Miltenyi Group

Climate Transition Plan

Purpose	Scope
Miltenyi Group's Climate Transition Plan outlines our commitment to reducing greenhouse gas emissions in alignment with the Paris Agreement. It supports our broader CSR mission to protect human health and the environment through sustainable innovation and responsible business practices.	This plan applies to the entire Miltenyi Group and includes all operations globally. It covers direct and indirect emissions (Scopes 1, 2, and 3) and integrates environmental focus areas such as water, waste, packaging and biodiversity across the value chain.

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1. Introduction

Miltenyi Group is committed to driving scientific innovation in a way that protects the climate and preserves planetary boundaries. Our Corporate Social Responsibility (CSR) strategy is guided by the **UN Sustainable Development Goals (SDGs)**, particularly SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). In 2025, we formalized a comprehensive set of environmental targets across emissions, water, and waste, establishing a clear trajectory toward improved sustainability performance and regulatory alignment.

This Climate Transition Plan outlines our approach to reducing greenhouse gas (GHG) emissions across our operations and value chain, in alignment with the **Paris Agreement** and a 1.5°C pathway. Our long-term ambition is to reach Net Zero emissions across our value chain by 2050, through ≥90% absolute reductions and the neutralization of residual emissions with permanent carbon removal. In parallel, we have defined ambitious targets for water stewardship and waste reduction to address broader environmental challenges and reinforce our commitment to responsible resource management. These include a 25% reduction in water intensity by 2030, the safe treatment of wastewater across all production sites, and a full transition to sustainable packaging for European shipments by 2035.

Our climate strategy focuses on decarbonization through energy efficiency, renewable energy sourcing, supplier engagement, and nature-based solutions. Similarly, our water and waste strategies are anchored in operational efficiency, innovation, and collaboration. These efforts are embedded in cross-functional governance structures and supported by implementation milestones, continuous stakeholder feedback, and science-based decision-making. Through this integrated approach, Miltenyi Group aims to ensure resilience, regulatory compliance, and long-term value creation for all stakeholders.

2. Transition Targets

2.1 GHG Emission Reduction Targets

As part of our broader sustainability strategy, we decided to establish science-based targets for reducing our greenhouse gas emissions to address climate change and contribute to a low-carbon future. By aligning our environmental objectives with the targets set out in the **Paris Agreement**, we are joining the global call for climate action, while ensuring that our goals are scientifically grounded and achievable.

