

**SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX**

Fresenius Group compiles and discloses data based on the metrics of the Sustainability Accounting Standards Board (SASB) in its Index 2022. Going forward, we continuously strive to improve our disclosure of quantitative metrics and further enhance our SASB reporting. With this process, we are acknowledging the growing importance of the SASB standard among our investors.

Our disclosures are based on the Sustainable Industry Classification System (SICS) industries within the health industry sector, with a focus on those sectors that best reflect our different business fields: Biotechnology & Pharmaceuticals (BP), Health Care Delivery (DY), Health Care Distributors (DI), and Medical Equipment & Supplies (MS). Due to the diversified business model of Fresenius SE & Co. KGaA and its subsidiaries, only those indicators of the identified industry standards which are relevant for our operations are included in the index provided.

The majority of references within this index refer to the Fresenius 2022 Group Annual Report (see: <https://annualreport.fresenius.com/2022>), including the Fresenius 2022 Separate Group Non-financial Report (see pages 101 ff. of the Group Annual Report 2022), as well as the Fresenius 2022 Sustainability Report (see: <https://annualreport.fresenius.com/2022/sustainability-report/>), and the 2022 SASB Index of our business segment Fresenius Medical Care (see: <https://www.freseniusmedicalcare.com/en/sasb>).

Unless otherwise stated, all reported data are as of December 31, 2022.

Topic	Code	Accounting metric	Comment and Link
<b>Biotechnology &amp; Pharmaceuticals</b>			
<b>Safety of Clinical Trial Participants</b>	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>Fresenius Group reports on the management approach with regard to clinical trials and clinical study management as well as on its organization and relevant guidelines or policies. Information is provided for all business segments with a focus on clinical study management in our hospitals. It is ensured that scientific, ethical and legal requirements are met. Only studies with an existing ethical vote and in compliance with all patients' rights are carried out. Detailed information is provided to a patient who decides to participate in a study by specially trained and dedicated staff. Patients are free to decide whether or not to participate.</p> <p>Fresenius Separate Group Non-financial Report 2022: Digital Transformation and Innovation &gt; <b>Clinical research and innovative treatment management</b> (pg. 136 ff.)</p> <p><b>Fresenius Sustainability Online Report 2022:</b> <a href="https://annualreport.fresenius.com/2022/sustainability-report/">https://annualreport.fresenius.com/2022/sustainability-report/</a></p> <p><b>Fresenius Medical Care Annual Medical Report</b>, available at: <a href="https://www.freseniusmedicalcare.com/en/about-us/sustainability/medical-responsibility">https://www.freseniusmedicalcare.com/en/about-us/sustainability/medical-responsibility</a></p> <p><b>Caring for Human Rights:</b> <a href="https://www.fresenius.com/human-rights">https://www.fresenius.com/human-rights</a></p>
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	<p>Fresenius Group reports on the management approach with regard to clinical trials and clinical study management as well as on its organization and relevant guidelines or policies. Information is provided for all business segments with a focus on clinical study management in our hospitals. It is ensured that scientific, ethical and legal requirements are met. Only studies with an existing ethical vote and in compliance with all patients' rights are carried out. Detailed information is provided to a patient who decides to participate in a study by specially trained and dedicated staff. Patients are free to decide whether or not to participate. Inspections conducted by external bodies are not published separately. At Fresenius Kabi, the total number of inspections in the reporting year is provided.</p> <p>Fresenius Separate Group Non-financial Report 2022: Well-being of the patient &gt; Patient and product safety &gt; Fresenius Kabi &gt; Evaluation (pg. 117 f.): <b>Table "Audits and inspections"</b></p>
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	All relevant legal proceedings and related financial affects are disclosed in our Fresenius Group Annual Report 2022 - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)
<b>Access to Medicines</b>	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	<p>Fresenius Separate Group Non-financial Report 2022: &gt; <b>Access to healthcare and medicine</b> (pg. 126 ff.) &gt; <b>Healthcare delivery during the COVID-19 pandemic</b> (pg. 129 f.)</p>

