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# SUSTAINABILITY FACTBOOK

The Fresenius Sustainability Factbook complements the audited Fresenius Sustainability Statement 2025, which was prepared in accordance with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). While the Sustainability Statement contains the mandatory, externally audited disclosures for the respective reporting year, the Factbook provides additional, voluntary information. In particular, it includes selected metrics that go beyond the scope of the formal CSRD reporting. These metrics are non-audited and are intended to offer further insights into the management and performance of Fresenius' material sustainability topics. In addition, the Factbook also contains information about relevant partnerships and external ESG ratings.

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# FRESENIUS GROUP

## GENERAL INFORMATION

### ESG RATING OVERVIEW

Rating	Current score	Explanatory information
	<b>CDP Climate: B CDP Water: B</b> as of 12/2025	With scores of B and B, the disclosures on climate and water were classified in the second-highest category, “Management Level” (scale from A (highest) to D- (lowest)).
	<b>Prime B</b> as of 07/2025	With a further improvement from B- to B and a transparency level of “Very High”, Fresenius maintains its Prime status.
<b>MSCI ESG Rating</b>	<b>BBB</b> as of 03/2026	Rating score of BBB (scale from AAA (highest) to CCC (lowest)) regarding exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.
	<b>11.7 Low Risk</b> as of 09/2025	With a score of 11.7 Low Risk, Fresenius ranks among the top 50 companies in the industry comparison.
	<b>67/100</b> as of 09/2025	With a score of 67 out of 100 Fresenius Kabi is at the top 35% of all companies rated by EcoVadis.

## ESRS 2 GENERAL DISCLOSURES

### MANAGEMENT BOARD DIVERSITY<sup>1</sup>

	2025	2024	2023	2022	2021
Share of women	20%	20%	20%	17%	14%
members between 30 and 50 years	40%	40%	40%	17%	14%
members over 50 years	60%	60%	60%	83%	86%
Average age	53.6	52.6	51.6	53.2	57.1
Non-Germans	20%	20%	20%	33%	43%
Average tenure (years)	2.6	1.6	0.6	5.2	7.9

<sup>1</sup> Applies to total board.

### SUPERVISORY BOARD DIVERSITY<sup>1</sup>

	2025	2024	2023	2022	2021
Share of women	33%	33%	33%	42%	42%
members between 30 and 50 years	8%	8%	17%	17%	17%
members over 50 years	92%	92%	83%	83%	83%
Average age	59.8	61.5	61.6	60.7	60.7
Non-Germans	17%	17%	17%	17%	17%
Average tenure (years)	4.3	5.3	5.8	5.3	6.0

<sup>1</sup> Applies to total board.

As of March 2026

MEMBERSHIPS IN INDUSTRY ASSOCIATIONS

Program/initiative	Goal/purpose
Bundesverband Medizintechnologie e.V. (BVMed) – Member: Fresenius SE & Co. KGaA	BVMed is the leading industry association for medical technology in Germany, representing the interests of more than 300 companies in political and public discourse. Its members range from manufacturers and suppliers to homecare and medical aids providers. Together, they are committed to ensuring a future-proof healthcare system through modern, high-quality medical technology, while sustainably strengthening Germany and Europe as locations for medical technology and contributing to long-term improvements in healthcare delivery.
Econsense – Forum for Sustainable Development of German Business e.V. – Member: Fresenius SE & Co. KGaA	Econsense is the sustainability network of German businesses. Since its establishment in 2000, it has brought together sustainability management practitioners from German companies operating internationally. The network’s aim is to facilitate the transition to a sustainable and successful economy.
UN Global Compact – Member: Fresenius SE & Co. KGaA	The UN Global Compact is the world’s largest corporate sustainability initiative. Since its launch in 2000, it has united companies worldwide around shared principles on human rights, labor, the environment, and anti-corruption to advance a more sustainable global economy.
AMR Industry Alliance - Member: Fresenius Kabi	The AMR Industry Alliance is a coalition of over 100 biotechnology, diagnostics, generics, and research-based pharmaceutical companies and associations. The aim of the association is to offer sustainable solutions to curb antimicrobial resistance (AMR), which is increasingly threatening global health. The AMR Industry Alliance aims to achieve this by facilitating collaboration, reporting on industry contributions, and engaging with external stakeholders. Fresenius Kabi is part of the board of AMR Industry Alliance and engages in several actions to support the fight against AMR.
Association for Accessible Medicines - Member: Fresenius Kabi	The Association for Accessible Medicines (AAM) and its Biosimilar Council division is a trade association representing generic and biosimilar pharmaceutical companies in the United States. Its primary goal is to improve access to safe, effective, and affordable medicines. The association works towards fostering a competitive market for generic and biosimilar drugs, advocating policies that enhance patient access, and promoting the economic sustainability of the pharmaceutical industry. AAM aims to ensure a robust and diverse pharmaceutical marketplace that benefits both patients and healthcare providers through the availability of more affordable treatment options.
Medical Nutrition International Industry Group (MNI) - Member: Fresenius Kabi	An international industry association representing the medical nutrition industry at an international level. The participating companies offer solutions for nutrition therapy: oral nutritional supplements (ONS), enteral tube feeding (nutrition via the gastrointestinal tract), and parenteral nutrition (intravenous nutrition). The association’s members also include companies that specialize in nutritional ingredients and medical devices.
Medicines for Europe - Member: Fresenius Kabi	Medicines for Europe represents the pharmaceutical companies that manufacture and supply the majority of medicines in Europe. The industry association thus also represents the generics, biosimilar, and value-added industries. The goal is to improve the health and well-being of European patients through better access to high-quality medicines. The portfolio of Medicines for Europe members supply over 70% of all medicines in Europe, and over the last ten years, generic medicines have increased access to medicines by over 100% in 7 key therapeutic areas and can thus help to ensure the sustainability of European healthcare systems for future generations.
Pharmaceutical supply chain initiative (PSCI) Member: Fresenius Kabi	PSCI is an alliance of leading pharmaceutical and healthcare companies aimed at promoting responsible supply chain management. The PSCI Principles set clear standards and provide guidance on ethics, labor rights, health and safety, environmental sustainability, and management systems for suppliers.

ENVIRONMENTAL INFORMATION

ESRS E1 CLIMATE CHANGE

TARGETS FOR REDUCING ENERGY CONSUMPTION

Fresenius has not set any overarching targets for reducing energy consumption at Group level. However, there are targets for reducing energy consumption at divisional level. These are aligned with the requirements of ISO 14001 and ISO 50001, for example. These targets also contribute to the Group’s climate targets.

ENVIRONMENTAL COMMITMENT<sup>1</sup>

	2025	2024	2023	2022	2021
Coverage by external environmental management standard					
thereof ISO 14001 coverage	92%	88%	55%	46%	n.a.
thereof ISO 50001 coverage	81%	79%	82%	70%	n.a.
Internal standard or policy	100%	100%	100%	100%	n.a.
Regulatory requirement (e.g. national law)	100%	100%	100%	100%	n.a.

<sup>1</sup> Scope applies to the entities for which environmental data is consolidated and certification is planned; focus on operations and hospitals; deviations due to scope adjustments; from 2024 excl. Vamed.

