4 SOCIAL

BIOSIMILAR DEVELOPMENT: IMPROVING ACCESS AND AFFORDABILITY

Biological drugs from genetically modified cell lines enable the treatment of serious diseases such as rheumatoid arthritis, psoriasis, and cancer. Fresenius Kabi is actively engaged in the development of such biosimilars. Our efforts focus on auto-immune diseases and cancer, providing patients with alternative treatment options through biological products that are similar to the reference product.

WHY BIOSIMILARS?

Chronic diseases are on the rise worldwide, and more and more people need access to high-quality therapies. However, the drawback is that these therapies are costly and therefore constitute a burden on healthcare systems. Affordable therapy options like **biosimilars** can help mitigate some of this financial strain.

WHAT ARE BIOSIMILARS?

A biosimilar is a biological product that is similar to another authorized biological product known as the reference product. The biosimilar product has a comparable analytical profile, with similar **pharmacokinetics**, and equivalent efficacy, safety, and **immunogenicity** to the reference product. Our biosimilar products are subject to the same high quality standards as the reference product. The authorization and acceptance of biosimilars has increased significantly worldwide, and progressively more patients are being treated with high-quality biological medicines.

In addition to the growing need for high-quality medicinal products to treat chronically ill patients, the requirements for the care of the critically ill are also increasing. This will result in a burgeoning demand for effective therapies in combination with sophisticated medical devices and technologies in the future. We strive to be the preferred partner for doctors and nursing staff in the care of both patient groups and have prioritized this mission in our business model.

BIOPHARMACEUTICALS: ONE OF OUR THREE STRATEGIC GROWTH AREAS

Our **vision 2026** defines three clear areas of growth for Fresenius Kabi: enhancing our biopharmaceutical offering, advancing our clinical nutrition products, and launching them globally, and expanding in the MedTech segment.

OUR FOCUS ON BIOSIMILARS: IMMUNOLOGY AND ONCOLOGY

Our growing product pipeline of biosimilars includes a number of molecules that are in various stages of development on the pathway to market maturity. Their development is focused mainly in the fields of immunology and oncology. Our work is guided by the goal of providing more patients and healthcare providers around the world with access to biologics. Fresenius Kabi's central aim is to enable healthcare professionals to deliver high-quality, effective, and safe therapy concepts, and consequently improve patient care and quality of life.

Following the acquisition of a 55% stake in mAbxience in 2022, we have diversified our biosimilars pipeline. This move expands our research, development, and production capacities, and extends our offering as a B2B contract development and manufacturing organization (CDMO). Joining forces with our colleagues at mAbxience gives us a wealth of experience in conducting high-quality biological research and development projects for the production of biopharmaceuticals and complex molecules.

Fresenius Kabi's research and development center at Eysins, Switzerland, has become an important location for our work on new biosimilars used in treating autoimmune and oncological diseases. mAbxience maintains research and development laboratories in Europe (Léon, Spain), and South America (Garín and Munro, Argentina). Our research and development centers also include small facilities and pilot plants focusing on process optimization, clinical batches, and new technologies.

€
200
billion

can be saved worldwide over a period of five years by using biosimilars.[1]

1 Source: **The center for biosimilars**

You will find further information on our Biopharma Unit **here.**

RELATED LINKS

Our Expertise – Fresenius Kabi Biopharma

Biosimilars

Biopharma solutions for autoimmune diseases and oncology

PATIENT SAFETY BASED ON PRODUCT QUALITY: QUALITY MANAGEMENT AS KEY FACTOR

Patients across the world rely on the safety of our products and services. The same applies to medical personnel and other customers. That's why we rely on stringent quality and safety standards at Fresenius Kabi. Our quality management is vital for safety. It monitors the applicability, efficacy, and safety of products and services, and thereby contributes to the success and ongoing development of medical treatments.

MONITORING SIDE EFFECTS: QUALITY ASSURANCE SYSTEMS AT FRESENIUS KABI

An important goal of quality management at Fresenius Kabi is to monitor the applicability, efficacy, and safety of products and services, as well as the success of therapies, and their continuous improvement.

