Modern Slavery Act Statement

1. Introduction

At Miltenyi Biotec, we have a zero-tolerance approach to modern slavery and are fully committed to preventing acts of modern slavery and human trafficking within our operation and supply chain and we impose the same high standards on our suppliers. We have taken a robust approach to tackle modern slavery. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2025.

2. Our business and supply chains

Our business

Miltenyi Biotec is a global biotechnology company headquartered in Bergisch Gladbach, Germany. Our mission is to advance scientific understanding and medicine by providing solutions for cell and gene therapy and biomedical research. We believe in biomedical science as the strongest driver to change the way we treat cancer, autoimmune diseases, and neurodegenerative disorders. With more than 5000 employees from over 75 countries working as one, to invent the medicine of tomorrow.

Our corporate culture is grounded in integrity, respect, and shared responsibility, principles that guide ethical and sustainable business practices. We encourage all our employees to act with honesty, fairness, and accountability, fostering an open, collaborative environment where people treat each other with dignity, value diversity, and help maintain a workplace free from discrimination and harassment. This foundation of trust and responsible behaviour enables everyone to perform at their best.

Our supply chain

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

A key foundation and element of our business is our global supply chain, which supports all areas of our business with a wide range of goods (such as raw materials, equipment, components, packaging etc.) and services. Miltenyi Biotec regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by undertaking supplier assessments. We are currently enhancing our framework for all our suppliers to commit to our Anti-Slavery and Human Trafficking Policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

3. The risks

The principal areas of risk we face, related to slavery and human trafficking, include:

a) Some components of our supply chain, and
b) temporary service staff.

4. Policies

Miltenyi Biotec is committed to high standards of ethical, moral and legal business conduct and we expect our suppliers to uphold the same values.

As part of our commitment to combating modern slavery and human trafficking, we have the following policies and procedures to demonstrate our commitment to acting with integrity: Supplier Code of Conduct, Code of Conduct for Employees, as well as policies on Working Conditions, Prevention of Child and Forced Labor, Human Rights, and Modern Slavery.

Further works on policy development and evolution will continue through 2026.

5. Due Diligence

We review and address the risks in the area of modern slavery and ensure that appropriate measures are applied to assess, manage and minimise risk to ensure slavery and/or human trafficking does not take place in our organisation or supply chains.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Miltenyi Biotec will continue working towards a more robust system, with a view to better assessing and mitigating risk in the supply chain.

6. Risk Management

We take our responsibility to eliminate modern slavery and human trafficking both within our business and in our supply chain very seriously. The core measures we as a firm are taking are:

Supply chain

We monitor our supply chain to mitigate the risk of slavery and human trafficking by conducting an annual risk assessment based on data from the ITUC Global Rights Index.

We tell our business partners that we have zero tolerance for exploitation; we have implemented concepts to commit them to our Code of Conduct (see Miltenyi's Supplier Code of Conduct).

We train our buyers on conducting supplier risk assessments, focusing on identifying high-risk industries and countries. This training equips buyers to classify suppliers as high-risk or low-risk and implement appropriate countermeasures accordingly.

We work to account for our supply processes, we know who is providing goods and services to us and we have mechanisms and processes in place to check, including reviewing our significant suppliers' identity and level of risk in this area, and making efforts to confirm their adherence to anti-slavery measures in their businesses.

Recruitment

Our HR department follows firm policy.

We verify staff are legally able to work in the relevant office.

We provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

Effectiveness and Key Performance Indicators

During the financial year 2025, Miltenyi Biotec continued to implement its structured CSR Supplier Risk Management process. This process considers country risk, including labour-rights indicators, industry risk and production-site risk, and supports the identification and prioritisation of suppliers requiring further due diligence.

During the reporting period:

- 100% of Tier 1 suppliers were assessed and classified through our supplier risk-assessment process.
- Within our broader supplier sustainability assessment, 112 Tier 1 suppliers met the applicable threshold for substantive dependencies and/or impacts.
- Suppliers identified as presenting medium or high risk were required to complete a detailed CSR questionnaire containing more than 100 scored questions covering, among other matters, human rights and working conditions, environmental protection, anti-corruption and business ethics.
- Suppliers assessed as non-compliant with our requirements were prioritised for follow-up engagement, including corrective action plans, targeted training and, where appropriate, audits.

These indicators measure the coverage and implementation of our broader supplier due-diligence framework. They support our efforts to identify and manage human-rights and modern-slavery risks.

We will also seek to develop our supplier risk assessment process to better identify areas of risk and support our efforts to monitor them and take corrective actions as needed. We will continue to further define and adopt appropriate key performance indicators to inform our monitoring and reporting.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

Further Actions

Following our review of the actions taken in the financial year 2025, we intend to introduce a series of additional measures to further strengthen our commitment to combating slavery and human trafficking. These measures will build upon the steps we have already taken and will help ensure continuous improvement in our policies, processes, and overall risk management strategy. Additionally, we will offer a refresher training to our employees to ensure ongoing awareness and vigilance across all levels of the business.

Furthermore, we will increase our involvement with external organizations, e.g., industry groups, to collaborate on best practices and share knowledge about combating modern slavery and human trafficking and to ensure that we remain up-to-date on new legislation and regulations regarding modern slavery and human trafficking and adjust our policies accordingly.

Finally, we will enhance our transparency by publishing an updated Modern Slavery Statement on our website, which will include a clear summary of the measures we are taking, along with progress updates and plans for future action in our annual Sustainability Report for the reporting year 2026.

By taking these additional steps, Miltenyi Biotec demonstrates its ongoing commitment to tackling modern slavery and human trafficking within our operations and supply chains. We will continue to work diligently to identify, assess, and mitigate risks, ensuring that we uphold the highest ethical standards and protect the rights and dignity of all individuals involved in our business activities.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 for Miltenyi Biotec B.V. & Co. KG and its UK subsidiary Miltenyi Biotec Limited and constitutes their slavery and human trafficking statement for the financial year ending 31 December 2025.

This statement was approved by the Board of Management on June 16, 2026.
Signed: Dr. Boris Stoffel
Director
Miltenyi Biotec Management B.V.,
general partner of and representing Miltenyi Biotec B.V. & Co. KG
Date: June 16, 2026