## ENERGY CONSUMPTION

	2025	2024	2023	2022	2021
Group, in million MWh <sup>1,3</sup>	2.9	3.1	3.1	3.2	3.2
by source, in %					
Gas consumption	42.6	42.9	46.0	45.0	45.0
Electricity (non-renewable)	11.9	15.1	20.0	25.0	33.0
Purchased heat, steam, cooling	11.3	11.2	10.0	10.0	11.0
Fossil fuels, excl. gas	6.0	6.2	3.0	4.0	4.0
Renewable fuels	3.1	3.0	3.0	4.0	4.0
Electricity (renewable)	25.0	21.5	18.0	12.0	3.0
Fresenius Group <sup>1</sup> relative energy consumption					
Energy consumption / € 1 million sales	130.1	134.0	140.0	149.0	163.0
Energy consumption / FTE	19.1	20.1	19.6	20.7	21.7
Energy consumption / hospital bed <sup>2</sup>	30.2	30.6	30.0	31.0	32.7

Data for the years 2021 until 2023 are calculated with the higher heating value/gross calorific value. From 2024 onwards, data are calculated with the lower heating value/net calorific value.

<sup>1</sup> Data of Eugin Group in the Operating Company Fresenius Helios include in 2022 and 2023 only the Spanish entities.

<sup>2</sup> Data applies to Operating Company Fresenius Helios, excluding fertility services and Quironprevencion up to 2023.

<sup>3</sup> The CSRD definition will be used for the indicator from the 2024 reporting year onwards.

## EMISSIONS

	2025	2024	2023	2022	2021
<b>Total GHG emissions (market-based), in t CO<sub>2</sub>e<sup>1</sup></b>	<b>4,258,997</b>	<b>4,289,740</b>	<b>4,241,027</b>	<b>692,574</b>	<b>796,398</b>
Scope 1	317,448	351,128	344,161	342,384	352,581
Scope 2, market-based	170,497	187,300	234,956	350,191	443,817
Scope 3	3,771,052	3,751,312	3,661,910	n.a.	n.a.
<b>Fresenius Group relative GHG emissions scope 1 and 2 (market-based)</b>					
t CO <sub>2</sub> e / € 1 million sales	21.6	23.3	27.5	32.2	39.9
t CO <sub>2</sub> e / FTE	3.2	3.5	3.5	4.3	5.0

<sup>1</sup> Data audited from 2024 onwards.

## ESRS E3 WATER RESOURCES

### WATER

	2025	2024	2023	2022	2021
<b>Water withdrawal Group, in million m<sup>3</sup></b>	<b>14.3</b>	<b>15.0</b>	<b>15.0</b>	<b>15.6</b>	<b>15.0</b>
Market segment healthcare products	9.9	9.7	9.9	10.4	10.1
Market segment healthcare facilities	4.1	4.3	4.0	5.2	4.9
Water discharge Group <sup>1</sup> , in million m <sup>3</sup>	11.9	12.6	13.1	8.3	7.9
Water consumption Group <sup>1</sup> , in million m <sup>3</sup>	2.4	2.3	1.9	2.1	2.2
<b>Water withdrawal Group by source, in million m<sup>3</sup></b>					
Surface water	0.8	0.7	0.7	0.7	0.7
Groundwater	4.4	4.3	4.1	4.4	4.0
Seawater	-	-	-	-	-
Produced water	-	-	-	-	-
Third-party water (municipal supply)	9.1	9.9	10.2	10.6	10.3
<b>Fresenius Group relative water withdrawal<sup>2</sup></b>					
Water withdrawal / € 1 million	632.9	648.7	671.0	718.0	797.0
Water withdrawal / FTE	93.0	97.3	92.0	98.1	97.0
Water withdrawal (m <sup>3</sup> ) per hospital bed <sup>3</sup>	108.5	115.1	108.0	110.0	106.0

<sup>1</sup> Data until 2022 applies to market segment healthcare products.

<sup>2</sup> Data audited until 2023.

<sup>3</sup> Data applies to Operating Company Fresenius Helios.

## ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

### WASTE VOLUMES

	2025	2024	2023	2022	2021
<b>Fresenius Group<sup>1</sup></b>					
Total hazardous waste, in %	16.9	18.1	21.0	21.0	n.a.
Total non-hazardous waste, in %	83.1	81.9	79.0	79.0	n.a.
Recycling rate hazardous waste, in %	32.8	37.4	n.a.	n.a.	n.a.
Recycling rate non-hazardous waste, in %	42.5	40.3	n.a.	n.a.	n.a.
Hospital waste per bed <sup>2</sup> , in tons (t)	1.5	1.5	1.1	1.1	1.0
Hazardous hospital waste per bed <sup>2</sup> , in tons (t)	0.1	0.1	0.1	0.1	0.1

<sup>1</sup> Data audited from 2024 onwards.

<sup>2</sup> Data applies to Operating Company Fresenius Helios, excluding fertility services and Quironprevencion up to 2023. Change of Scope from 2023 to 2024.

As of March 2026

## SOCIAL INFORMATION

### ESRS S1 OWN WORKFORCE

#### Employees

##### HEADCOUNT, FTE

	2025	2024	2023	2022	2021
<b>Headcount, total</b>	<b>178,583</b>	<b>179,884</b>	<b>193,865</b>	<b>188,876</b>	<b>185,827</b>
Fresenius Kabi	41,358	41,898	43,269	42,063	41,397
Fresenius Helios	130,208	129,038	129,439	125,700	123,484
Fresenius Vamed	1,324	7,793	20,265	20,184	19,721
Corporate / Other	5,693	1,155	892	929	1,225
<b>FTE, total</b>	<b>155,273</b>	<b>153,733</b>	<b>166,834</b>	<b>161,808</b>	<b>158,102</b>
Fresenius Kabi	39,904	39,912	41,381	40,286	39,579
Fresenius Helios	108,923	107,890	108,208	104,509	101,652
Fresenius Vamed	1,239	4,719	16,430	16,182	15,730
Corporate / Other	5,207	1,212	815	831	1,141
<b>Non-employees (as of December)</b>	<b>5,254</b>	<b>5,334</b>	<b>2,756</b>	<b>3,749</b>	<b>n.a.</b>
Europe	3,730	3,868	1,326	1,814	n.a.
Rest of the World	1,524	1,466	1,430	1,479	n.a.

As of 2024 the CSRD definition of headcount applies.

##### EMPLOYEES BY TYPE OF EMPLOYMENT AND REGION

Headcount	Europe	thereof Germany	Europe excl. Germany	North America	Asia-Pacific	Latin America	Africa	Total
<b>2025</b>								
Number of employees	144,733	86,606	58,127	4,330	9,539	18,574	1,407	178,583
Number of permanent employees	123,517	72,008	51,509	4,304	9,274	15,822	1,324	154,241
Number of temporary employees	21,159	14,596	6,563	18	256	2,752	83	24,268
Number of non-guaranteed-hours employees	57	2	55	8	9	-	-	74
Number of full-time employees	98,770	50,074	48,696	4,295	9,498	17,819	1,407	131,789
Number of part-time employees	45,963	36,532	9,431	35	41	755	-	46,794
<b>2024</b>								
Number of employees	144,836	86,101	58,735	4,646	9,847	19,327	1,228	179,884
Number of permanent employees	123,469	71,694	51,775	4,604	9,674	17,141	1,103	155,991
Number of temporary employees	21,299	14,399	6,900	20	147	2,186	125	23,777
Number of non-guaranteed-hours employees	68	8	60	22	26	-	-	116
Number of full-time employees	98,180	49,752	48,428	4,564	9,813	18,757	1,228	132,542
Number of part-time employees	46,656	36,349	10,307	82	34	570	-	47,342

##### RECRUITING

	2025	2024	2023	2022	2021
New hires, % <sup>1,2</sup>	18.9	17.0	19.1	19.7	n.a.
thereof females (headcount), Group	22,434	19,847	20,092	n.a.	n.a.