	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	<p>Fresenius has one product on the WHO List of Prequalified Medicinal Products as of the reporting year 2022: Fresenius Kabi is listed as diluent supplier for BioNtech Tozinameran – COVID-19 mRNA vaccine (nucleoside modified) – COMIRNATY®</p> <p>See WHO - Prequalification of Medical Products: <a href="https://extranet.who.int/pqweb/vaccines/who-recommendation-covid-19-mrna-vaccine-nucleoside-modified-comirnaty">https://extranet.who.int/pqweb/vaccines/who-recommendation-covid-19-mrna-vaccine-nucleoside-modified-comirnaty</a></p>
<b>Drug Safety</b>	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	<p>Please refer to MedWatch: The FDA Safety Information and Adverse Event Reporting Program: <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program</a></p>
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	<p>Please refer to the FDA Adverse Event Reporting System (FAERS) Public Dashboard: <a href="https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f7f1c25ee/sheet/7a47a261-d58b-4203-a8aa-6d3021737452/state/analysis">https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f7f1c25ee/sheet/7a47a261-d58b-4203-a8aa-6d3021737452/state/analysis</a></p> <p>Fresenius Separate Group Non-financial Report 2022: Chapter Well-being of the patient &gt; Patient and product safety &gt; Fresenius Kabi &gt; <b>Evaluation</b> (pg. 118)</p>
	HC-BP-250a.3	Number of recalls issued, total units recalled	<p>Fresenius Group does not report on the numbers of recalls or total units recalled. It is our aim to act fast and proactively concerning recall execution in order to minimize potential risks for patients. The recalls are discussed and agreed on beforehand in cooperation with the respective authority. For information on our approach towards recalls, see:</p> <p>Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Medical Care &gt; <b>Surveillance and reporting systems</b> (pg. 114) &gt; Patient and product safety &gt; Fresenius Kabi &gt; <b>Product risk management</b> (pg. 116)</p>
	HC-BP-250a.5/ HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	<p>We report on inspections and enforcement actions taken, if material for the operating business, in our quarterly and annual reports.</p> <p>Fresenius Group Annual Report 2022: <b>Significant characteristics of the Fresenius risk management system and entire internal control system</b> (p. 85 ff.)</p> <p>Fresenius Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Medical Care &gt; Evaluation &gt; <b>Audits</b> (pg. 114 f.) &gt; Fresenius Kabi &gt; Evaluation (pg. 117 f.): <b>Table "Audits and inspections"</b></p>
<b>Counterfeit Drugs</b>	HC-BP-260a.1/ HC-DI-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>Fresenius Medical Care: <a href="https://fmcna.com/company/corporate-responsibility/compliance/">https://fmcna.com/company/corporate-responsibility/compliance/</a></p> <p><b>Fresenius Kabi:</b> Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Kabi &gt; <b>Labeling and product information</b> (pg. 116) Digital Transformation and Innovation &gt; Digitalization and innovation in the business segments &gt; Fresenius Kabi &gt; <b>Digital applications</b> (pg. 134) &gt; <b>Progress and measures in 2022</b> (pg.134)</p> <p>Fresenius Kabi Drug Supply Chain Security Act (DSCSA): <a href="https://www.fresenius-kabi.com/us/drug-supply-chain-security-act-dscsa">https://www.fresenius-kabi.com/us/drug-supply-chain-security-act-dscsa</a></p>
<b>Ethical Marketing</b>	HC-BP-270a.1/ HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	<p>Relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)</p>
	HC-BP-270a.2/ HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	<p><b>Fresenius Medical Care:</b> <a href="https://www.freseniusmedicalcare.com/fileadmin/data/com/pdf/About_us/Compliance/CoC/FME_CoC_English.pdf">https://www.freseniusmedicalcare.com/fileadmin/data/com/pdf/About_us/Compliance/CoC/FME_CoC_English.pdf</a></p> <p><b>Fresenius Kabi:</b> <a href="https://www.fresenius-kabi.com/us/documents/Code-of-Conduct-Fresenius-Kabi-USA.pdf">https://www.fresenius-kabi.com/us/documents/Code-of-Conduct-Fresenius-Kabi-USA.pdf</a></p> <p>Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Kabi &gt; <b>Labeling and product information</b> (pg. 116)</p>