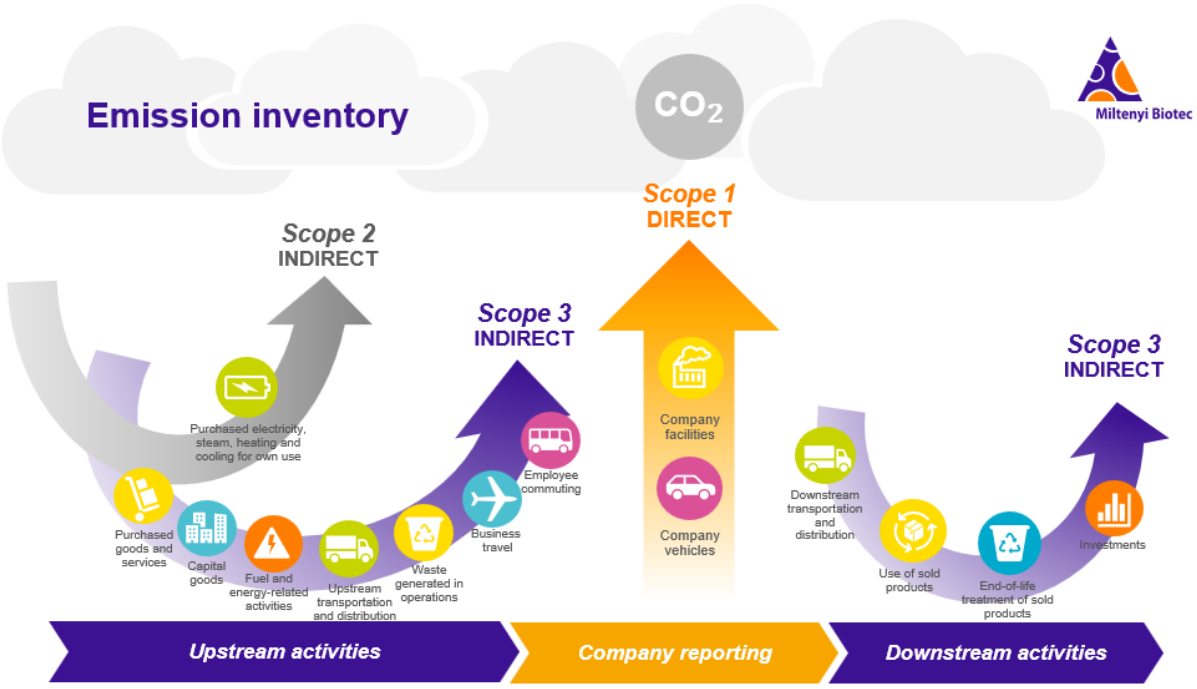


Figure 1: Overview of greenhouse gas emission sources across Miltenyi Group's operations, categorized by Scope 1 (direct), Scope 2 (indirect from energy), and Scope 3 (indirect value chain emissions), in alignment with the GHG Protocol.

In line with recommendations set out by the Science-Based Targets initiative (SBTi), Miltenyi Group has set targets that reflect both near-term action and long-term ambition, ensuring that our decarbonization pathway is science-based, credible, and achievable.

2.1.1 Near-term targets (to 2030)

- ***Direct and indirect emissions from operations (Scope 1+2):***

42% absolute reduction of emissions from 2024 (base year) to 2030. We plan to achieve this target by energy efficiency measures, as well as by switch to and on-site self-generation of renewable energy.

- ***Value chain emissions (Scope 3):***

52% reduction of emissions intensity (per unit of revenue) from 2024 (base year) to 2030. We aim to achieve this target by various activities along our value chain, such as supplier engagement, optimization of transportation and distribution, business travel optimization, eco-packaging, as well as by carbon-neutral growth.

In March 2026, these targets were officially validated by the Science Based Targets initiative (SBTi) as conforming with the SBTi Criteria and Recommendations (Near-Term and Net-Zero Criteria V1.3), reinforcing Miltenyi's dedication to sustainability and long-term environmental stewardship. Through this validation, Miltenyi Biotec joins a growing global network of organizations leading the charge toward a more sustainable, low-carbon economy.

2025 Progress: Combined Scope 1 and Scope 2 (market-based) emissions in 2025 were 12,154 tCO2e, against a 2024 base year of 15,506.56 tCO2e and a 2030 target of 8,993.81 tCO2e (a 42% reduction from base year) – representing 51.48% of the near-term target achieved. Scope 3 emissions intensity, however, increased from 93.50 to 99.69 tCO2e per €1 million revenue in 2025 (a 6.6% increase), moving further from rather than closer to the 52% Scope 3 intensity reduction target, driven primarily by growth in Purchased Goods & Services and Fuel- and Energy-Related Activities spend. Supplier engagement, eco-packaging, and transport optimization initiatives will need to scale meaningfully in the coming years to reverse this trend ahead of the 2030 target date.

2.1.2 Long-term targets (by 2050)

Reach Net Zero emissions across the value chain by 2050 (vs. 2024), with at least a 90% absolute reduction in Scopes 1, 2, and 3, complemented by neutralization of up to 10% of residual emissions using permanent carbon removal solutions.

2.2 Waste Management Targets

As part of Miltenyi Group's commitment to SDG 12 (Responsible Consumption and Production), we are advancing a structured waste reduction strategy that integrates circular economy principles into both our internal operations and supplier relationships. In 2025, we defined key targets to guide this effort across three dimensions: employee engagement, supplier alignment, and packaging innovation.