<sup>1</sup> Calculated as the number of external hires within the reporting period, relative to the number of employees at year-end.

<sup>2</sup> Data for 2022 and 2023 contains the deconsolidated Spanish entities of Eugin Group.

##### STAFF LOYALTY

in %	2025	2024	2023	2022	2021
Total turnover <sup>1</sup>	25.8	25.3	29.9	32.9	n.a.
dismissal <sup>2</sup>	2.7	2.6	1.9	1.4	n.a.
within probation period	1.1	1.0	0.9	0.9	n.a.
Voluntary turnover <sup>2,3</sup>	9.6	9.8	10.4	11.1	10.1

<sup>1</sup> Total turnover includes contracts which ended in the reporting year; audited as of 2024.

<sup>2</sup> Data for 2022 and 2023 incl. Spanish entities of Eugin Group; audited as of 2024.

<sup>3</sup> Number of employees who left the organization voluntarily in relation to the number of employees at the end of the year. Data audited.

##### EMPLOYEE RETENTION

	2025	2024	2023	2022	2021
Average length of service, years <sup>1</sup>	8.7	8.7	8.8	8.8	8.8

<sup>1</sup> Data audited until 2023.

As of March 2026

## EMPLOYEE PARTICIPATION

in %	2025	2024	2023	2022	2021
<b>Collective bargaining agreements<sup>1</sup></b>					
Coverage in Europe	85	85	84	83	83
Coverage outside Europe	27	27	31	34	15
Global coverage	74	74	74	80	80

<sup>1</sup> As of 2023 coverage 100% global employees. 2021 to 2022 based on about 91% of Fresenius Group total employees; Data audited until 2023.

## WORKING MODELS

in %	2025	2024	2023	2022	2021
<b>Full-time employees<sup>1</sup></b>					
share of men	86	86	80	80	82
share of women	68	68	60	60	58
<b>Employees working full-time<sup>1</sup></b>	<b>74</b>	<b>74</b>	<b>66</b>	<b>66</b>	<b>65</b>
thereof male	38	38	35	32	36
thereof female	62	62	65	68	64
<b>Part-time employees<sup>1</sup></b>					
share of men	14	14	20	20	18
share of women	32	32	40	40	42
<b>Employees working part-time<sup>1</sup></b>	<b>26</b>	<b>26</b>	<b>34</b>	<b>34</b>	<b>35</b>
thereof male	17	17	17	17	15
thereof female	83	83	83	83	85
<b>Parental leave<sup>2</sup></b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>
thereof male	24	17	19	19	20
thereof female	76	83	81	81	80

<sup>1</sup> As of 2024: Full scope; 2023: Scope of 80% of employees globally; 2022: Scope of 85% of employees globally; 2021 German entities and Operating Company Fresenius Helios (excl. Fertility business).

<sup>2</sup> 2025: Full scope; 2024: Scope of 77% of employees globally; 2023: Scope of 80% of employees globally; 2022: Scope of around 50% of global employees. Full-time/Part-time KPI audited as of 2024; Parental leave KPI not audited.

## EMPLOYEE ENGAGEMENT

	2025	2024	2023	2022	2021
Employee engagement index <sup>1</sup>	4.14	4.02	4.13	3.90	n.a.
Participation rate, in %	56	63	44	56	n.a.

<sup>1</sup> Audited with reasonable assurance, as stated in the independent practitioner's report. In 2022, audit performed with limited assurance.

## LABOR COST

	2025	2024	2023	2022	2021
<b>Personnel expenses<sup>1</sup></b>					
in total, € million <sup>2</sup>	10,104	9,586	9,229	9,439	15,610
thereof wages and salaries <sup>2</sup>	8,231	7,806	7,565	7,715	12,679
per average employee, € thou. <sup>2</sup>	57	54	52	50	50
in % of sales <sup>2</sup>	44.2	43.9	43.8	43.8	41.6
Average employee compensation, in € <sup>3</sup>	35,254	35,625	39,022	40,847	68,230
Ratio CEO <sup>4</sup> / Avg. employee compensation	125.7	105.8	41.4	104.5	91.1

<sup>1</sup> Data 2020 to 2021 incl. Fresenius Medical Care.

<sup>2</sup> 2023 values adjusted according to reported figures in the financial report.

<sup>3</sup> Until 2023, calculated as total wages and salaries divided by total headcount. As of 2024, weighted median of annual remuneration according to CSRD definition.

<sup>4</sup> Audited as of 2024; higher impact in 2022 due to change in board structure; 2024 new definition based on CSRD.

## Equal treatment and opportunities for all

### AGE STRUCTURE

	2025	2024	2023	2022	2021
Below 30 years, in %	21.8	21.0	21.0	20.0	20.0
Between 30 and 50 years, in %	52.5	53.0	52.0	53.0	53.0
Above 50 years, in %	25.7	26.0	27.0	27.0	27.0
Average age, in years	40.7	41.1	41.3	41.4	41.3

Age structure KPI audited; average age KPI audited until 2023.

## GLOBAL INDICATORS

	2025	2024	2023	2022	2021
Employees with disability <sup>1</sup>	5,540	5,482	n.a.	n.a.	n.a.
share of total employees	3.1	3.1	n.a.	n.a.	n.a.
in Germany	4,497	4,323	4,668	4,614	5,051
in % of employees	5.2	5.0	5.1	5.0	5.1
in Europe	5,306	5,261	5,417	5,214	5,531
in % of employees	3.7	3.6	3.8	3.7	4.0
Nationalities <sup>2</sup>	~ 160	>150	>150	>145	>140

<sup>1</sup> As of 2024: Full scope; Scope 2023: Total staff except Kabi outside Germany. Until 2022 total staff Germany; Europe: European entities of Fresenius Vamed as of 2022, Fresenius Kabi only Germany; data audited.

<sup>2</sup> The number of nationalities refers to around 78% of employees.

## HEADCOUNT SPLIT

	2025	2024	2023	2022	2021
<b>Headcount, female employees</b>					
in %	67.0	67.0	68.0	68.0	68.0
Fresenius Kabi	52.0	52.0	52.0	51.0	51.0
Fresenius Helios	74.0	74.0	75.0	75.0	75.0
Fresenius Vamed	23.0	39.0	63.0	63.0	62.0
Corporate / Other	36.0	45.0	47.0	46.0	40.0
<b>Headcount, by region</b>					
Europe	144,733	144,836	155,883	152,510	151,025
thereof Germany	86,606	86,101	93,095	91,093	90,655
thereof Europe excl. Germany	58,127	58,735	62,788	61,417	60,370
North America	4,330	4,646	5,410	11,306	10,508
Latin America	18,574	19,327	21,762	13,913	12,557
Asia-Pacific	9,539	9,847	9,646	10,029	10,744
Africa	1,407	1,228	1,164	1,118	993

Change in 2023 regarding regional distribution between North America and Latin America.

## WOMEN IN LEADERSHIP

in %	2025	2024	2023	2022	2021
Share of women in management:					
1st level below Management Board	26.3	26.3	30.0	n.a.	n.a.
2nd level below Management Board	20.6	27.6	24.1	n.a.	n.a.

Data audited; definition differs from CSRD S1-9 definition.

## Occupational health & safety

### LTIFR<sup>1</sup>

	2025	2024	2023	2022	2021
Fresenius Kabi	1.8	2.2	2.8	2.9	2.4
Fresenius Helios (Spain)	14.8	13.6	14.6	16.2	n.a.