<b>Employee Recruitment, Development &amp; Retention</b>	HC-BP-330a.1 Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>Only 1% of the Group employees are engaged in Research and Development. A main employee group is medical staff and nurses. Thus, there are no additional efforts to recruit or retent scientist and research development personnel. For overarching measures, please see:</p> <p>Fresenius 2022 Group Management Report: <b>Research and Development</b> (pg. 40 ff.)</p> <p>Fresenius Separate Group Non-financial Report 2022: Employees                      &gt; <b>Recruitment</b> (pg.151 ff.)                      &gt; <b>Employee retention</b> (pg. 153 ff.)                      &gt; <b>Employee development</b> (pg. 155 ff.)</p>
	HC-BP-330a.2 (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	<p>Fresenius discloses the voluntary turnover for each business segment and for the Group per region, but not as a break-down for management levels. We aim to improve the reporting scope on recruitment data going forward and assess internally to add further KPIs for this aspect.</p> <p>Fresenius Separate Group Non-financial Report 2022: Employees &gt; <b>Evaluation</b> (pg. 162 ff.)</p> <p><b>Voluntary turnover by region</b> (reporting started in 2021):  <b>ESG KPI Overview:</b> <a href="https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/">https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/</a></p>
<b>Supply Chain Management</b>	HC-BP-430a.1 Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent thirdparty audit programs for integrity of supply chain and ingredients	<p>Fresenius Group aims to further improve the reporting and transparency provided on supply chain management in the Fresenius Group Non-financial report, i. e. if there are audit programs of relevance for Fresenius Group.</p> <p>Fresenius Separate Group Non-financial Report 2021:                      Supply Chain &gt; Progress and measures 2022 &gt; <b>Supplier evaluation</b> (pg. 197 ff.)</p>
<b>Business Ethics</b>	HC-BP-510a.1/ HC-DI-510a.2/ HC-MS-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	<p>Relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)</p>
	HC-BP-510a.2/ HC-MS-510a.2 Description of code of ethics governing interactions with health care professionals	<p>Fresenius Separate Group Non-financial Report 2022:                      Compliance and integrity &gt; Compliance &gt; <b>Guidelines and regulations</b> (pg. 181 ff.)</p> <p><b>Fresenius Group Compliance:</b> <a href="https://www.fresenius.com/compliance">https://www.fresenius.com/compliance</a></p>
<b>Activity metrics</b>	HC-BP-000.A Number of patients treated	<p>Fresenius Separate Group Non-financial Report 2022:  <b>ESG KPI Overview:</b> <a href="https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/">https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/</a></p>
	HC-BP-000.B Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<p>We report in our biosimilar product segment on the clinical trials performed on product candidates:                      Fresenius 2022 Group Management Report: Research and Development &gt; <b>Fresenius Kabi</b> (pg. 42 f.)</p> <p>For our healthcare product portfolio please see:                      Fresenius 2022 Group Management Report: <b>Research and Development</b> (pg. 40 ff.)</p>
<b>Health Care Delivery</b>		
<b>Energy Management</b>	HC-DY-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<p>Fresenius Separate Group Non-financial Report 2022:                      Environment &gt; Climate protection - energy and emissions &gt; <b>Evaluation</b> (pg. 216 ff.)</p> <p>(1) Conversion: Fresenius Group reports the total energy consumption in MWh. Converted into GJ, Fresenius Group consumed 20.684.765,46 GJ in 2022 (5.75 million MWh).                      (2) 43.3%                      (3) 13% of total energy consumption (11% electricity (renewable), 2% renewable fuels)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>