This includes the monitoring of adverse reactions or events (side effects) associated with the use of medicinal products. It takes place in the context of pharmacovigilance (drug safety). The statutory pharmacovigilance commitments relate to our medicinal products for human use. Equivalent regulations exist for medical devices. In order to fulfil these obligations at Fresenius Kabi, our integrated Quality Management System (QMS), is complemented by a monitoring and reporting system, which we have established alongside product risk management that is integrated in the overarching QMS.

AT A GLANCE: THE FOUR ASPECTS OF OUR MONITORING AND REPORTING SYSTEM

Recording side effects
An early warning system is used to gather information from various sources that is relevant to pharmaceuticals and quality. This enables us to identify product-related risks at an early stage and take corrective or preventive actions.

Evaluating side effects
We always need to be certain that the use of a drug outweighs the risk of adverse side effects. Company-wide standard operating procedures (SOPs) help us to assess the benefit-risk profiles of our products and to monitor them.

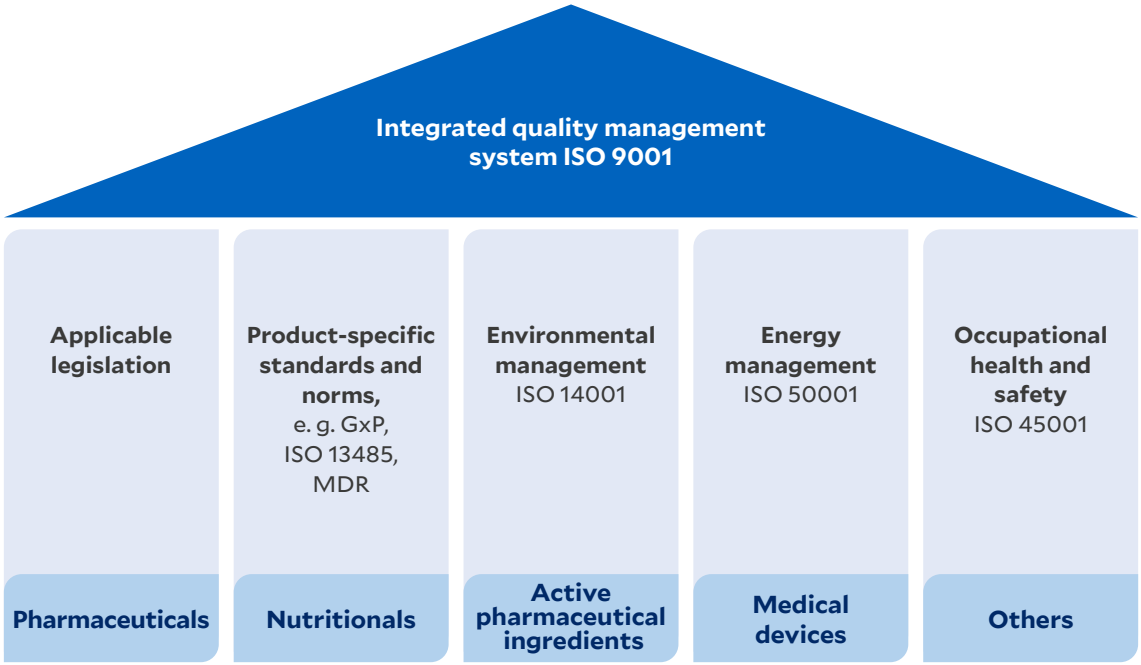
Notifying the authorities
We continuously and regularly evaluate safety-relevant information from various sources, e.g. adverse event reports from doctors or patients, and specialist medical literature, and submit the results to the regulatory authorities.

Communicating with customers and the public
We promptly inform our customers and the public about any changes we identify in product or patient safety. We either reach out directly, or as necessary by means of appropriate publication.

EVERYTHING UNDER ONE ROOF: OUR INTEGRATED QUALITY MANAGEMENT SYSTEM

Our QMS is organized in accordance with the **ISO 9001** standard, and it is binding for all organizations of Fresenius Kabi. Compliance with the standard at global level is reviewed by TÜV SÜD in annual audits. This covers an audit of 123 Fresenius Kabi organizations through a matrix certification for which several organizations with the same alignment are audited together. One further organization holds a local ISO 9001 certification. In addition, our manufacturing plants have supplementary certifications, such as ISO 13485 for medical devices, ISO 22000 for food safety, and Good Manufacturing Practice (GMP) for pharmaceuticals.