<sup>1</sup> LTIFR: Number of work-related accidents resulting in at least one day of absence from work in relation to 1,000,000 working hours. Fresenius Helios (Spain) not audited.

## WORK-RELATED FATAL ACCIDENTS

	2025	2024	2023	2022	2021
Group (own employees)	1	-	-	-	5
Temporary staff	-	-	-	-	-
Third-party fatalities	-	5	1	-	2

2021 data without the business segment Fresenius Vamed; temporary staff recording only in the Operating Company Fresenius Kabi; Third-party fatalities only recorded in the Operating Companies Fresenius Kabi and Helios Germany; incidents with official investigation. Data audited in 2023 and 2025, number of third party fatalities not audited in 2024.

## Certifications and awards

In 2025, the Fresenius Group and the business segments received various certifications in the area of employees, e.g.:

### CERTIFICATIONS IN THE REPORTING YEAR

Operating Company	Certification
	<b>Top Employer 2025:</b> In the reporting year, Fresenius Kabi received the Top Employer certification from the renowned Top Employers Institute in 13 countries (Austria, Brazil, China, Dominican Republic, Mexico, Poland, Spain, Switzerland, United States, India, Philippines, Puerto Rico) and secured the regional certification for North America. Separately, Helios Spain was also honoured for the fourth year in a row. The certification process consists of several steps. First, the status quo of HR work is determined within the framework of an extensive HR best practice survey. The related questionnaire addresses employee practices in six areas, all of which cover key areas and topics in HR, including HR strategy, work environment, talent acquisition, diversity, inclusion, and well-being. The results are then subjected to an independent external audit and assessed from a global and local perspective.
Fresenius Kabi, Helios Spain	
Fresenius Kabi	Two country organizations received <b>Great Place to Work certification:</b> Ecuador and Colombia. They were certified by the Great Place to Work Institute after going through a two-stage process in which employees were surveyed and then the country organizations completed a questionnaire on the workforce and corporate culture.

In 2025, the Fresenius Group and the business segments have received various awards as outstanding employers, e.g.:

### AWARDS IN THE REPORTING YEAR

Operating Company	Award
	<b>Potentialpark Germany Talent Communication Ranking 2025:</b> Fresenius ranked 2nd overall and 1st in the Social Media ranking. The market research institute Potentialpark named Fresenius one of the German companies with the best online offering for applicants for the 14th consecutive year.
	<b>Kununu Top Company 2025:</b> Fresenius SE & Co. KGaA received the <b>Kununu Top Company 2025 seal</b> , based on independent employee reviews on the employer review platform Kununu
	<b>Die besten Ausbilder Deutschlands (Germany's best trainers):</b> The business magazine Capital and the daily newspaper Handelsblatt independently recognized us as one of the best trainers in Germany in 2025. We achieved 91.6 points (out of 100) in the Handelsblatt ranking. Capital awarded the best possible rating of five stars for our in-company training and dual-study programs.
Fresenius Group	Fresenius has been awarded the Deutschland Test seal " <b>Germany's Best Training Companies 2025</b> " by Focus magazine in the category of medical technology companies with 100 points (out of 100).
Helios Spain	<b>Corporate Reputation Business Monitor (Merco):</b> In 2025, Helios Spain ranked 47th in the Merco ranking overall and remained among the top healthcare organizations in Spain. The division also ranked 45th in Merco Talent Monitor; 39th in the Merco Talent University Monitor and 72nd in the Merco Responsibility ESG ranking.

## ESRS S2 WORKERS IN THE VALUE CHAIN

### REPORTS RECEIVED WITH HUMAN RIGHTS RELEVANCE

	2025		2024	
	Own operations	Value chain	Own operations	Value chain
Reports received with human rights relevance	23	1	25	3
Of which are substantiated	1	-	4	-
Severe human rights violations	-	-	-	-

## ESRS S4 HEALTH AND SAFETY

### QUALITY COMMITMENT

in %	2025	2024	2023	2022	2021
Coverage by external quality management standard					
thereof ISO 9001 coverage of applicable entities in scope	95	96	97	61	n.a.
thereof IQM coverage of applicable entities in scope	100	100	100	n.a.	n.a.
Internal standard or policy	100	100	100	100	n.a.
Regulatory requirement (e.g. national law)	100	100	100	100	n.a.

Coverage depends on the applicability of standards or policies; focus on operations and hospitals; data 2023 audited.

PATIENT CARE

	2025	2024	2023	2022	2021
<b>Fresenius Helios</b>					
Avoidable incidents	48	43	n.a.	n.a.	n.a.
<b>Fresenius Helios, Germany</b>					
Average length of stay (days)	5.5	5.7	5.7	5.8	5.7
Allegations of treatment errors (total) <sup>1</sup>	795	800	840	827	768
Average treatment errors per 1,000 patients <sup>2</sup>	0.7	0.7	0.7	0.8	0.8
G-IQI targets achieved	91.9	90.7	88.7	87.0	86.8
Peer Reviews	20	27	22	9	7
<b>Patient service monitor<sup>3</sup>, Germany</b>					
Patient interviews (acute care)	130,954	623,152	719,025	739,660	713,382
% of patients treated	45.0	56.0	64.0	70.0	70.0
Patient satisfaction, in %	95.0	95.0	96.0	96.0	96.0
<b>Fresenius Helios, Spain</b>					
Net Promoter Score, Spain <sup>3</sup>	67.8	65.4	60.1	56.3	49.9
Total Reports (NPS), Spain <sup>3</sup>	1,606,034	1,451,695	818,485	652,269	534,930
Net Promoter Score, Colombia	80.2	81.5	n.a.	n.a.	n.a.
Total Reports (NPS), Colombia	66,509	89,542	n.a.	n.a.	n.a.

G-IQI-target 2023, 2024 and 2025 audited with reasonable assurance, data 2021 to 2022 with limited assurance. Other data not audited.

<sup>1</sup> Acute care clinics, not audited.

<sup>2</sup> Average allegation of treatment error (justified or unjustified) per 1,000 patients; incl. all specialties and all stages of treatment, from patient information, diagnostics, surgery, and therapy and to aftercare. Data not audited.

<sup>3</sup> Data as of 2023 audited. 2025 data only up to March 31, 2025.

PRODUCTION

	2025	2024	2023	2022	2021
<b>Fresenius Kabi</b>					
Audit & Inspection Score <sup>1</sup>	0.9	1.7	1.9	2.3	1.9
Internal audits	41	33	58	45	58
External audits and inspections	99	92	111	87	94
Compliance rates for quality-related reporting, in %					
<b>Side effects:</b> individual case reports reported in time (globally)	99.9	99.7	99.9	99.3	99.6
<b>Benefit-risk-ratio:</b> in time transmission of periodic safety reports (globally)	99.7	98.9	99.1	100.0	98.8
<b>Internal in time transmission</b> of vigilance data	100.0	100.0	100.0	100.0	100.0
Communication of new side effects	0	1	1	1	n.a.

<sup>1</sup> For the calculation of the Audit & Inspection Score, Fresenius Kabi takes into account all information on findings from audits and inspections received by the company before December 31 of the reporting year. Data audited.

