

Simplifying Progress

## Diversity Fact Sheet

Sartorius 2023

**SARTORIUS**

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

Joachim Kreuzburg, CEO

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# Welcome | 858 New People Joined Sartorius in 2023

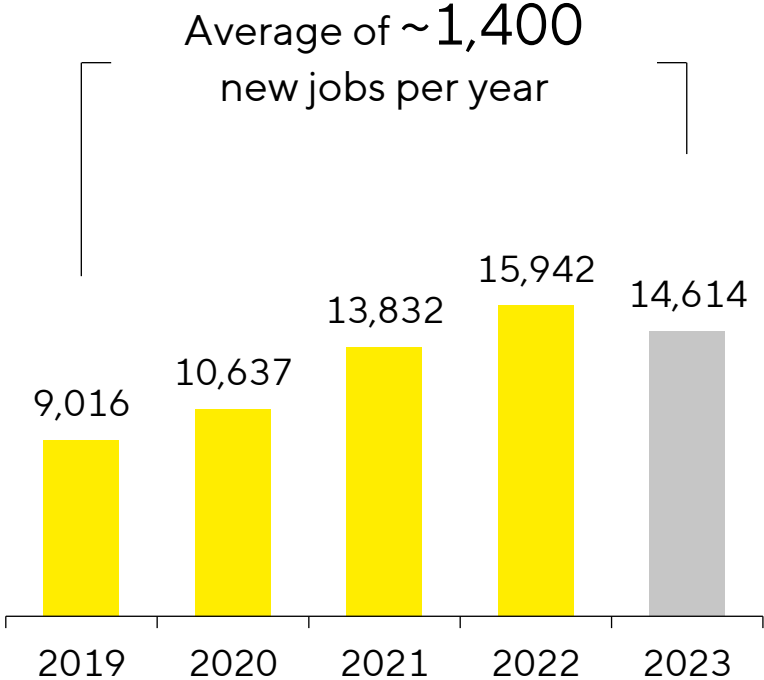
858 | New hires in 2023

264 | New employees from M&A in 2023

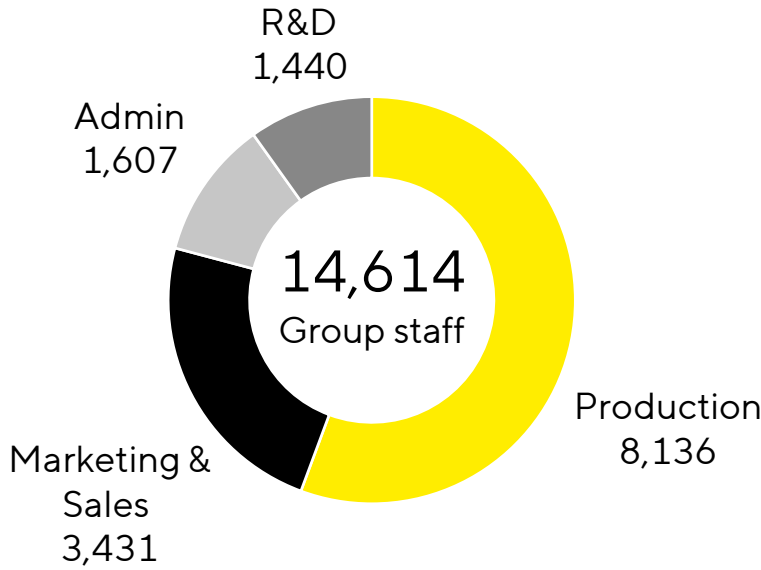
2,472 | Avg. hires annually 2019-2023

42% | Employees with higher education