INTEGRATED QUALITY MANAGEMENT



HOW WE ENSURE THE EFFECTIVENESS OF OUR QUALITY MANAGEMENT SYSTEM: THE AUDIT AND INSPECTION SCORE

We carry out annual internal QMS audits and we are also subject to external audits.

58

internal audits were carried out in total during 2023 (2022: 45).

111

external audits and inspections took place in the reporting year (2022: 87).

The external audits included 22 GMP inspections carried out by the United States Food and Drug Administration (FDA), the Australian Therapeutic Goods Administration (TGA), the Canadian drug regulatory authority Health Canada, and the European pharmaceutical authorities. TÜV SÜD as the certifying body for the ISO 9001 standard carried out 15 audits for the QMS. An **audit and inspection** key figure is determined annually from the GMP inspections of these authorities and the TÜV audits.

This key figure shows how many so-called major deviations were discovered on average during inspections and audits. To calculate it, we take the sum of the number of serious (major) deviations identified by the authorities and TÜV Süd and divide it by the total number of audits and inspections carried out.

THE AUDIT AND INSPECTION SCORE OF 2.3 IN THE PREVIOUS YEAR FELL TO

1.9

in 2023. This represents an improvement of approximately one fifth.

ALWAYS IN FOCUS: THE BENEFIT-RISK RATIO OF OUR PRODUCTS

We continually monitor and analyze the benefit-risk ratio of the products, and we have established various standard operating procedures for the process. For purposes of the analysis, we assess safety-relevant information from different sources, e.g. adverse event reports from doctors, patients, and specialist medical literature. We submit the results of these analyses to the relevant responsible regional or national regulatory authorities, e.g. as periodic safety reports. We monitor this statutory mandatory activity using performance indicators.

Fresenius Kabi aims to submit all periodic safety reports worldwide to authorities in due time – and hence to achieve a 100% compliance rate. In 2023, the figure for all performance indicators was above 99%.

The benefit-risk ratio of all pharmaceutical products remained unchanged in 2023.

RESPONDING QUICKLY AND APPROPRIATELY TO ADVERSE EVENTS: OUR EARLY-WARNING SYSTEM IN PRODUCT RISK MANAGEMENT

Fresenius Kabi uses the early warning system to collect information relevant to drug safety and quality from various topic areas and then evaluate it in order to identify risks at an early stage and take corrective or preventive actions. We use databases in which complaints and side effects are logged, together with internal and external audits, and key performance indicators applied for internal control and optimization of pharmacovigilance processes. This enables us to continuously evaluate the benefit-risk ratio of products worldwide.

When quality-relevant events occur, it is extremely important to act quickly and initiate and coordinate the necessary measures such as product recalls. Fresenius Kabi has named global safety officers, who take action immediately if an announcement is made.

Internal procedure instructions also ensure that we promptly forward reports on new, previously unknown side effects caused by our products to the healthcare professionals. The information is communicated e.g. in a Dear Health Care Professional Letter.

FACILITATING SAFE HANDLING: LABELING AND PRODUCT INFORMATION

Complete fact-based information and labeling in accordance with statutory regulations are absolutely essential to ensure correct applications of drugs and medical devices. Fresenius Kabi's products are classified on the basis of global or national regulations and standards, e.g. as pharmaceuticals, nutritional products, active pharmaceutical ingredients, or medical devices. The information and labeling obligations we have to comply with depend on the category of product. The marketing of these products is also subject to various legal standards and regulations. We draw up our information using global standard operating procedures in order to comply fully with our information obligations and to ensure that the product information for correct use is clear, accurate, and not misleading.

IN THE TEAM FOR HIGHEST QUALITY STANDARDS: OUR QUALITY CULTURE INITIATIVES

In 2020, Fresenius Kabi launched a Quality Culture Initiative on continuous improvement of quality awareness specially for our local units. After a pilot phase with selected production sites, the initiative was rolled out at all production facilities worldwide with the slogan **Quality starts with me**. The initiative is directed by the Head of Global Quality Management. Every quarter, the director receives the relevant product segment status report from the quality assurance managers with information about the local initiatives at the level of the production site.

