

Modern Slavery Act Statement

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 2024.

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 4,700 employees from over 70 countries working as one to invent the medicine of tomorrow. Our unique Miltenyi Biotec culture is based on strong principles aiming to create an environment fostering creativity, excellence, and innovation.

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.

Our supply chain

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. Upon implementation of our Anti-Slavery and Human Trafficking Policy, we will implement concepts to commit all our suppliers to this policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

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.

Policies

Miltényi 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 2025.

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 minimize risk to ensure slavery and/or human trafficking does not take place in our organization or supply chains.

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

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

Risk Management

We take our responsibility to root out 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 the companies we do business with that we do not accept any form of exploitation; we have implemented concepts to commit them to our Code of Conduct (see [Miltenyi Biotecs 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

For the financial year ending December 31, 2024, Miltenyi Biotec will seek to assess and monitor the efficacy of our training and awareness of reporting risks associated with modern slavery.

We will also seek to develop our supplier risk assessment process to inform areas of risk and our efforts to monitor and action corrective steps as needed. We will continue to 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 2024, 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. In 2025, we will issue a report, detailing our activities, results analysis, and actions we take.

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, as well as by including specific details on the actions taken to combat modern slavery in our annual Sustainability Report for the reporting year 2025.

By taking these additional steps, Miltényi 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 December 31, 2024.

This statement was approved by the Board of Management on May 14, 2025.

Signed: Dr. Boris Stoffel

Director

Miltenyi Biotec Management B.V.,

general partner of and representing Miltenyi Biotec B.V. & Co. KG

Date: May 14, 2025