Employee growth



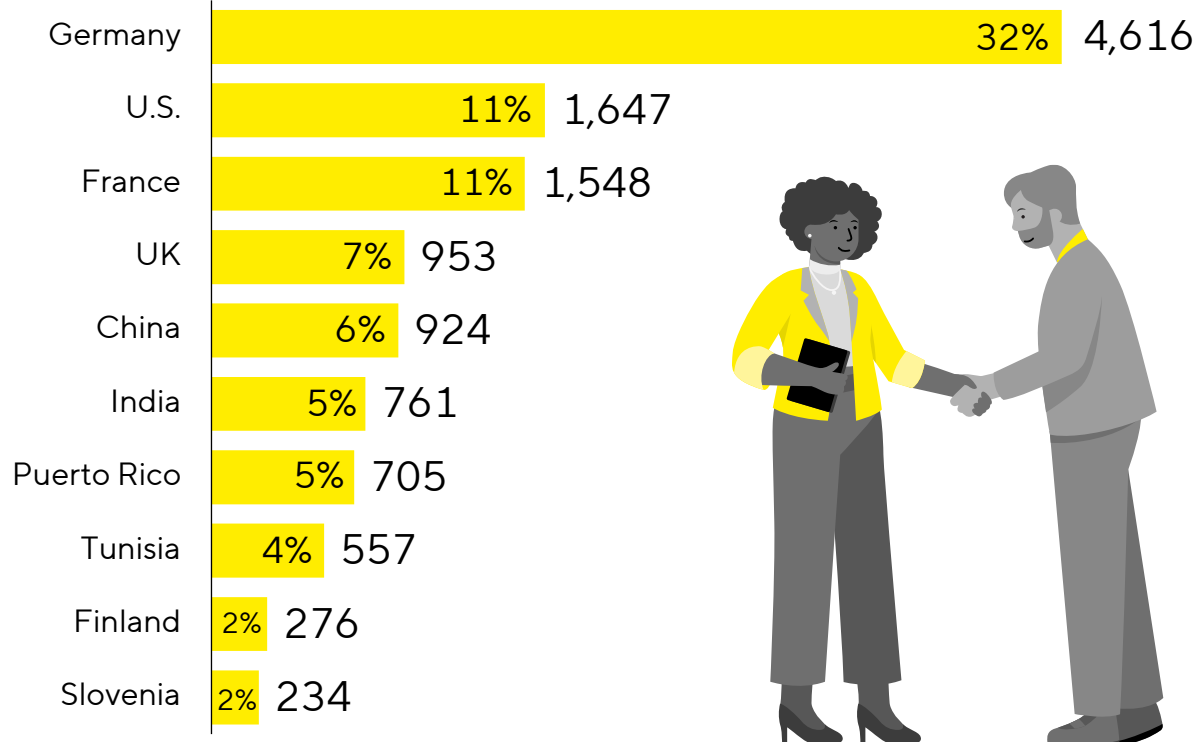
Employees by function



# Nationality | Sartorius Unites People from 113 Nations

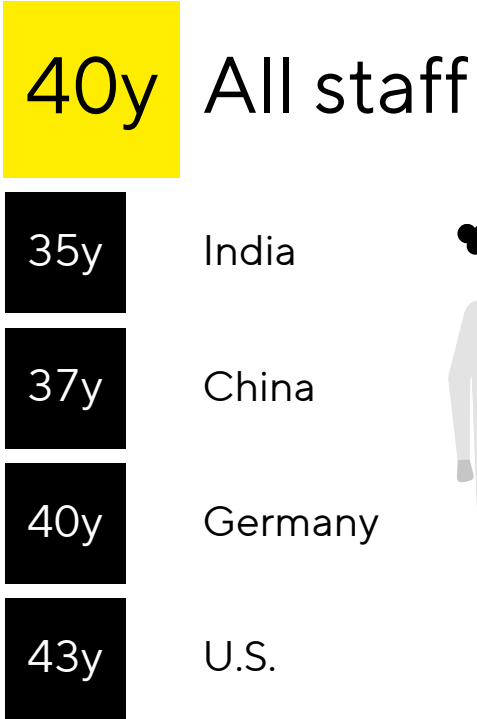


Top 10 nationalities – Share and number of staff

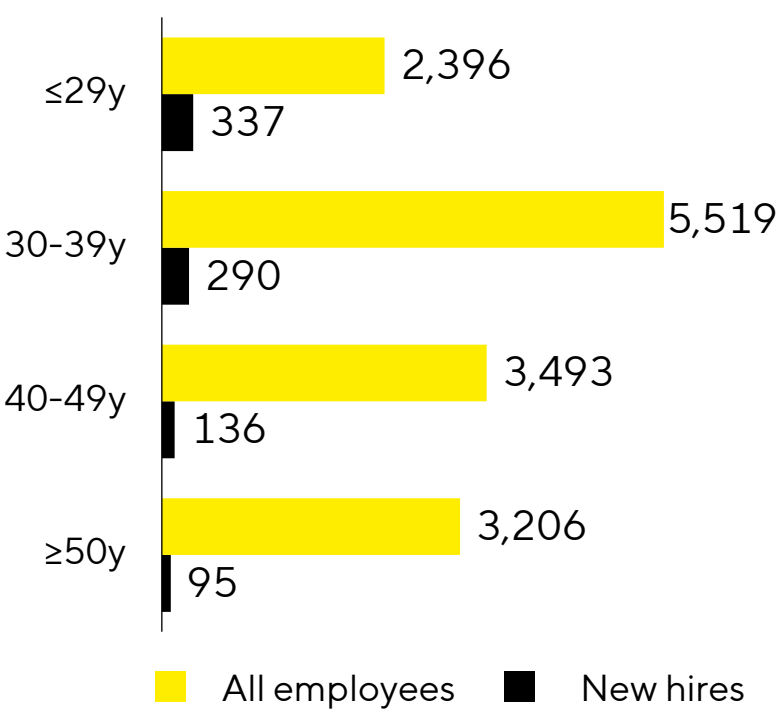


# Age | Young Talent and Experienced Professionals Shape Our Workforce

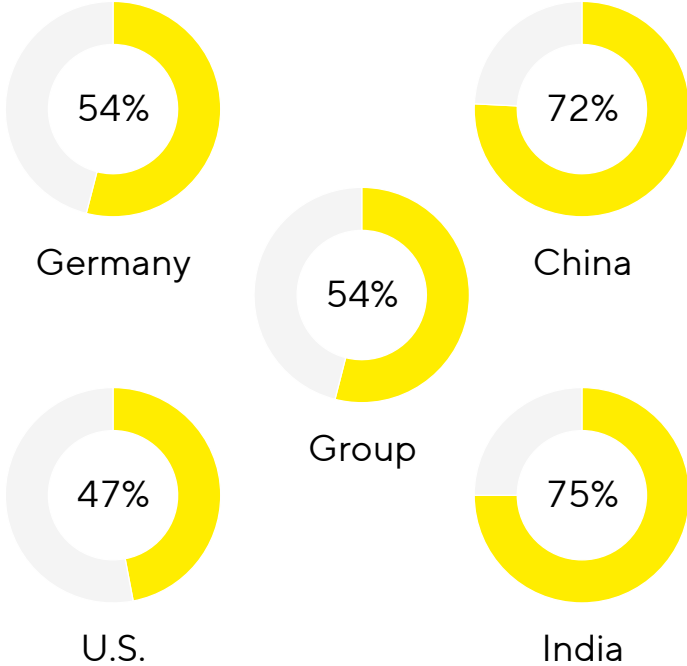
Average age



Number of staff by age

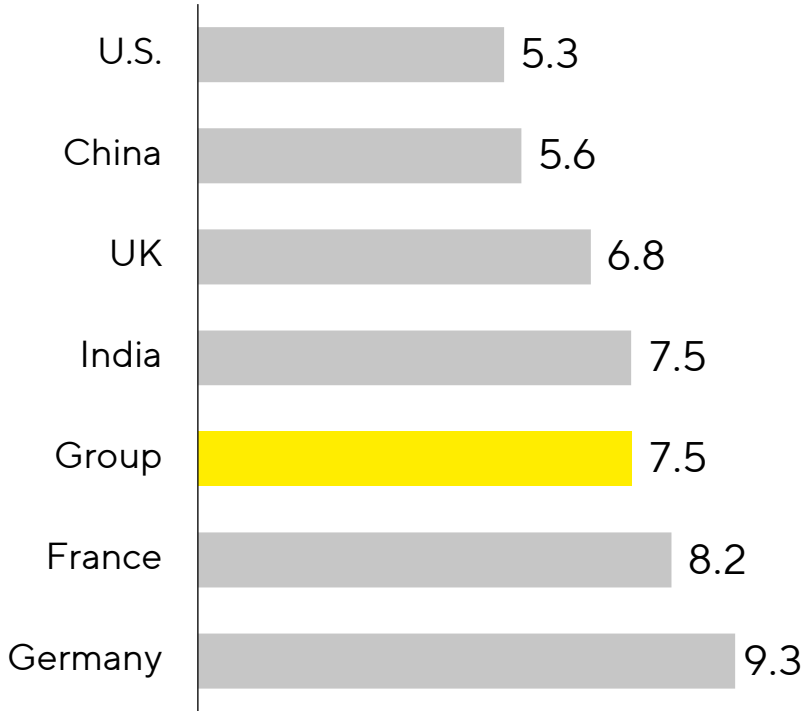


