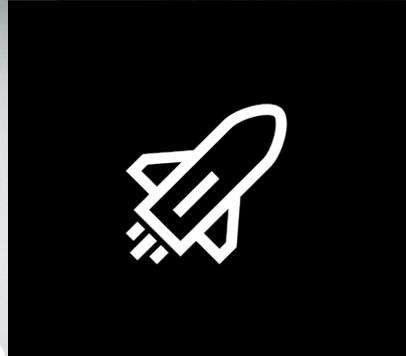


# SARTORIUS

## Working at Sartorius

A Candidate's Guide



# This is Sartorius

Many diseases, such as cancer, dementia or inflammatory diseases, are still incurable. Hundreds of millions of people lack access to affordable and safe medicines. Our biopharma customers are working hard to develop new drugs to improve people's lives.

Sartorius is a leading international partner of life science research and the biopharmaceutical industry. With our innovative technologies, we aim to simplify progress in the development and production of new therapeutics. So that more people will have access to better medicine.

Around 14,600 employees at over 60 production and sales locations worldwide are committed to this vision.

As a growing global life science company, we are looking for professionals, graduates and students who share our ambition and want to make a contribution in a vibrant environment while advancing their careers.

Join our global team and grow with us.

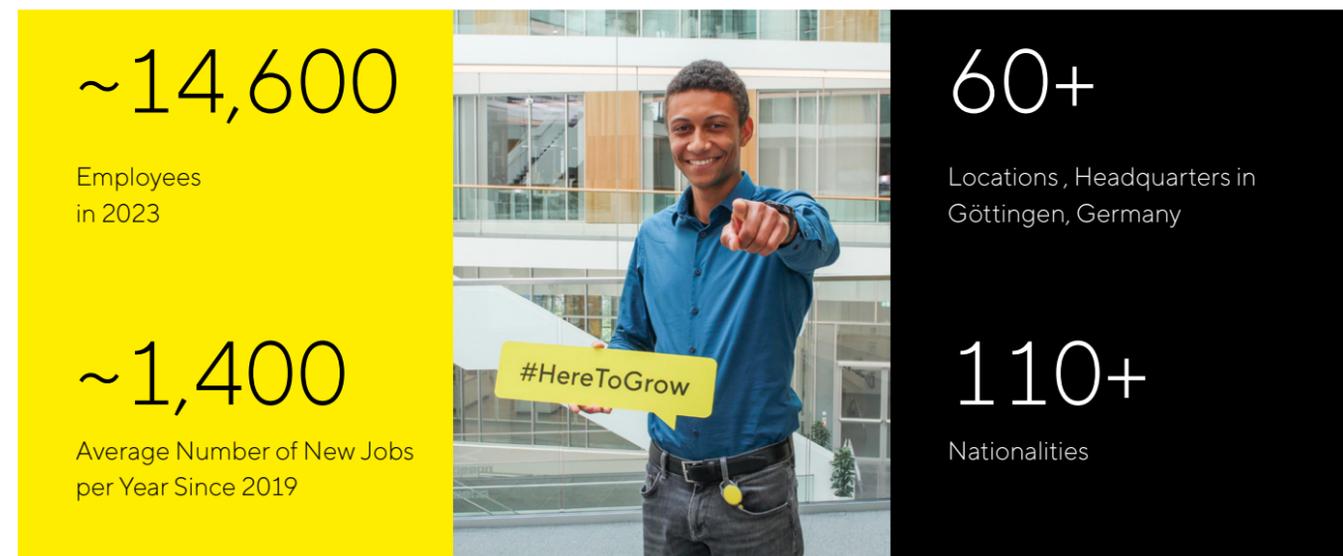
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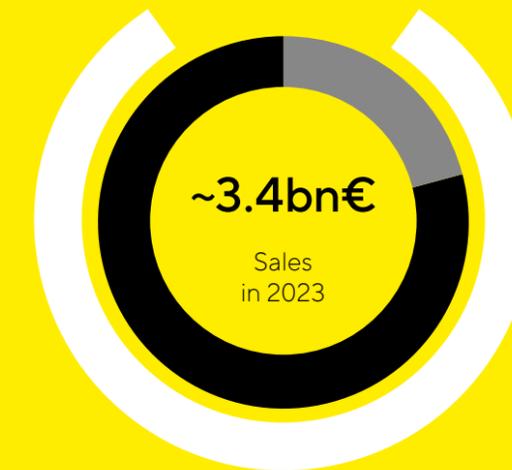
# Sartorius in Numbers