AWARDS FOR OUR HOSPITALS (SELECTION)

Business segment	Award
Helios Spain	<p>In 2025, the US news magazine 'Newsweek' voted four Helios Spain clinics among the world's best specialized hospitals. A total of 13 Helios Spain hospitals were included in the respective country rankings, ten in Spain and three in Colombia.</p> <p>According to the annual Spanish health reputation monitor ('Monitor de Reputación Sanitaria'), four centers of Helios Spain were among the top ten private hospitals with the best reputation in Spain in 2025.</p> <p>The Institute of Governance and Applied Economics (Instituto de Coordinadas de Gobernanza y Economía Aplicada) has included three Helios Spain hospitals in the Hospital Excellence Index (Índice de Excelencia Hospitalaria – IEH) 2025, a list of the ten best hospitals in Spain. The Fundación Jiménez Díaz Hospital was ranked first for the tenth consecutive year.</p>

ESRS S4 ACCESS TO PRODUCTS AND SERVICES

Patients

PATIENTS TREATED

	2025	2024	2023	2022	2021
<b>Fresenius Helios</b>	27,098,108	26,343,621	25,772,029	24,868,792	22,567,138
thereof inpatient Helios Germany	1,204,349	1,158,283	1,131,581	1,079,776	1,048,946
thereof outpatient Helios Germany	4,391,413	4,345,248	4,334,425	4,423,482	4,390,553
thereof inpatient Helios Spain	1,186,043	1,172,523	1,153,240	1,093,858	982,204
thereof outpatient Helios Spain	20,316,303	19,667,567	19,147,918	18,266,776	16,140,388

Consolidated data 2021 not audited.

As of March 2026

HEALTHCARE FACILITIES

	2025	2024	2023	2022	2021
Acute care clinics	139	142	145	145	146
thereof Germany	82	85	86	87	90
thereof Spain/Latin America	57	57	59	58	56
Other healthcare facilities or centers	>650	>650	>650	>500	>500
Number of beds in acute care:					
in clinics Germany	38,134	37,590	37,709	38,045	38,129
in clinics Spain and Latin America	30,022	29,459	29,410	29,786	29,955
	8,112	8,131	8,299	8,259	8,174

Number of beds not audited; Number of health care facilities and clinics reported in Group Management Report until 2024.

Cooperation with programs and initiatives (selection)

HEALTHCARE PRODUCTS MARKET SEGMENT

Program/initiative	Type	Goal/purpose
action medeor	Public organization	Action medeor is a German medical aid organization. The group responds to health crises by providing emergency aid, distributing medical supplies, and supporting healthcare systems in affected areas. They work internationally and maintain medical warehouses in Germany, Tanzania, and Malawi to manage logistics and the supply chain. Fresenius Kabi occasionally contributes by donating products to the organization.
Humedica e.V.	Public organization	This non-governmental organization provides low-cost medical aid by buying large quantities and delivers medical aid to disaster areas. Fresenius Kabi supports the organization in some situations with product donations.
Specialised Nutrition Europe (SNE)	Public organization	Specialised Nutrition Europe (SNE) represents the specialised nutrition industry in Europe. It includes national associations from 19 countries, primarily EU members. SNE focuses on ensuring high food safety and quality standards, promoting science-based policies, and fostering transparency. It also advocates for the role of specialized nutrition in improving the lives of specific consumer groups and supports a favorable industry environment at local, European, and international levels.

HEALTHCARE SERVICES MARKET SEGMENT

Program/initiative	Type	Goals/purpose
Aktionsbündnis Patientensicherheit (Action Alliance for Patient Safety)	Public organization	Aktionsbündnis Patientensicherheit is committed to safe healthcare and is dedicated to the research, development, and dissemination of suitable methods. Helios Germany is a member of the Action Alliance and part of the organization’s interdisciplinary and multi-professional working and expert groups. The working groups meet regularly and publish their results in the form of recommendations for action, patient information, and publications, which are made available free of charge to all institutions in the German healthcare system, as well as patients and their relatives.
Fundación Quirónsalud	Private organization	The social impact of Helios Spain is largely channelled through the <b>Fundación Quirónsalud</b> as a strategic extension of the healthcare activities. It is aimed at improving health outcomes, enhancing well-being and contributing to social equity across the communities it serves. In 2025, the Fundación Quirónsalud implemented 644 social impact initiatives and 620 health promotion activities across 39 centres. These activities were structured around three pillars: patient and family support (204 initiatives), community well-being (408 initiatives), and international cooperation (32 initiatives). <b>Stay Healthy:</b> Awareness-raising campaign aimed at schools and young people. Experts from the Quirónsalud Helios Spain Foundation explain the benefits of healthy habits to the target group and draw attention to the main health risks. In 2025, the campaign reached more than 27,000 students, supported by 105 healthcare professionals volunteering. <b>Contigo Actuamos:</b> Corporate volunteering program, which mobilized over 1,200 employees through initiatives such as Cada Paso Cuenta, linking employee engagement with measurable social and environmental outcomes. <b>Caregivers Community:</b> In 2025 a dedicated platform providing guidance, resources and emotional support in the area of patient support was launched, which already brings together more than 500 caregivers, 1,800 patients and 180 social organizations, strengthening support networks beyond clinical care.
Fundación Recover	Private organization	The foundation focuses its efforts on improving the medical infrastructure in 11 sub-Saharan African countries (including Ethiopia, Burkina Faso, Cameroon and Chad), for example by providing medical equipment and medicines to enable treatment, supporting local medical staff, and promoting medical training. The foundation also has access to a network of non-medical volunteers. Helios Spain mainly supports Fundación Recover through donations. In 2025, more than 1,700 patients have been treated.
Kompetenzzentrum für klimaresiliente Medizin und Gesundheitseinrichtungen (KliMeG)	Public organization	KliMeG is a competence center and nationwide network supporting climate-resilient healthcare facilities. It brings together hospitals and health organizations committed to strengthening climate adaptation and mitigation in the healthcare sector. KliMeG provides free resources, workshops, and exchange formats to help institutions identify climate risks, enhance resilience, and reduce environmental impacts. The initiative aims to drive sustainable transformation across clinical operations through practical tools, expert collaboration, and best-practice sharing.