As part of the Quality Culture Initiative, the local organizations carry out surveys on the status of quality awareness regularly. They use the results to plan local campaigns on providing further support for quality awareness of all employees.

INNOVATIVE DATA TECHNOLOGIES FOR BETTER HEALTHCARE

Digitalization of processes is a key field of innovation for Fresenius Kabi. We use data-driven insights to optimize production, sales and logistics to continuously improve the supply of outstanding medical products and services for our patients. At the same time, careful risk assessment and consistent defense against cyberattacks enable us to ensure that customers, partners, and employees can always rely on our products.

OUR DIGITAL CONTRIBUTION TO SUCCESSFUL TREATMENT

Consistent digitalization of processes is crucially important at Fresenius Kabi so that we can provide effective support for our customers in their work. We are continually developing new and more powerful digital applications to enhance the quality and safety of treatment, improve the care and quality of life for patients, open up new business areas, and ensure compliance with regulatory requirements. Therefore, we leverage and make use of a wide range of data derived from various sources including interaction with our customers. These data also help us to optimize our service, and improve communication with customers through digital and analog channels.

DIGITAL STRATEGY: ENHANCED FOUNDATIONS FOR DECISION-MAKING – COMPETENCIES EXPLAINED

Our objective is to provide our customers with precisely the solutions they need to deliver optimum healthcare to their patients. With this end in mind, we target consistent digital transformation. This primarily impacts the areas of innovation, production, delivery, sales, and customer support in our company and its entire value chain. Business intelligence and analytics form the foundation for optimizing our decision-making processes, and many operational workflows.

Alongside the Fresenius IT Executive Board, we have also established the Fresenius Kabi Digital Transformation Board to control the internal digitalization of business processes. The function of the latter is to drive forward a uniform digital strategy, ensure transparency for decision-making, and harmonize initiatives across the Group.

MONITORING AND AUTOMATION: COMPLEX PROCESSES FIRMLY UNDER CONTROL

During the course of the reporting year 2023, we continued to expand our digital process landscape with the aim of improving the efficiency and quality of our internal and external workflows. Priority areas included production, quality management, sales, and customer service, where we set up platforms for automation and monitoring of complex processes. In production and quality management, we use the applications for a variety of purposes including implementation of process control systems for industrial production plants. Furthermore, we apply them to monitor the efficiency of equipment, manage data, and support workflows in laboratories. We also utilize the applications to analyze decision-making processes and automate them wherever possible.

Digital **track-and-trace systems** follow products and empower us to share information with our customers. In the United States, we use smart labels to automatically manage inventories. The transponders in the labels are based on radio frequency identification technology (RFID) that allows hospitals to automatically monitor the inventory management of specific drugs.

Other examples of our digital processes and applications include the following:

PreparePlus – digital support for parenteral nutrition
In 2023, we launched PreparePlus on the market. The application supports pharmacy personnel in preparing physically and chemically stable formulations for parenteral, i.e. artificial, nutrition of patients.

KetoApp – digital nutrition advice for renal patients
The KetoApp was developed for patients with chronic kidney disease. The application provides patients with nutritional values and other information on food so that they can eat a varied diet appropriate for the disease. The KetoApp has now been rolled out in Chile, Ecuador, Columbia, Mexico, and Peru.

KabiCare® – digital support program for the use of biopharmaceuticals
KabiCare® is a support program for healthcare professionals using our **biosimilars products,** or for patients who are being treated with biosimilars. The Platform provides them with information about dealing with the individual's disease and the relevant treatment.

Innovative infusion systems – digital error avoidance for greater patient safety

Since the acquisition of Ivenix Inc. in 2022, we have been offering our customers a broad portfolio of advanced infusion pumps and solutions covering the entire spectrum of healthcare. In 2023, we further expanded the offerings to meet increased customer demand in important healthcare regions such as the United States. At the same time, we improved the clinical workflows by embedding our products in the digital hospital environment. We use these solutions to help reduce the risk of medication errors, and improve patient safety.