Sartorius was founded in 1870 by 24-year-old Florenz Sartorius in Göttingen, Germany. Over the past decades, the company has evolved into a leading international partner of biopharmaceutical research and production, and is listed on the German DAX. Back then and today, our innovative solutions are helping our customers to accelerate research work and simplify manufacturing processes.

## A Global and Diverse Team



Strong Financial Track Record: ~15% Average Annual Growth 2014 -2023



- 21% Lab Products & Services Division
- 79% Bioprocess Solutions Division
- ~85% with life science customers

Ambition to 2028



Low double-digit

average annual sales growth

~34%

Underlying EBITDA margin

## Gender Structure Moving in the Right Direction

31% Female Management Staff on First and Second Management Level



Ambitious Ecological Goals

2030 mid-term targets

~10%

av. reduction of CO<sub>2</sub>eq emission intensity p.a. (Scopes 1-3)

Zero

avoidable emissions in Scopes 1 and 2

2045 long-term target

Net-zero emissions

Decarbonization of the entire supply chain in collaboration with suppliers and customers

# Mission

At Sartorius, 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.

# Strong Company Values

Sustainability, openness and enjoyment are the values that shape our work with colleagues, customers and business partners alike. By incorporating them into our thinking and actions on a daily basis, we create a positive corporate culture, which is an important source of long-term economic success, lasting motivation and above-average performance.



Sustainability

Growing profitably and acting responsibly towards all stakeholders



Openness

A source of change and progress



Enjoyment

A working environment with freedom and appreciation



# What We Do: Biopharmaceuticals in Focus

With its two divisions, Bioprocess Solutions and Lab Products & Services, Sartorius focuses on the biopharmaceutical industry. Offering solutions covering the entire value chain, the company supports its customers in increasing efficiency in drug development and production.

## Bioprocess Solutions

With its broad product portfolio covering filtration, fermentation, membrane chromatography and fluid management, Sartorius helps ensure that biotech drugs and vaccines can be produced safely and efficiently.

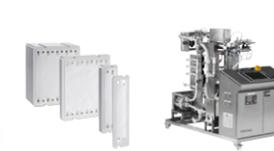
### Cell Cultivation, Media, Reagents and Cell Culture Components



### Fluid Management



### Filtration



### Purification



## Bioprocess Solutions Division

Molecule Development



Cell Line and Process

Development



Upstream and Downstream Production

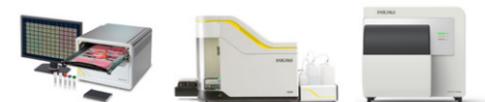
Quality Control and Testing

## Lab Products & Services Division

### Lab Instruments and Consumables



### Bioanalytical Instruments



## Lab Products & Services

Sartorius aims to speed up the complex and expensive development process for biopharmaceuticals. The company provides innovative solutions for bioanalytics and premium lab products, consumables and services to laboratories and the pharmaceutical and biopharmaceutical industries, as well as academic research facilities.

# At Home Worldwide

Sartorius focuses its business activities on the major biopharma markets, earning more than 85% of its sales revenue outside of Germany, the company's country of origin.

That is why we feel equally at home in the company's hometown of Göttingen as in any of the 60+ countries, where our production facilities, product development activities, customer and testing laboratories as well as sales and service teams are present.

Therefore, we are looking for people who think beyond borders and want to proactively strive to develop these markets further along with us for our international teams.



## Americas

Sartorius serves North America, the world's largest pharmaceutical and laboratory market, through its sales and distribution center in Bohemia, New York. The most important production facility in the region is the plant in Yauco, Puerto Rico, where Sartorius doubled its production capacities in recent years and started media production in 2023. Other major production sites are in Ann Arbor, Albuquerque, New Oxford, or Marlborough, supplying our U.S. customers e.g. with membrane filters and sterile bags.