As of March 2026

## Social activities

### EXEMPLARY LIST OF SOCIAL ACTIVITIES

Program/initiative	Further information
KabiCare from Fresenius Kabi	KabiCare® is a self-developed support program for training and information services for healthcare professionals and patients: it was developed to support people living with a chronic disease, e.g., cancer or inflammatory diseases, who are being treated with a biosimilar product from Fresenius Kabi.
Americares in cooperation with Fresenius Kabi	In the United States, Fresenius Kabi has a more than 10-year relationship with Americares, a health-focused relief and development organization that responds to people affected by poverty or disaster with life-changing medicine, medical supplies, health services, and programs. Fresenius Kabi does this through financial support and in-kind (product) donations for missions in both the United States and internationally. Further, Fresenius Kabi USA participates in charitable fundraising and awareness activities to support a variety of health-related causes, including breast cancer, AIDS blood donation, sickle cell disease, and postpartum mental health.
Tulipe in cooperation with Fresenius Kabi	In France, Fresenius Kabi works together with Tulipe for donations in kind. Tulipe, an initiative by Leem (Les Entreprises du Médicament), coordinates emergency medical aid through donations from 60 healthcare companies. It provides immediate relief and supports long-term health efforts in vulnerable regions. Tulipe mobilizes donations to crisis zones, partners with NGOs to distribute aid in countries like the DRC, Lebanon, Cameroon, and Ethiopia, and responds to natural disasters.
Starter program in cooperation with Fresenius Kabi	In Canada, the business segment also provides urgent anticoagulation treatment for out-of-hospital patients through the starter program (biosimilar to enoxaparin). They are provided with a free pack, which in Canada is equivalent to 5-10 days of treatment. The Compassionate Program extends ongoing anticoagulation therapy to patients without insurance coverage or financial resources and provides free medication for the entire duration of treatment.
JUMPstart in collaboration with Fresenius Kabi	JUMPstart is Fresenius Kabi's medical education and research program to help the next generation of clinical experts create high-quality research projects. Beyond providing education on effective study design and mentorship from expert senior researchers, the program cultivates an international community of researchers committed to advancing clinical nutrition therapy. There are two global programs: while JUMPstart Medical Clinical Nutrition focuses on chronically and critically ill patients, JUMPstart Renal Nutrition Therapy focuses on patients with chronic kidney disease.
United for Clinical Nutrition founded by Fresenius Kabi	To overcome hospital malnutrition in countries around the world, in 2014 Fresenius Kabi established the initiative United for Clinical Nutrition. This multinational initiative seeks to reduce the prevalence of this condition through education, data collection, and clinical assessment in selected geographical regions. To this end, dedicated clinical projects and awareness campaigns have been tailored for Latin America (since 2014), Asia (since 2017), and Europe (since 2019). Its mission is to improve medical nutrition therapy and quality of life with a strong focus on better patient outcomes across the region. As part of the United for Clinical Nutrition initiative, Fresenius Kabi first announced the Parenteral Nutrition Research Grant Latin America (LAM Grant) in 2018 to promote research aimed at improving nutritional care of hospitalized adult patients in Latin America.
Cooperation between Helios Germany and the organization Friedensdorf International	Children from the organization Friedensdorf International are regularly treated in Helios clinics. Friedensdorf International brings sick and injured children from crisis and war zones, who have no chance of receiving adequate medical care in their home countries, to Germany to receive the treatment they need here. They are treated free of charge at Helios and receive follow-up treatment in Germany until they can return home.
Fundación Quirónsalud activates actions to help DANA affected people in Valence	The Quirónsalud Foundation has led the activation of collective actions launched to respond to the multiple needs arising from the DANA catastrophe in Valencia. More than 4,000 collaborators contributed their steps through "Cada Paso Cuenta" (Every Step Counts), turning them into financial aid for affected colleagues, social organizations, and institutions to address urgent identified needs. A total of 106 centers from the Quirónsalud network and their teams participated in this initiative.

## ESRS S-COMPANY-SPECIFIC INNOVATION

### RESEARCH AND DEVELOPMENT

	2025	2024	2023	2022	2021
R&D expenses, € in millions <sup>1</sup>	624	636	607	631	574
as % of product revenue	7.4	7.6	7.3	7.8	8.1

<sup>1</sup> For special items, see the "Research and Development" section in the Annual Reports; data audited.

### CLINICAL STUDIES

	2025	2024	2023	2022	2021
Clinical studies, total	1,491	1,436	1,873	1,651	1,747

Data 2023 audited; From 2024 only number of clinical studies in Spain.

## ESRS S-COMPANY-SPECIFIC DIGITAL TRANSFORMATION

### DIGITALIZATION RATE

in %	2025	2024	2023	2022	2021
Fresenius Helios Spain: Digital usage rate of care management system	75.4	70.0	n.a.	n.a.	n.a.
Fresenius Helios Germany: Active usage rate for digital services	5.9	5.3	0.0	0.0	n.a.

Data audited.

## GOVERNANCE INFORMATION

### ESRS G1 BUSINESS CONDUCT

#### COMPLIANCE REPORTS

	2025	2024	2023	2022	2021
<b>Reports, total</b>	<b>1,434</b>	<b>1,250</b>	<b>806</b>	<b>375</b>	<b>2,119</b>
thereof classified as no relevant compliance reports	641	511	262	n.a.	n.a.
Business Integrity	104	98	51	88	105
Data protection	33	21	25	26	659
HR/Workplace	330	317	274	155	1,040
Misuse of company assets	217	220	225	35	n.a.
Environment/Health/Safety	22	52	34	23	n.a.
Accounting/Reporting	3	14	3	8	n.a.
Human Rights	n.a.	n.a.	47	n.a.	n.a.
Other	725	528	147	40	n.a.
Human Rights reports included in total reports	24	28	47	n.a.	n.a.

Data 2021 incl. Fresenius Medical Care; Human Rights was only reported separately in 2023.

#### TAX COMPLIANCE

in %	2025	2024	2023	2022	2021
<b>Effective tax rate by region<sup>1</sup></b>					
Europe	29.6	54.7	-695.2	30.8	24.2
North America	22.2	19.1	18.4	21.2	21.1
Asia-Pacific	13.8	16.3	21.1	16.8	23.4
Latin America	32.7	36.1	26.5	32.9	26.4
Africa	25.8	26.0	-24.5	-11.7	28.0
Group	26.6	37.5	66.7	24.8	22.8
<b>Effective tax rate by country<sup>2</sup></b>					
USA	21.0	18.9	18.1	21.1	n.a.
Germany	32.6	-482.4	303.6	56.3	n.a.
Spain	24.2	22.3	27.8	19.5	n.a.
China	17.8	17.2	15.7	20.5 <sup>3</sup>	n.a.

<sup>1</sup> Special items in fiscal year 2023 are explained on page 295 of the Notes. Data not covered in Notes are not audited data.

Special items in 2024 and 2025 are explained in the Notes of the Annual Report. Data not covered in the Notes are not audited data.

<sup>2</sup> The four countries represent around 70% of Group sales.<sup>3</sup> Adjusted tax rate.

## ESRS G-COMPANY-SPECIFIC CYBERSECURITY

### CYBER INCIDENTS

	2025	2024	2023	2022	2021
Serious incidents (Group perspective)	0	0	0	0	0
thereof patients affected	-	-	-	-	-

Data audited.

### DATA PROTECTION INCIDENTS

	2025	2024
Serious incidents (Group perspective)	0	0
thereof patients affected	-	-

Data audited.

As of March 2026

# FRESENIUS KABI

## GENERAL INFORMATION

### ESRS 2 GENERAL DISCLOSURES

#### DIVERSITY WITHIN THE EXECUTIVE LEADERSHIP TEAM OF FRESENIUS KABI

	2025	2024
Number of women	1	1
Number of men	11	11
Share of women, in %	8	8
Share of men, in %	92	92

## ENVIRONMENTAL INFORMATION

### ESRS E1 CLIMATE CHANGE

#### ENERGY CONSUMPTION – FRESENIUS KABI

	2025	2024
Total energy consumption in MWh	1,733,176	1,771,418

#### EMISSIONS – FRESENIUS KABI

	2025	2024	2023	2022	2021
Gross Scope 1 GHG emissions, in t CO <sub>2</sub> e	188,909	203,255	190,659	183,727	187,044
Gross market-based Scope 2 GHG emissions, in t CO <sub>2</sub> e	89,270	104,451	147,042	255,814	243,195
Total Gross indirect (Scope 3) GHG emissions, in t CO <sub>2</sub> e	1,759,122	1,629,234	n.a.	n.a.	n.a.
1 Purchased goods and services	1,150,078	1,007,702	n.a.	n.a.	n.a.
2 Capital goods	49,474	73,393	n.a.	n.a.	n.a.
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	67,937	80,426	n.a.	n.a.	n.a.
4 Upstream transportation and distribution	245,162	213,149	n.a.	n.a.	n.a.
5 Waste generated in operations	31,033	32,838	n.a.	n.a.	n.a.
6 Business travel	12,845	15,096	n.a.	n.a.	n.a.
7 Employee commuting	65,681	65,948	n.a.	n.a.	n.a.
8 Upstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.
9 Downstream transportation	n.a.	n.a.	n.a.	n.a.	n.a.
10 Processing of sold products	n.a.	n.a.	n.a.	n.a.	n.a.
11 Use of sold products	26,272	37,050	n.a.	n.a.	n.a.
12 End-of-life treatment of sold products	110,641	103,632	n.a.	n.a.	n.a.
13 Downstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.
14 Franchises	n.a.	n.a.	n.a.	n.a.	n.a.
15 Investments	n.a.	n.a.	n.a.	n.a.	n.a.
Total GHG emissions (market-based), in t CO <sub>2</sub> e	2,037,301	1,936,939	337,701	439,541	430,239