CYBERSECURITY: GROUP-WIDE APPROACH TO ENHANCING PROTECTION OF SENSITIVE DATA

Ongoing digitalization offers opportunities for increased quality and efficiency in healthcare, while at the same time entailing risks for information security and data protection. Our goal is to minimize these cyber risks, and to prevent damage to patients, customers, and the company itself. This is achieved by following the Group-wide cybersecurity approach adopted by Fresenius. Cyber risks are regularly evaluated and reduced by targeted security measures. This enables patients and our employees and customers to steadfastly rely on the security of our digital solutions and services.

You will find comprehensive information on our Group-wide cybersecurity strategy **here.**

RELATED LINKS

Digital transformation

Cybersecurity

OUR CONTRIBUTION TO TREATMENT SUCCESS: PRODUCT DEVELOPMENT AT FRESENIUS KABI

Chronic diseases increase worldwide. The demand for effective therapies in conjunction with intelligent medical technology applications and devices is therefore greater than ever – today and in the future. In order to meet this demand, we have defined clear development fields for Fresenius Kabi in our Vision 2026. We intend to expand and improve our range of biopharmaceuticals and generics alongside our clinical nutrition products and our portfolio of medical technology, while simultaneously facilitating access to them.

RESEARCH AND DEVELOPMENT: PROGRESS FOR BETTER, MORE ACCESSIBLE HEALTHCARE

More and more people need access to high-quality therapies. At the same time, the requirements for successful treatment of critically ill patients are becoming even higher. By developing new products and making continuous improvements to existing ones, we want to help drive forward medical progress in acute and post-acute care, and improve patients' quality of life. Our goal is also to enable more and more people around the world to access high-quality and modern therapies through our products. These aspirations encourage us to continue investing substantial funding in research and development, and in 2023 we devoted 7.6% (2022: 8.0%) of our total revenues to this purpose.[1]

At Fresenius Kabi, we define innovations as new substances, devices, software, containers, or services introduced in the marketplace, as well as reformulations of existing substances for a new market, and the registration and launch of established products in new countries. We focus our research and development activities on our core competencies in the following areas:

1 Before special items and excluding impairment losses from capitalized in-process R&D activities.

Biopharmaceuticals

In the biopharmaceutical area, our currently expanding product pipeline of biosimilars includes a range of commercialized medicines and molecules in various development stages. Predominantly targeting the areas of immunology and oncology, we are committed to providing access to biologics for more patients and healthcare providers around the world.

Infusion and nutrition therapies

Clinical nutrition provides care for patients who are unable to nourish themselves normally, or who are only able to do so insufficiently. This includes patients in intensive care, and those who are critically or chronically ill. Clinical nutrition that is appropriate to the indication and introduced at an early stage can avoid the common problem of malnutrition among hospital patients and avoid its consequences. There are two types of clinical nutrition therapy: parenteral nutrition and enteral nutrition.

- **Parenteral nutrition**
  The focus of our research and development in the product segment of parenteral nutrition is on product solutions that help improve the clinical treatment and nutritional condition of patients. Apart from the products themselves, these also include containers such as our multi-chamber bags. We want these bags to be safer and more convenient in everyday medical use, both in a hospital and in a homecare setting, and our development is consistently focused on this objective. Carrying out life cycle assessments also helps us to analyze and improve the environmental impacts of our multi-chamber bags. Furthermore, in 2023 we continued our development work on parenteral nutrition products. We are concentrating on new formulations that are specially tailored to the needs of individual patient groups. Alongside our global development projects, we are also working on appropriate projects for specific markets and regions in China, Europe, and the United States.

- **Enteral nutrition**
  In the area of enteral nutrition, we are focusing our research and development activities on product concepts that support therapeutic compliance, and thereby ensure successful treatment. The flavor of the enteral products is a critical parameter determining the acceptance of the products and compliance with medical instructions for nutritional therapy. For many years, we have been focusing on developing products with excellent flavors and a range of variations. These offer users variety and make it easier for them to carry

out the prescribed nutritional therapy. The launch of the PLANT-BASED Drink in 2023 also enabled us to respond to the needs of those patients who are committed to plant-based nutrition. Furthermore, we are increasing our focus on developing products with higher calorie and protein concentration. They are geared toward empowering users to take in the necessary amount of nutrients even when product volumes are reduced.