## Europe | Middle East | Africa

Since the company's foundation in 1870, the university city of Göttingen in Lower Saxony has been the headquarters and the largest manufacturing and development location. This is where Sartorius develops and produces two of its core technologies: membrane filters and laboratory instruments. Other major plants in the region are in Aubagne, Mohamdia and Helsinki, as well as in Royston and Stonehouse.

## Asia | Pacific

Sartorius is active in the dynamically growing Asian market from its sales headquarters in Shanghai, China. Important production centers in the region are Beijing and Bangalore, where Sartorius manufactures e.g. stainless steel bioreactors, single-use bags and laboratory balances. To further expand its foothold in the region, Sartorius has started building a new plant for cell culture media and selected single-use products in the biopharma hub of Songdo in South Korea.

# Why Work at Sartorius

Sartorius unites life science enthusiasts, doers, risk takers, creative minds, and, above all, partners for our customers. They all share one ambition: translating scientific discoveries into medicine faster and more efficiently. As a globally listed company, Sartorius has retained the mindset that made it a pioneer in its industry as a start-up more than 150 years ago: customer focus, can-do attitude, hands-on approach, and each individual's ambition to contribute.

## Be Part of the Solution

Sartorius is part of the solution in overcoming global diseases such as cancer or dementia. For our people, this purpose is both a commitment and a chance. If you are ready to contribute technical expertise, innovative thinking, ambition and a high level of persistence, at Sartorius you will find the chance to make an impact.

## Grow With Us

Sartorius is a growing global life science company, focusing on dynamic markets that will continue to grow for decades. This creates opportunities for those who seize them. We entrust our people with responsibility and in return expect the courage to take risks to move forward. Depending on personal goals and changing priorities in life, you can grow your career in diverse ways – from technical to geographical.

## Add the Missing View

Sartorius offers the perfect size and culture for ambitious doers and diverse minds: As one in 14,600, your voice will be heard. Your perspective could be the missing piece to the next game-changing discovery. Yet we believe that challenges are best mastered together: When experienced specialists, fuse their expertise and views. That is why we foster exchange across fields, borders, cultures, and social backgrounds.



**Valérie Morillon**

Leads the virtual sales team for lab products and services in the EMEA region

"After several years in another company, I wanted to use my experience to serve customers and employees in a growing business such as Sartorius. I hoped that in a growing company, I would find an innovative culture and exciting challenges. Looking back, I can say I definitely found this in Sartorius."



**Adrian Ley**

Manager of Hollow Fiber Technologies in product development for separation consumables

"I joined Sartorius for my master's thesis and since then my managers have always supported me. This has allowed me to take on more and more responsibility and now, together with my diverse team, I can help the company achieve its goals. My work at Sartorius is characterized by a significant interdisciplinarity of fields, especially between the natural sciences, materials science and engineering. This collaborative approach enables me to constantly learn something new, even beyond my own fields of expertise."



**Sandra Mei**

Responsible for Human Resource Management in APAC

"I can handle it, is what I thought when I was assigned responsibility for five additional Asian countries. Since then, I have been learning something new every day. What I especially enjoy about my job is the freedom to define my work schedule and activities. As a result, I can fulfill my personal needs and continuously broaden my horizons. I can't think of a better way to be motivated."



Read more career stories on the Sartorius blog:  
[www.sartorius.com/blog](http://www.sartorius.com/blog)

# Benefit From Attractive Working Conditions

We are flexible, so you can give your best. Depending on region, job requirements and local policies, Sartorius offers benefits, such as:



**Career Development** | Actively advance your career at one of the fastest growing global life science companies with diverse development opportunities – from technical to geographical.



**Well-Being** | Benefit from a wide range of health support: from safe working environment, to healthcare insurance, to preventive medical check-ups, to sport activities or even gyms at some sites – and more.



