

Miltenyi Group Career Management & Training Policy

Purpose	Scope
<p>This policy is designed to support the professional development of employees, ensuring they have access to the necessary resources and opportunities to grow within our organization.</p> <p>This document outlines the policies and principles related to career management and training within the Miltenyi group.</p>	<p>This Career Management and Training Policy applies to all Miltenyi group employees across our global operations. It encompasses programs, resources, and initiatives designed to support employee development, including training, mentorship, performance management, and career advancement opportunities.</p>

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1. Career Development

Employees of the Miltenyi group are encouraged to actively participate in their career development by engaging in the following activities:

- Regular self-assessments and reflection on career goals.
- Participation in company-provided training and development programs.
- Seeking feedback from supervisors and peers.
- Exploring internal job opportunities and lateral moves within the company.

2. Training Programs

Companies of the Miltenyi group provide a variety of training programs to support employee development. These programs include:

- Onboarding training for new employees to familiarize them with group policies, procedures, and culture.
- Technical skills training to enhance job-specific competencies.
- Soft skills training to develop leadership, communication, and teamwork abilities.
- Compliance training to ensure adherence to relevant legal requirements, industry regulations and standards.

3. Performance Reviews

Performance reviews are conducted annually to assess employee progress and identify opportunities for growth. These reviews include:

- Evaluation of job performance based on predefined metrics.
- Discussion of career aspirations and potential career paths within the company.
- Identification of training and development needs.
- Setting of goals and objectives for the upcoming year.

4. Review and Continuous Improvement

This policy and our underlying commitments are reviewed annually to assess progress and make necessary adjustments to accommodate changes in technology, legislation, and corporate objectives.

5. Policy Approval

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