- ***Target 1 – Employee Engagement***
  Train 100% of active employees in waste reduction and circular economy principles by 2030. This will be supported by e-learning modules, internal communications campaigns, participation in the Green Week initiative, and regular sustainability workshops designed to promote awareness and behavior change. Target status: not started.

- ***Target 2 – Supplier Engagement***
  Integrate waste reduction and circular economy criteria into the Supplier Code of Conduct and supplier training programs by 2030. In 2025, we updated the Supplier Code of Conduct to include waste reduction and circular economy criteria alongside water conservation requirements, and began engaging strategic suppliers on both topics jointly. As engagement began in Q4 2025, by year-end we had engaged 74 suppliers in total, of which 20 belong to our strategic tier-1 suppliers, through this combined water and waste Code of Conduct and training rollout. The process will continue to be rolled out through 2030. Target status: Underway.

- ***Target 3 – Eco-Packaging***
  Fully transition to sustainable packaging for European shipments by 2035. As of 2024, 56% of annual product shipments already use eco-friendly Straw Shippers, representing significant early progress toward this target. As of 2025, this figure increased to 79%, demonstrating strong continued progress toward the 2035 goal.

2.3 Water Stewardship Targets

Aligned with **SDG 6 (Clean Water and Sanitation)**, Miltenyi Group has adopted a holistic approach to water stewardship that emphasizes efficiency, compliance, supply chain responsibility, and employee well-being. In 2025, we defined the following four targets:

- ***Target 1 – Water Efficiency***
  Achieve a **25% reduction in water intensity** (measured in m³ per unit of revenue) by 2030, using 2024 as the base year. This target applies to all manufacturing sites and will be supported by investments in water-smart technologies, decentralized reuse systems, conservation upgrades at water-stressed locations, employee engagement through awareness campaigns on responsible water use within the company and water consumption-neutral growth. The baseline was subsequently recalculated for greater transparency in water withdrawal reporting: expressed in liters per €1,000 revenue, the 2024 base year figure is 97.87 L/€1,000, with a 2030 target of 73.40 L/€1,000 (25% reduction). In the 2025 reporting year, water intensity was 91.50 L/€1,000, a 6.5% year-over-year decrease, representing 26.06% of the target achieved relative to the base year. Target status: Underway.

- ***Target 2 – Wastewater Compliance***
  Ensure that **100% of wastewater discharges** from all production sites **comply with safe discharge limits** by the end of 2030. In 2025, we established a formal monitoring process to confirm compliance with safe discharge limits for manufacturing effluents at each of our 7 production sites, rather than relying on an assumption of compliance as in previous years. Through this process, all 7 sites confirmed 100% compliance with applicable discharge limits, achieving this target ahead of the 2030 end date. Target status: Achieved.

- ***Target 3 – Supplier Engagement***
  Engage **100% of strategic tier-1 suppliers for recurring procurement** on responsible water use practices by 2030 (target of 50 strategic suppliers engaged). Implementation and rollout of reporting and capacity-building measures started in 2025 and will be completed until 2030. In addition, water conservation requirements were added to the Supplier Code of Conduct in 2025. Suppliers for Non-recurring Product- or Service demand will with signature of the updated Supplier Code of Conduct immediately be

committed to water conservation practices. In 2025, we integrated water criteria into the Supplier Code of Conduct and began sending the updated Code to our strategic suppliers, engaging suppliers identified as having potential sustainability risks through our CSR questionnaire for comprehensive risk assessment. As engagement began in Q4 2025, by year-end we had engaged 74 suppliers in total, of which 20 belong to our strategic tier-1 suppliers – representing 40% of the 2030 target achieved. Target status: Underway.

- ***Target 4 – Employee Access to WASH***
  Maintain **100% access to WASH** (Water, Sanitation, and Hygiene) for all employees at all Miltenyi Group sites. This commitment is continually upheld through internal reviews and local regulatory compliance. Site-level WASH conditions are monitored and reported as part of our occupational health and safety obligations. Target status: Achieved and Maintained.

