.a.
	Employees by Employee Category, Gender and Age Group	Women (Management)	%	33.3	34.2
		≤ 29 (female) (Management)	%	5.9	5.7
		30–49 (female) (Management)	%	68.2	70.2
		≥ 50 (female) (Management)	%	25.9	24.1
		Men (Management)	%	66.7	65.8
		≤ 29 (male) (Management)	%	4.7	3.9
		30–49 (male) (Management)	%	67.1	68.4
		≥ 50 (male) (Management)	%	28.1	27.7
		Total (Management)	%	15.3	15.1
		Women (Employees)	%	40.5	39.8
		≤ 29 (female) (Employees)	%	31.5	28.1
		30–49 (female) (Employees)	%	51.0	53.5
		≥ 50 (female) (Employees)	%	17.6	18.4
		Men (Employees)	%	59.5	60.2
		≤ 29 (male) (Employees)	%	26.8	25.0
		30–49 (male) (Employees)	%	56.8	58.3
		≥ 50 (male) (Employees)	%	16.4	16.7
		Total (Employees)	%	84.7	84.9
		Women (Total)	%	39.4	38.9
		≤ 29 (female) (Total)	%	28.2	25.1

Reference	Disclosure		Unit	FY 2021	FY 2022
		30–49 (female) (Total)	%	53.2	55.7
		≥ 50 (female) (Total)	%	18.6	19.2
		Men (Total)	%	60.6	61.6
		≤ 29 (male) (Total)	%	23.1	21.5
		30–49 (male) (Total)	%	58.6	59.9
		≥ 50 (male) (Total)	%	18.3	18.5
		Total (Total)	%	100.0	100.0
	Employees with disabilities	Employees with disabilities	Number	176	210

1 Australia, Austria, Belgium, China, Finland, France, Germany, Hungary, India, Ireland, Israel, Italy, Japan, Malaysia, Netherlands, Poland, Puerto Rico, Russia, Slovenia, Sweden, Switzerland, Singapore, Spain, South Korea, Taiwan, Tunisia, UK, USA
2 For further information, see "Indicators of the Non-financial Group Statement" on page 160.

Imprint

Published by
Sartorius AG
Corporate Sustainability
37079 Goettingen, Germany

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Editorial deadline
16.02.2023

Published on
14.04.2023

This is a translation of the original German-language report.

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