Medical devices

Fresenius Kabi continues to develop medical devices for the administration of pharmaceuticals and nutrients. We create completely new products and carry out further development of existing products. Our product range includes infusion and nutrition pumps, infusion management systems, and devices for anesthesia monitoring, as well as disposables such as infusion sets, extension lines, enteral nutrition tubes, and monitoring electrodes. A specific segment of these products has been designed for pediatric use.

Successful digitalization is a more crucial factor in medical technology than in any other of our product segments because it is a critical factor in ensuring the success and efficiency of treatments. Devices have to be continuously developed in relation to their applications and they also have to be increasingly embedded in the IT system landscape of hospitals, blood donation centers, and plasma centers. Our research and development department is therefore focusing particularly on the continuous development of our software solutions.

Generic intravenous pharmaceuticals

Fresenius Kabi provides a wide range of intravenous (IV) generics (biosimilars are drugs with the same active ingredients that are similar to an original reference biologic product). They are infused directly into a patient's vein through an access port. The group of patients treated with these medications is primarily made up of seriously ill people in hospital – for example in emergency medicine and intensive care.

In the area of generic IV drugs, we are working continuously on the expansion of our product range and in 2023 we continued to launch new medicines on the market. In addition, we are working on the continuous improvement of our drugs that are already on the market. For example, we are developing IV drugs with new formulations and dosage forms, and optimized primary packaging to make application easier. In 2023, we worked on more than 100 active generic drug projects.

DIGITALIZATION FOR MORE EFFICIENCY AND QUALITY

Innovative digital processes and applications are intended to further enhance the quality of treatment, improve the care and quality of life of patients, and open up new business areas. We want to harness our digital technical services to contribute to improving the efficiency of workflows in hospitals and nursing homes. Digital applications for technical services can accelerate maintenance processes and keep service-related downtimes for medical devices to a minimum. Our goal is to offer our solutions in as many countries of the world as possible.

You can find information on digital processes and applications at Fresenius Kabi **here.**

RELATED LINKS

Research and development

Digital transformation

Product innovation

Digitalization at Kabi

ATTRACTING TALENTED INDIVIDUALS, SUPPORTING AND PROTECTING EMPLOYEES

We want to create a work environment which appeals to qualified and committed employees and generates loyalty to our company. This endeavor involves offering a wide range of career development opportunities. Employees need to be able to unleash their full potential at every stage of their career – irrespective of their origin, gender, and other dimensions of diversity. At the same time, our ISO-45001 certified management system ensures occupational health and safety in accordance with international quality standards.

43,269

employees were employed by Fresenius Kabi in 2023 – and the workforce has therefore grown by more than 1,200 employees (2022: 42,063) in comparison with the previous year.

ON THE RIGHT PATH: OUR VISION 2026

VISION 2026

Our aim is to attract the most talented and attain the status of Employer of Choice. As part of Fresenius Kabi's business strategy Vision 2026, we are seeking to achieve this goal by further developing our HR organization and our strategies for talent retention and development. This approach is supported by digitalizing our tools for global human resource recruitment and strengthening training and development measures for managers and employees alike.

Vision 2026 is an integral component of the **#FutureFresenius** program of our Group. You can find out more about **Vision 2026** here.

In 2023, Fresenius Kabi received the Top Employer certificate from the prestigious Top Employers Institute in several countries (China, Dominican Republic, India, Philippines, Austria, Poland, Puerto Rico, Switzerland, United States). The certification process consists of a survey on HR best practices, which is made up of six sections with a total of more than 250 questions. The topics covered include human resources strategy, working environment, talent acquisition, diversity, integration, and well-being.

Four of our country organizations also received the **Great Place to Work** certification: Ecuador, Columbia, Mexico, and Poland. The organizations were certified by the Great Place to Work Institute after they had passed through a two-stage process. First of all, employees answered a series of questions, and the country organization then completed a questionnaire about the workforce and corporate culture.

17
%

new hires were achieved in 2023 (2022: 16.9%).