- ***Target 5 – Water Risk Assessments***
  Regularly assess water risks at key production sites to identify mitigation and adaptation needs. In 2025, all production sites underwent a water-related risk assessment using the WRI Aqueduct tool, and from 2026 onward, assessments will be revisited **annually** to ensure proactive monitoring and timely response to emerging water-related risks. Target status: Underway.

3. Core Decarbonization Levers

Key levers to meet our 2030 emissions goals across Scope 1, 2, and 3, and to lay the foundation for achieving Net Zero across our value chain by 2050.

3.1 Energy Efficiency and Building Upgrades

To reduce emissions from our facilities, we are phasing out gas-based heating systems and transitioning to energy-efficient alternatives. In 2024, we installed new air compressors and a heat recovery system at our sites in Teterow and Bergisch Gladbach. Additionally, we have launched a group-wide LED retrofit program, with recent installations at our Laage site reducing lighting energy consumption by up to 66%. Energy efficiency assessments and upgrades, including the

integration of heat pump technology in new buildings, will continue across major production and R&D sites through 2030. These measures are critical for reaching our 2030 target and will continue to be scaled beyond 2030 to support phasing out fossil-based heating systems by 2050.

3.2 Renewable Electricity and On-site Generation

Miltenyi Biotec is expanding on-site renewable electricity generation through the installation of 6,500 photovoltaic (PV) panels across eight buildings, including our sites in Teterow and Bergisch Gladbach. In 2024, these systems produced 204.2 MWh of clean electricity. The expansion of PV capacity is part of a broader effort to reduce Scope 2 emissions and eliminate reliance on fossil-based electricity sources. In 2025, three additional PV systems were installed at our Teterow, Bergisch Gladbach, and Cologne sites, and existing systems reached full ramp-up, together delivering an estimated 124 tCO2e in annual Scope 2 (market-based) savings for an estimated €220,000 investment (4–10 year payback, 21–30 year estimated lifetime). A further 6 PV opportunities have been identified at Bergisch Gladbach and Teterow, representing an estimated 20 tCO2e in additional potential annual savings.

3.3 Sustainable Mobility

We are taking steps to reduce emissions from corporate mobility by supporting sustainable commuting. In Germany, we subsidize the *Deutschlandticket* and partner with CompanyBike to encourage cycling. These programs promote low-emission travel among employees, and we continue to evaluate additional fleet electrification opportunities. In 2025, the share of electric vehicles in our company fleet rose from 7% (2024) to 20%, with combustion-based vehicles decreasing by 19% and total fleet size decreasing by 3%, delivering an estimated 310 tCO2e in annual emissions savings.

3.4 Scope 3 Value Chain Interventions

Miltenyi Biotec's greatest climate impact lies in Scope 3 emissions from purchased goods and services, transportation, and capital goods. To address this, we launched a risk-based supplier engagement program that includes CSR assessments and training. In 2024, we initiated assessments with 41 suppliers. Additional interventions include optimizing transportation logistics, reviewing business travel policies, and expanding low-emission shipping methods. Notably, 56% of annual shipments in 2024 were packed using eco-friendly Straw Shippers.

3.5 Nature-based Solutions and Biodiversity

In addition to reducing emissions at the source, we support nature-based solutions. In 2024, we planted 4,580 trees in 10 countries through our partnership with Treedom, contributing to biodiversity, carbon removal, and sustainable agroforestry. Local reforestation events also took place in Cologne and Shanghai, engaging employees and communities in climate action.

4. Governance and Public Policy Alignment

At Miltenyi Group, climate and environmental governance are embedded in our broader corporate strategy, ensuring that sustainability considerations are integrated into decision-making processes across all levels of the organization. Oversight of our climate transition initiatives is conducted through the CSR Core Team and the Global CSR Board, which coordinate implementation, monitor progress, and ensure alignment with international frameworks and internal performance indicators.

