

Miltenyi Group Working Conditions Policy

Purpose	Scope
<p>At the Miltenyi group, we believe that a supportive and healthy working environment is crucial to the success and well-being of our employees. We are committed to providing working conditions that promote safety, respect, and personal development, aligning with our core values and social responsibility.</p>	<p>This Working Conditions Policy applies to all Miltenyi group operations, including our global offices and subsidiaries, manufacturing sites, and research and development facilities. It encompasses all employees, contractors, and temporary staff, ensuring that their rights, safety, and well-being are upheld.</p>

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1. Safe and Healthy Work Environment

Ensuring a safe and healthy workplace is our top priority. The Miltenyi group complies with all applicable health and safety laws and regulations and goes beyond these requirements to implement best practices in occupational safety. We are committed to preventing workplace injuries and illnesses by continuously assessing risks, providing appropriate training, and ensuring that safety measures are rigorously enforced.

2. Work-Life Balance

We recognize the importance of a balanced approach to work and life. The Miltenyi group supports the well-being of our employees by offering flexible working arrangements and promoting a work environment that respects personal time and we are also committed to promoting the compatibility of family and career. We believe that a healthy work-life balance is essential for maintaining high levels of motivation, productivity, and creativity.

To support working parents, we provide an educational daycare center “MiniMax”, offering high-quality childcare in a nurturing and inclusive environment. The center operates Monday to Friday with full-day care, ensuring flexibility for employees. Parents can apply annually, with selection ensuring a balanced mix of age groups.

3. Equal Opportunity and Non-Discrimination

The Miltenyi group is dedicated to fostering a diverse and inclusive workplace where all employees are treated with fairness and respect. We are committed to providing equal opportunities in all aspects of employment and do not tolerate any form of discrimination based on age, race, ethnicity, religion, sexual orientation, gender identity, disability, or any other characteristic protected by law.

4. Employee Development

We view the personal and professional development of our employees as essential to our collective success. The Miltenyi group is committed to offering opportunities for growth through continuous learning, training programs, and career development initiatives. We provide the resources necessary for employees to reach their full potential and contribute meaningfully to our mission.

A key pillar of this commitment is the Miltenyi University, our dedicated learning platform designed to support both internal and external training needs. With a diverse catalog of over

1,000 training sessions, Miltenyi University offers a wide range of courses covering topics such as Health & Safety, Leadership, Soft and Professional Skills, as well as product training.

5. Employee Engagement

Open communication and employee engagement are vital to creating a positive working environment. We encourage feedback and foster a culture where employees feel valued and heard. The Miltenyi group regularly holds forums to ensure that our workforce is engaged and aligned with our organizational goals.

6. Continuous Improvement

The Miltenyi group is committed to continuously improving our working conditions by regularly reviewing our policies and practices. We aim to exceed legal requirements and industry standards, ensuring that our workplace remains a model of safety, fairness, and respect.

7. Policy Approval

Version	Date	Approved by
1.0	28.02.2025	Dr. Boris Stoffel (Managing Director)