7.9
years

was the average period of service for our employees at Fresenius Kabi. This value remains unchanged for the fourth year in succession.

FROM YOUNG PROFESSIONAL TO MANAGER: OUR TALENT MANAGEMENT

The mission of Fresenius Kabi is to structure the future of global healthcare and exert a positive impact on it. Our employees are driving this mission forward day by day. So as to provide them with the best possible support, we offer employees tailormade development opportunities at every stage of their professional career.

FOR EVERY CAREER STAGE: DEVELOPMENT PROGRAMS AT FRESENIUS KABI

Career Starters Program – Juniors und Young Professionals
The Career Starters Program supports early-career professionals when they start their job. The participants spend five modules identifying their strengths, trying out different methods of communication and presentation, and receiving tips on organizing their work. The attendees come from different business segments. The learning pathway therefore also offers the opportunity to network across companies.

New Leaders Program – first leadership function
Our New Leaders Program is intended to prepare employees for taking up their first leadership role. The participants work through five modules learning about the most important leadership tools, training in applying them, and developing their personal understanding of leadership. The modules are complemented by a personality inventory to reflect the individual's own management style.

Advanced Leaders Program – for experienced managers
The program offers experienced managers space to reflect on their management abilities, improve them, and refresh their knowledge in order to equip them to master challenging leadership situations. As part of the program, the leaders learn about new methods, receive feedback, and have an opportunity to network and exchange views on ideas and best practices in relation to current challenges. They also receive training on how to identify and deploy the personal strengths and development needs of their teams.

Strategy Execution & Change Management Program – in cooperation with the University of St. Gallen
A management program operated in collaboration with the University of St. Gallen targets middle management. The training focuses on strategy implementation, change management, and collaboration.

Top Executive Program – in cooperation with Harvard Business School
The Top Executive Program is directed toward the most senior management levels. This program is delivered in conjunction with Harvard Business School. In 2023, the program underwent a fundamental revision and it is being delivered for the first time in a new form in 2024. The aim of the program is to promote collaboration and networking in the top executive team, improve their general leadership skills, and strengthen their entrepreneurial approach.

PUTTING COMMON VALUES INTO PRACTICE

They include expansion into new markets, a broadly based product and service portfolio, investments in future market segments, and a management team with a concrete and quantifiable corporate vision: All these factors are intended to provide our employees with a solid foundation for their individual careers. Moreover, the values we represent in our daily work together are crucial for retaining our employees. We communicate our Group-wide values clearly to our employees to make it easy for them to identify with Fresenius Kabi. More on the **Fresenius Principles.**

APPRECIATION OF SPECIALIST KNOWLEDGE AND COMMITMENT: OUR BENEFITS

The employees of Fresenius Kabi make an important contribution to the well-being of patients across the world with specialist knowledge, commitment, and creativity. We value their dedication and our aim is to enhance the satisfaction of our employees as far as possible. That's why we offer a range of benefits, which include the following:

- **Retirement provision:** In addition to their salary, our employees receive an employer-financed company pension.
- **Flexible working time models, hybrid working, and childcare support:** These offers are directed toward promoting a good work-life balance between career and home.
- **Company Medical Service and sports packages:** If our employees have an occupational accident, or require reintegration into the workplace, they are able to rely on counseling meetings to assist them. We also offer our employees nutrition advice and prevention screening in order to contribute to their health in the workplace.

More on the topic of benefits within the Fresenius Group.

SUPPORTING DIVERSITY AND EQUAL OPPORTUNITIES DURING THE WORKING DAY

Our international and interdisciplinary work means we put diversity into practice at Fresenius Kabi – every day. We perceive working within intercultural teams as one of our great strengths. Diverse backgrounds, experiences, and perspectives can lead to better decisions and results, while driving forward the development of our company. This empowers us to improve care for patients, optimize internal processes, and inspire potential applicants with our corporate culture.