4.1 Environmental Policy Governance

Miltenyi Group operates under a suite of formalized environmental policies that define our principles and responsibilities. These include the **Environmental Protection Policy**, **Air Emissions Policy**, **Water Conservation Policy**, and **Energy & GHG Emissions Policy**. These policies are publicly available and disseminated company-wide.

Our targets on emissions, water, and waste are being integrated into our investment reviews, infrastructure upgrades, procurement practices, and supplier assessments. The CSR Core Team ensures that progress toward environmental goals is evaluated regularly and that corrective actions are taken when necessary.

4.2 Transparency and Reporting

Miltenyi Group is committed to transparent and responsible sustainability reporting. We disclose annually to **CDP** and **EcoVadis**, and, following the validation of our targets in March 2026, we report progress annually to the **Science Based Targets initiative (SBTi)**. Upon request, we provide data on emissions (Scope 1, 2, and 3), energy, water, waste, and packaging to customers, regulators, and financial institutions. Our Scope 1, Scope 2, and Scope 3 Category 1 and

Category 2 emissions are independently assured annually: for the 2024 base year by PwC, and for the 2025 reporting year by Carbonology, both providing limited assurance in accordance with ISO 14064-3.

In 2026, we aim to publish our first public **sustainability report**, and we will begin reporting under the **Corporate Sustainability Reporting Directive (CSRD)** in 2028, covering 2027 data. To prepare, we are enhancing data systems and aligning with **European Sustainability Reporting Standards (ESRS)**.

4.3 Public Policy Engagement and Integrity

Miltenyi Group does not support or engage in any form of lobbying that contradicts the goals of the Paris Agreement and the Sustainable Development Goal 6. All public policy activities, including our involvement in industry associations or working groups, are aligned with our commitment to climate action and conducted with full transparency. We advocate for climate-aligned policies that advance clean energy, responsible supply chains, and circular practices in the life sciences and healthcare sectors.

5. Stakeholder Feedback Mechanisms

Miltenyi Group integrates stakeholder feedback as a core element of its climate and environmental strategy. We maintain structured, ongoing dialogue with key stakeholders, including customers, employees, suppliers, financial institutions, and civil society.

Feedback is collected through a variety of channels:

- **Biennial stakeholder surveys** conducted as part of our double materiality assessment process
- **1:1 client and partner meetings**, where climate priorities are discussed
- **Employee engagement formats**, including internal surveys, training sessions, and sustainability workshops
- **Regular exchanges with financial institutions** and ESG rating platforms (e.g., CDP, EcoVadis)
- **Global CSR Board and CSR Core Team meetings**, where strategic feedback is reviewed and integrated into implementation plans

These mechanisms ensure that our climate and sustainability strategies remain responsive to evolving expectations and material impacts. Insights gathered are used to refine our targets, improve performance, and guide decision-making across decarbonization, water stewardship, and waste reduction efforts.

6. Key Assumptions and Dependencies

The effectiveness of Miltenyi Group's Climate Transition Plan depends on several critical conditions:

- **Regulatory Stability**: Continued enforcement of EU climate legislation (CSRD, EU ETS, EED) and the broader adoption of Net Zero–aligned climate policies in global markets.
- **Access to Renewables**: Availability of affordable, certified renewable electricity in key markets (EU, US, India, China).
- **Technology Availability**: Market readiness of clean, GMP-compatible technologies (e.g., heat pumps, low-impact refrigerants).
- **Supplier Participation**: Alignment of key suppliers with our environmental goals, including disclosure, training, and performance improvement.
- **Data Systems**: Deployment of robust digital tools for tracking Scope 3 emissions and environmental performance.
- **Stakeholder Support**: Ongoing engagement from employees, partners, and customers to enable implementation and continuous improvement.

These assumptions are regularly monitored and addressed through our CSR governance processes and risk assessments.

7. History

Version	Date	Approved by
1.0	26.08.2025	Dr. Boris Stoffel (Managing Director)
2.0	**08.2026**	**Dr. Boris Stoffel (Managing Director)**