### ESRS E3 WATER RESOURCES

#### WATER – FRESENIUS KABI

	2025	2024
Water consumption, in m <sup>3</sup>	2,392,706	2,294,649
Water withdrawal, in m <sup>3</sup>	9,869,695	9,708,281
Water discharge, in m <sup>3</sup>	7,476,989	7,413,632
Process Water Withdrawal in production in water stress areas	3,427,196	n.a.

## ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

### HAZARDOUS AND NON-HAZARDOUS WASTE – FRESENIUS KABI

in %	2025	2024
Total hazardous waste	21.1	23.6
Total non-hazardous waste	78.9	76.4
Recycling rate hazardous waste	27.7	44.5
Recycling rate non-hazardous waste	43.6	37.8

### NON-RECYCLED WASTE – FRESENIUS KABI

	2025	2024
Total amount of non-recycled waste, in t	56,534	60,442
Non-recycled waste, in %	59.8	60.6

### WASTE GENERATED: RECOVERY OPERATIONS AND TREATMENT TYPES – FRESENIUS KABI

in t	2025	2024
Total amount of hazardous waste	19,993	23,562
Total amount of non-hazardous waste	74,595	76,133
Total amount of waste generated	94,588	99,695

## SOCIAL INFORMATION

### ESRS S1 OWN WORKFORCE

#### Employees

#### HEADCOUNT, FTE – FRESENIUS KABI

	2025	2024	2023	2022	2021
Headcount, total	41,358	41,898	43,269	42,063	41,397
FTE, total	39,904	39,912	41,379	40,286	39,579

Data audited except for Headcount and FTE in 2024 and 2025; As of 2024 the CSRD definition of headcount applies.

#### SHARE OF TOTAL EMPLOYEES BY GENDER – FRESENIUS KABI

Share in %	Number of employees (headcount), 2025	Number of employees (headcount), 2024
Male	48.3	48.5
Female	51.7	51.5
Other	-	-
Undisclosed	-	-
Total employees	100.0	100.0

#### EMPLOYEES BY GENDER AND REGION – FRESENIUS KABI

Headcount	Europe	thereof Germany	Europe excl. Germany	North America	Asia-Pacific	Latin America	Africa	Total
2025	Male	7,199	1,753	5,446	2,533	5,200	421	19,974
	Female	8,184	1,302	6,882	1,787	4,216	986	21,374
	Other	-	-	-	3	-	-	3
	Undisclosed	-	-	-	7	-	-	7
2024	Male	7,047	1,698	5,349	2,652	5,326	390	20,309
	Female	8,110	1,311	6,799	1,987	4,343	743	21,582
	Other	-	-	-	-	-	-	-
	Undisclosed	-	-	-	7	-	-	7

As of March 2026

EMPLOYEES BY TYPE OF EMPLOYMENT AND REGION – FRESENIUS KABI

Headcount	Europe	thereof Germany	Europe excl. Germany	North America	Asia-Pacific	Latin America	Africa	Total
Number of employees	15,383	3,055	12,328	4,330	9,416	10,822	1,407	41,358
Number of permanent employees	14,393	2,771	11,622	4,304	9,151	10,647	1,324	39,819
Number of temporary employees	935	284	651	18	256	175	83	1,467
<b>2025</b>								
Number of non-guaranteed-hours employees	55	-	55	8	9	-	-	72
Number of full-time employees	14,045	2,617	11,428	4,295	9,375	10,462	1,407	39,584
Number of part-time employees	1,338	438	900	35	41	360	-	1,774
Number of employees	15,157	3,009	12,148	4,646	9,669	11,293	1,133	41,898
Number of permanent employees	13,965	2,717	11,248	4,604	9,496	11,096	1,008	40,169
Number of temporary employees	1,134	292	842	20	147	197	125	1,623
<b>2024</b>								
Number of non-guaranteed-hours employees	58	-	58	22	26	-	-	106
Number of full-time employees	13,828	2,557	11,271	4,564	9,636	11,070	1,133	40,231
Number of part-time employees	1,329	452	877	82	33	223	-	1,667

STAFF LOYALTY – FRESENIUS KABI

in %	2025	2024	2023	2022	2021
Total turnover	15.9	17.3	n.a.	n.a.	n.a.

EMPLOYEE PARTICIPATION – FRESENIUS KABI

Collective bargaining agreements, in %	2025	2024	2023	2022	2021
Global coverage	43.2	42.5	44.6	n.a.	n.a.

EMPLOYEE ENGAGEMENT – FRESENIUS KABI

	2025	2024	2023	2022	2021
Employee engagement index <sup>1</sup>	4.7	4.7	4.7	4.4	n.a.
Participation rate, in %	86.0	85.0	79.0	70.0	n.a.

<sup>1</sup> Audited with reasonable assurance, as stated in the independent practitioner's report. In 2022, audit performed with limited assurance.

## Equal treatment and opportunities for all

AGE STRUCTURE – FRESENIUS KABI

Age structure	2025	2024	2023	2022	2021
Below 30 years, in %	20.8	21.6	22.7	21.6	21.6
Between 30 and 50 years, in %	60.4	59.8	58.9	59.4	59.7
Above 50 years, in %	18.8	18.6	18.4	19.0	18.7
Average age, in years	39.9	39.6	39.5	39.5	39.2

Data audited until 2023.

GLOBAL INDICATORS – FRESENIUS KABI

	2025	2024
Employees with disability	465	552
share of total employees	1.1	1.3

# FRESENIUS HELIOS

## ENVIRONMENTAL INFORMATION

### ESRS E1 CLIMATE CHANGE

#### ENERGY CONSUMPTION – FRESENIUS HELIOS

	2025	2024
Total energy consumption in MWh	1,153,372	1,149,133
By source, in %		
Gas consumption	42.3	42.1
Electricity (non-renewable)	19.0	19.5
Purchased heat, steam, cooling	10.9	10.3
Fossil fuels, excl. gas	4.9	5.1
Renewable fuels	0.4	0.2
Electricity (renewable)	22.4	22.9
Fresenius Helios relative energy consumption		
Energy consumption in MWh / € 1 million sales	85.1	90.4
Energy consumption in MWh / FTE	10.6	10.7