43,269 employees

60 sites

distributed over **4** continents

Diversity, equal opportunities, and an integrating work environment are important to us and they are therefore defined as a focus in our Vision 2026. We focus on equal opportunities for all employees in all our processes related to human resources – regardless of origin, age, gender, sexual orientation, or abilities. The corporate values of Fresenius form the cornerstone for the daily actions of all employees and are part of the **Fresenius Kabi Code of Conduct.**

EMPLOYEES (HEADCOUNT) AT FRESENIUS KABI BY REGION

	2023
Germany	3,503
Europe without Germany	12,326
North America	4,523
Asia Pacific	9,581
Latin America	12,255
Africa	1,081
Total	**43,269**

MENTORING: APPRECIATION AND EXCHANGE OF EXPERIENCES

The **Cross2Connect** program is a mentoring program established to promote appreciative collaboration. The aim is to facilitate processes for sharing interdisciplinary, intercultural, and global experiences across departments and segments. In this context, young employees have the opportunity to learn from their experienced colleagues. In 2023, eleven employees took part in the mentoring program.

PREPARING WOMEN FOR LEADERSHIP ROLES

In 2023, 52% of our employees were women. That's why great emphasis is placed on preparing our talented female employees individually for management roles. In cooperation with the University of St. Gallen, we offer our female employees the program **Leadership for Women – Boost your Self-Positioning**. Various topic modules cover aspects like communication, negotiating techniques, and leadership competence. In 2023, 99 female employees took part in the program.

At Group level, we have defined the goal of increasing the proportion of women in management positions in the Corporate segment to more than 30% by 2025. This relates to the first and second management levels below the Group Management Board. In 2023, the proportion of women on the first management level was already 30.0% and in the second management level 24.1%.

Read more **here** about diversity and equal opportunities in the Fresenius Group.

WELL LOOKED AFTER IN THE WORKPLACE: HEALTH AND SAFETY

As a healthcare company, we are in a position of considerable responsibility – for the well-being of the patients who take advantage of our products and services, and for the health and safety of our employees. We have introduced numerous management systems and measures across the Group in order to protect our employees from accidents and work-related illnesses.

Prevention is our fundamental principle for healthcare. That's why we offer our employees comprehensive programs that are geared to promoting their health and preventing occupational illnesses.

WORK-RELATED ACCIDENTS AND INCIDENTS

At Fresenius Kabi, we steer our measures for health and safety on the basis of specific goals and ambitions that we primarily define at local level.

Our global Occupational Health and Safety (OHS) management assesses incident investigation reports on work-related accidents. It decides on the need for technical improvements, additional working equipment, work instructions, and further training. The appraisal also serves to avoid a recurrence of the incident in future and to improve occupational health and safety for our employees.

The Lost Time Injury Frequency Rate (LTIFR) is an important indicator for the effectiveness of our measures. It describes the number of work-related accidents resulting in at least one day of absence from work in relation to 1,000,000 worked hours. The goal was to keep the rate below 3.0. During the course of the reporting year, we succeeded in improving the LTIFR to 2.8 (2022: 2.9) and this represented achievement of our aim.

DEALING WITH WORK-RELATED ACCIDENTS

Work-related accidents that result in at least one day of absence must be reported to the OHS function within two working days. Other less severe accidents without absence or with less than one day of absence are reported on a quarterly basis. Accidents that lead to at least one calendar day of absence are investigated and the results of the investigation are documented in reports. We calculate the LTIFR from the data collected on occupational accidents, and on their severity.

OUR MANAGEMENT SYSTEM FOR OCCUPATIONAL HEALTH AND SAFETY

All the sites of Fresenius Kabi are subject to the relevant local regulations and legislation on occupational health and safety. In addition to the statutory regulations, internal guidelines and directives such as management manuals and standard operating procedures also play an important role in occupational health and safety. The requirements for occupational health and safety of the Group-wide Fresenius Code of Conduct are complemented with our own documentation such as our **Code of Conduct.** We also integrate our production sites in the ISO 45001 management system. This supports occupational health and safety at Fresenius Kabi so that it can be certified in accordance with this standard.

We are currently working on creating a uniform occupational health and safety management system in all business segments of the company in order to optimize occupational health and safety in a standardized framework. We achieved this ambition in the reporting year.

100
%

of our production sites were integrated in the ISO 45001 management system at the beginning of 2024.

RELATED LINKS

Fresenius career