**Work-Life Balance** | Enjoy the flexibility your life needs: Flexible hours and home office options (depending on position and region) as well as support with childcare services and elder care at some sites.



**Smart Working Environment** | Enjoy working in state-of-the-art facilities with the latest technology and equipment that supports global collaboration and encourages your creativity.



**Open and Highly Collaborative Culture** | Engage in our diverse, global team and experience the freedom to contribute through agile working methods, short decision-making paths and mutual support.



**Regional Benefits** | Discover additional advantages depending on local policies: From company restaurants, to subsidies for public transport, to bicycle and car leasing, to student loan tuition refinance service and many more.

# Advance Your Career

The company's dynamic growth creates opportunities to develop personally and professionally for those who seize them. We aim to fill most management positions from within our own ranks and provide development initiatives from the very beginning:

- **Onboarding** | Global and site-specific onboarding programs aim to achieve your social, cultural and professional integration.
- **Learning** | Our learning platform offers a broad range of internal and external trainings, with both digital and in-person formats: from product and application trainings, to soft skill and leadership development, to IT, software and languages programs.
- **Development** | To foster personal and professional development, we are committed to annual performance reviews, talent identification initiatives, leadership trainings as well as coaching and mentoring offers.
- **Feedback** | Drive your personal development through annual performance reviews and co-create your working environment through our regular global employee surveys.



# Your Way to Us

When it comes to finding the right people for the right roles, we do not work with a “one size fits all” procedure. Depending on the position and site, the process will be tailored individually, from the first interview to a potential offer.

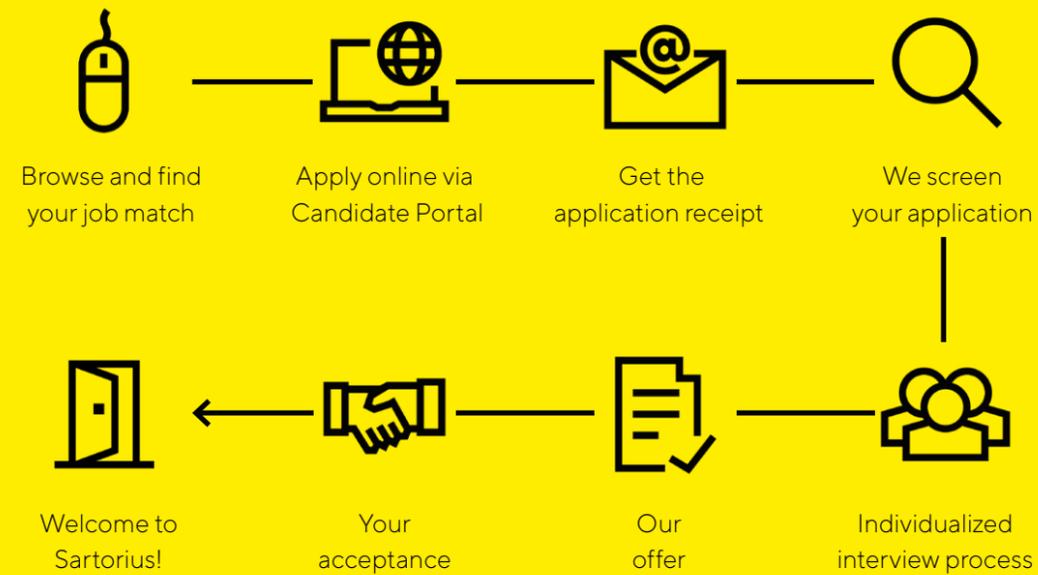
You will probably find yourself in a telephone or video interview with a recruiter first, and later in a meeting with the line manager. In some cases, you might meet the team, the management or even the Executive Board. For some roles, we do self-managed video recordings, or ask for work samples, for others, we do Assessment Centers.

However, one thing is for sure: Our recruiting team will guide you through the whole process.

Ready to get started? We look forward to meeting you!



## The Application Process



Learn more about the application process:  
[www.sartorius.com/careers-faq](http://www.sartorius.com/careers-faq)

## Join Our Global Team and Grow With Us.



# Simplifying Progress