#### EMISSIONS – FRESENIUS HELIOS

	2025	2024	2023	2022	2021
Gross Scope 1 GHG emissions, in t CO <sub>2</sub> e	120,178	127,750	129,519	134,673	141,554
Gross market-based Scope 2 GHG emissions, in t CO <sub>2</sub> e	77,363	72,396	80,604	87,067	193,312
Total Gross indirect (Scope 3) GHG emissions, in t CO <sub>2</sub> e	793,962	759,572	n.a.	n.a.	n.a.
1 Purchased goods and services	486,853	449,784	n.a.	n.a.	n.a.
2 Capital goods	56,864	58,670	n.a.	n.a.	n.a.
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	43,986	45,503	n.a.	n.a.	n.a.
4 Upstream transportation and distribution	382	309	n.a.	n.a.	n.a.
5 Waste generated in operations	5,602	4,853	n.a.	n.a.	n.a.
6 Business travel	1,016	1,164	n.a.	n.a.	n.a.
7 Employee commuting	199,260	199,289	n.a.	n.a.	n.a.
8 Upstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.
9 Downstream transportation	n.a.	n.a.	n.a.	n.a.	n.a.
10 Processing of sold products	n.a.	n.a.	n.a.	n.a.	n.a.
11 Use of sold products	n.a.	n.a.	n.a.	n.a.	n.a.
12 End-of-life treatment of sold products	n.a.	n.a.	n.a.	n.a.	n.a.
13 Downstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.
14 Franchises	n.a.	n.a.	n.a.	n.a.	n.a.
15 Investments	n.a.	n.a.	n.a.	n.a.	n.a.
Total GHG emissions (market-based), in t CO <sub>2</sub> e	991,503	959,718	210,123	221,740	334,866
Fresenius Helios relative GHG emissions scope 1 and 2 (market-based)					
t CO <sub>2</sub> e / € 1 million sales	14.6	15.7	17.6	19.0	30.8
t CO <sub>2</sub> e / FTE	1.8	1.9	1.9	2.1	3.3

### ESRS E3 WATER RESOURCES

#### WATER – FRESENIUS HELIOS

	2025	2024
Water consumption, in million m <sup>3</sup>	-	15,523
Water withdrawal, in million m <sup>3</sup>	4,139,005	4,325,061
Water discharge, in million m <sup>3</sup>	4,139,005	4,309,538
Total water consumption in areas at material water risk related to own operations, including areas of high water stress	-	9,329
Total water recycled and reused in own operations	6,526	3,840

## ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

### HAZARDOUS AND NON-HAZARDOUS WASTE – FRESENIUS HELIOS

in %	2025	2024
Total hazardous waste	9.5	9.5
Total non-hazardous waste	90.5	90.5
Recycling rate hazardous waste	53.7	6.4
Recycling rate non-hazardous waste	40.6	43.3

### NON-RECYCLED WASTE – FRESENIUS HELIOS

	2025	2024
Total amount of non-recycled waste, in t	32,292	34,127
Non-recycled waste, in %	58.2	60.2

### WASTE GENERATED: RECOVERY OPERATIONS AND TREATMENT TYPES – FRESENIUS HELIOS

in t	2025	2024
Total amount of hazardous waste	5,285	5,409
Total amount of non-hazardous waste	50,232	51,238
Total amount of waste generated	55,517	56,648

## SOCIAL INFORMATION

### ESRS S1 OWN WORKFORCE

#### Employees

#### HEADCOUNT, FTE – FRESENIUS HELIOS

	2025	2024	2023	2022	2021
Headcount, total	130,208	129,038	127,895	124,252	123,484
FTE, total	108,923	107,890	106,925	103,284	101,652

Data audited except for Headcount and FTE in 2024 and 2025; As of 2024 the CSRD definition of headcount applies.

#### SHARE OF TOTAL EMPLOYEES BY GENDER – FRESENIUS HELIOS

Share in %	Number of employees (headcount), 2025	Number of employees (headcount), 2024
Male	25.7	25.6
Female	74.3	74.4
Other	-	-
Undisclosed	-	-
Total employees	100.0	100.0

#### EMPLOYEES BY GENDER AND REGION – FRESENIUS HELIOS

Headcount	Europe	thereof Germany	Europe excl. Germany	North America	Asia-Pacific	Latin America	Africa	Total
Male	31,534	20,146	11,388	-	-	1,964	-	33,498
Female	90,916	59,661	31,255	-	-	5,788	-	96,704
Other	6	6	-	-	-	-	-	6
<b>2025</b> Undisclosed	-	-	-	-	-	-	-	-
Male	30,996	19,802	11,194	-	-	2,006	-	33,002
Female	90,040	59,430	30,610	-	-	5,990	-	96,030
Other	6	6	-	-	-	-	-	6
<b>2024</b> Undisclosed	-	-	-	-	-	-	-	-

As of March 2026

EMPLOYEES BY TYPE OF EMPLOYMENT AND REGION – FRESENIUS HELIOS

Headcount	Europe	thereof Germany	Europe excl. Germany	North America	Asia-Pacific	Latin America	Africa	Total
Number of employees	122,456	79,813	42,643	-	-	7,752	-	130,208
Number of permanent employees	102,625	65,850	36,775	-	-	5,175	-	107,800
Number of temporary employees	19,831	13,963	5,868	-	-	2,577	-	22,408
Number of non-guaranteed-hours employees	-	-	-	-	-	-	-	-
Number of full-time employees	78,707	44,226	34,481	-	-	7,357	-	86,064
<b>2025</b> Number of part-time employees	43,749	35,587	8,162	-	-	395	-	44,144
Number of employees	121,042	79,238	41,804	-	-	7,996	-	129,038
Number of permanent employees	101,326	65,443	35,883	-	-	6,007	-	107,333
Number of temporary employees	19,716	13,795	5,921	-	-	1,989	-	21,705
Number of non-guaranteed-hours employees	-	-	-	-	-	-	-	-
Number of full-time employees	77,413	43,862	33,551	-	-	7,649	-	85,062
<b>2024</b> Number of part-time employees	43,629	35,376	8,253	-	-	347	-	43,976

STAFF LOYALTY – FRESENIUS HELIOS

in %	2025	2024	2023	2022	2021
Total turnover	29.1	28.1	38.1	41.5	n.a.
dismissal	2.4	2.2	2.3	1.8	n.a.
Voluntary turnover <sup>1</sup>	10.1	10.2	10.6	11.1	10.2

<sup>1</sup> Number of employees who left the organization voluntarily in relation to the number of employees at the end of the year. Voluntary turnover audited until 2023. Data not audited.

EMPLOYEE PARTICIPATION – FRESENIUS HELIOS

Collective bargaining agreements, in %	2025	2024	2023	2022	2021
Coverage in Europe	90.0	89.4	89.2	88.6	88.8
Coverage outside Europe	21.4	19.6	37.8	39.4	n.a.
Global coverage	85.7	85.1	85.5	85.2	n.a.

EMPLOYEE ENGAGEMENT – FRESENIUS HELIOS

	2025	2024	2023	2022	2021
Employee engagement index <sup>1</sup>	3.9	3.8	3.9	3.7	n.a.

<sup>1</sup> Audited with reasonable assurance, as stated in the independent practitioner's report. In 2022, audit performed with limited assurance.

## Equal treatment and opportunities for all

AGE STRUCTURE – FRESENIUS HELIOS

Age structure	2025	2024	2023	2022	2021
Below 30 years, in %	22.4	21.7	20.6	20.0	20.2
Between 30 and 50 years, in %	50.1	50.4	50.8	51.4	52.0
Above 50 years, in %	27.5	27.9	28.0	28.1	27.8
Average age, in years	41.3	41.4	41.5	41.6	41.5

Data audited until 2023.

GLOBAL INDICATORS – FRESENIUS HELIOS

	2025	2024
Employees with disability	4,853	4,697
share of total employees	3.7	3.6
in Germany	4,232	4,071
in % of employees	5.3	5.1
in Europe	4,853	4,697
in % of employees	4.0	3.9