Share of staff younger than 40y

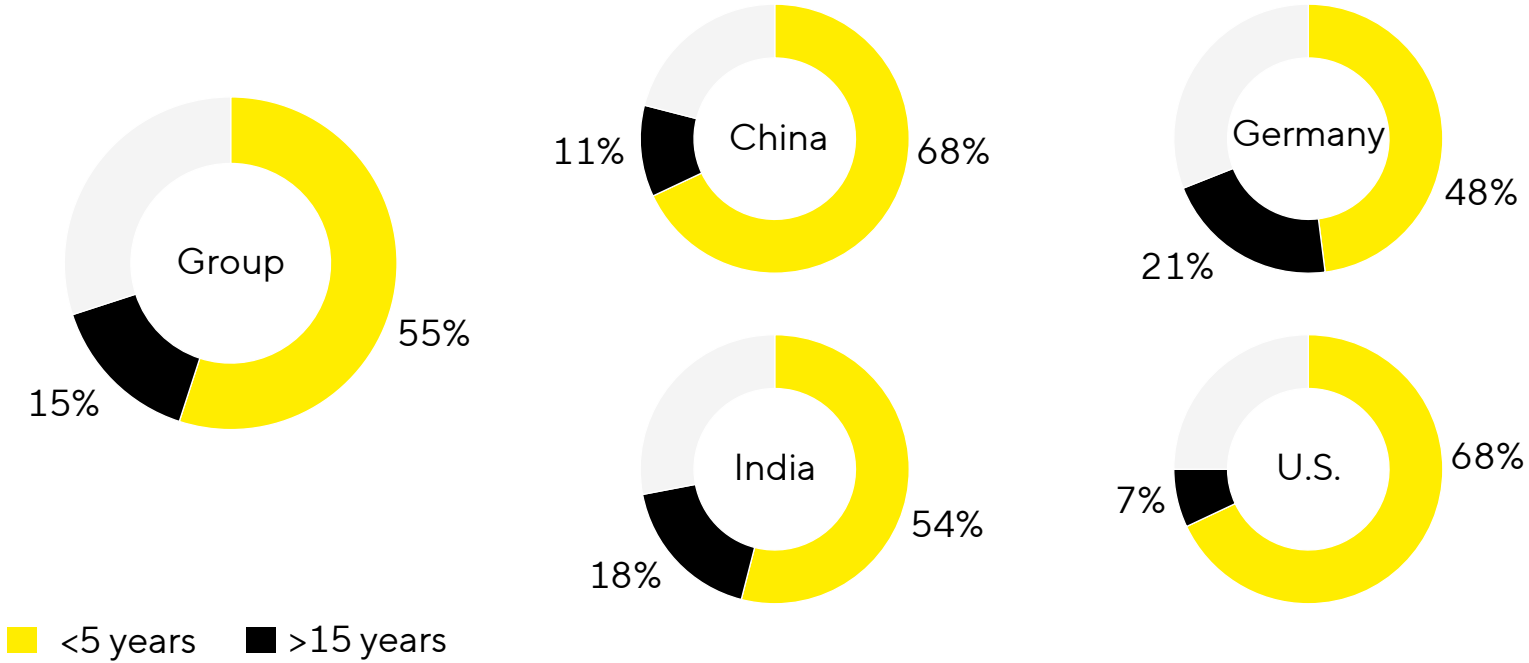


# Tenure | Mix of Long-Term Experience and Fresh Ideas

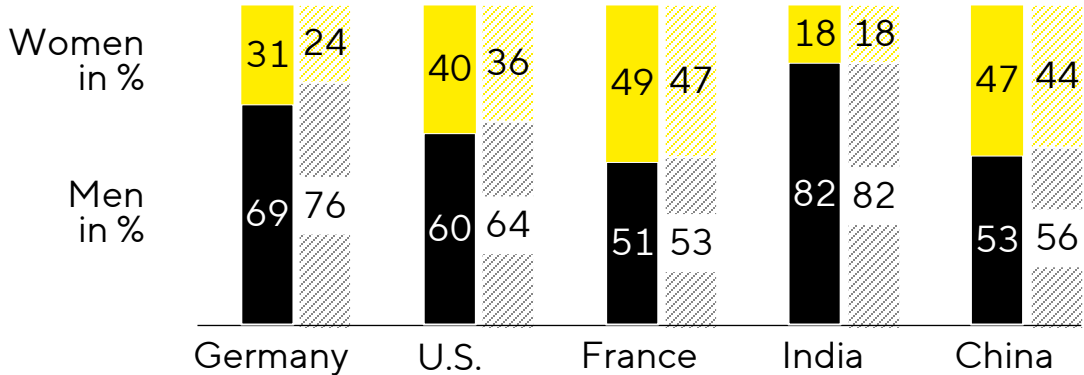
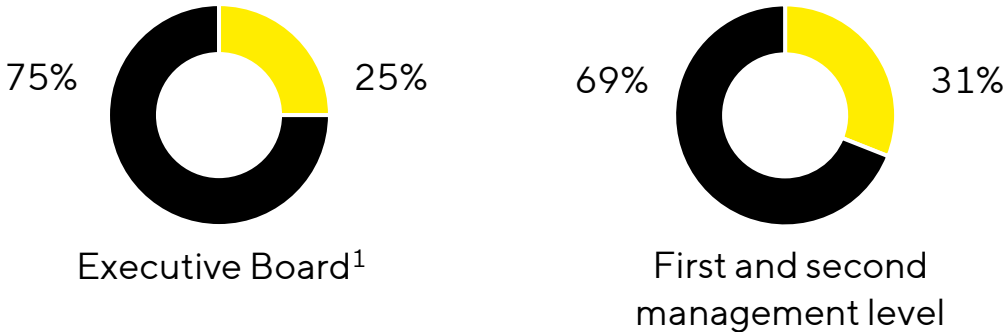
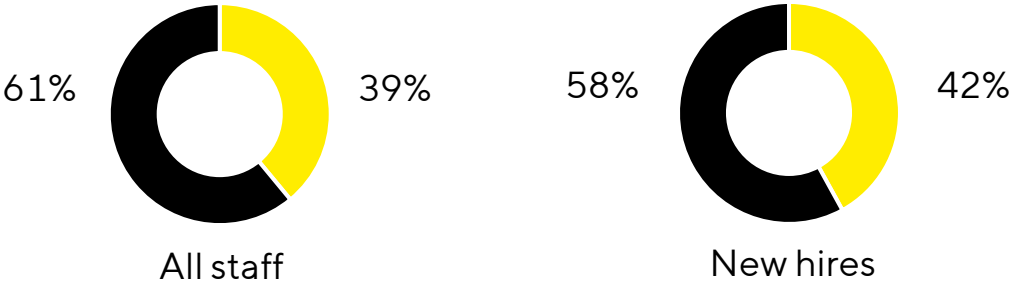
Average tenure in years



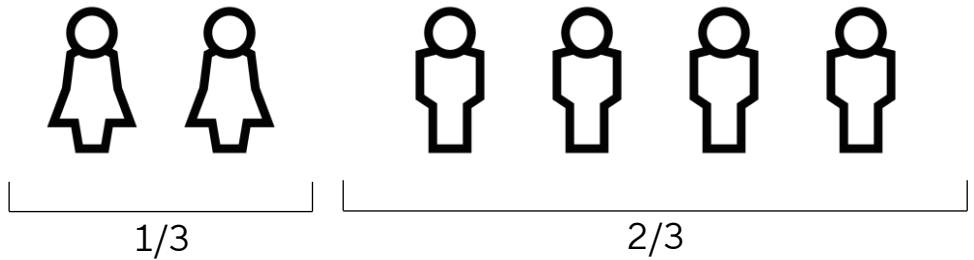
Share of staff with tenure higher than 15 years and lower than 5 years



# Gender | Structure Headed in the Right Direction



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



Employees
  Management positions
  Women
  Men

<sup>1</sup> As of April 1, 2024

# Fostering Exchange and Dialogue for Women

## Sartorius Business Women Association

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

## Partnership with global non-profit

Since 2021, Sartorius has been a corporate partner of the Healthcare Businesswomen Association, providing interested employees with access to the organizations network.





# Promoting Equality and Raising Awareness of Diversity and Inclusion

North America Diversity, Equity, Inclusion and Belonging (DEIB)

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

LGBT+Friends Alliance

The group strives to enhance the visibility of LGBTQIA+ individuals at Sartorius through virtual events and inclusive "Rainbow Lunches" – creating a safe space for sharing experiences.



# Partnering in the Name of Diversity and Inclusion



Initiative zur Berufs- und Studienwahl