<b>Waste Management</b>	HC-DY-150a.1 Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	<p>Fresenius Group aims to improve the reporting scope on waste management going forward. We are providing information on hazardous and non-hazardous waste (Fresenius Helios) in relation to hospital beds in our Sustainability online report. We further provide the share of hazardous and non-hazardous waste from our business segments Fresenius Helios and Fresenius Kabi.</p> <p>Fresenius Separate Group Non-financial Report 2022: Environment &gt; <b>Waste and recycling management</b> (pg. 211 ff.)  <a href="https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/">https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/</a></p>
	HC-DY-150a.2 Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	<p>Fresenius Group aims to improve the reporting scope on waste management going forward. We are providing quantitative information on the share of hazardous and non-hazardous waste for Fresenius Kabi and Fresenius Helios. For Fresenius Helios we report also waste in relation to hospital beds in our Sustainability online report.</p> <p>Fresenius Separate Group Non-financial Report 2022: Environment &gt; <b>Waste and recycling management</b> (pg. 211 ff.)  <a href="https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/">https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/</a></p>
<b>Patient Privacy &amp; Electronic Health Records</b>	HC-DY-230a.1 Percentage of patient records that are Electronic Health Records (EHR) that meet "meaningful use" requirements	<p>Fresenius Helios started introducing a patient portal at its clinics in 2019. Patients can now access treatment documents such as diagnoses, book appointments online, or attend video consultations at 50 German clinics, around the clock and from home. The portal can be accessed via the websites of the respective clinics. In 2022, the patient portal recorded 205,000 registered users, 700,000 documents exchanged via the portal and nearly 435,000 online appointments.</p> <p>A digital patient file (electronic patient file - EPF) with doctor's letters, findings, and complete clinical imaging is available at the majority of workstations in the clinics. In 2022, other medical data such as nursing documentation and medication were made available in the digital patient file at Fresenius Helios. Portal and EPFs are not listed in the Certified Health IT Product List as all applicable locations are based in Germany.</p> <p>Fresenius Group Non-financial Report 2022: Digital transformation and innovation &gt; Digitalization and innovation in the business segments &gt; <b>Fresenius Helios</b> (pg. 134 ff.)</p> <p>For more information about data protection and our risk assessments, see chapter Compliance and integrity &gt; <b>Data protection</b> (pg. 188 ff.)</p>
	HC-DY-230a.2 Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	<p>Fresenius Separate Group Non-financial Report 2022: Compliance and Integrity &gt; Compliance &gt; <b>Transparency in the healthcare sector</b> (pg. 185)          Compliance and Integrity &gt; <b>Data protection</b> (pg. 188 ff.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	HC-DY-230a.3 (1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	<p>In 2022, Fresenius received 26 reports on data protection via compliance reporting channels. However, we do not publish the total number of data breaches.</p> <p>Fresenius Separate Group Non-financial Report 2022: Compliance and Integrity &gt; Compliance &gt; Evaluation &gt; <b>Reports in 2022</b> (pg. 188)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	HC-DY-230a.4 Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	<p>All relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Access for Low-Income Patients</b>	HC-DY-240a.2 Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	<p>Fresenius 2022 Group Annual Report: Opportunities and risk report &gt; Risk areas &gt; Risks in the health care sector &gt; <b>Financing of healthcare and reimbursement systems</b> (pg. 90 ff.)</p>

<b>Quality of Care &amp; Patient Satisfaction</b>	HC-DY-250a.1 Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	<p>We do not operate hospitals in the United States, only dialysis clinics. Consequently, this indicator is not relevant for us. General information on patient satisfaction can be found in the Fresenius Separate Group Non-financial Report 2022, chapter Well-being of the patient, section <b>Patient and product safety</b> (pg. 110 ff.).</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	HC-DY-250a.2 Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	<p>Fresenius Group reports on serious reportable events with regard to treatments in hospitals and health care facilities. The definition of Serious Reportable Events (SREs) as defined by the U.S. National Quality Forum (NQF) is comparable to those defined by the regulatory provisions, for example, in Germany, Spain and Latin America, where our business segments Fresenius Helios and Fresenius Vamed operate hospitals or health care facilities. We provide information both on serious events as well as critical incidents in our Fresenius Group Non-financial Report 2022 and our Sustainability Online Report.</p> <p><b>Fresenius Helios:</b> Fresenius Group Non-financial Report 2022 : Well being of the patient &gt; Patient and product safety &gt; Fresenius Helios &gt; <b>Evaluation</b> (pg. 122 f.) <a href="https://annualreport.fresenius.com/2022/sustainability-report/well-being-of-the-patient/patient-and-product-safety/">https://annualreport.fresenius.com/2022/sustainability-report/well-being-of-the-patient/patient-and-product-safety/</a></p>
	HC-DY-250a.3 Hospital-Acquired Condition (HAC) Score per hospital	<p>The U.S. Hospital-Acquired Condition (HAC) Score is not calculated for hospitals and health care facilities in the business segments Fresenius Helios and Fresenius Vamed. However, we report on indicators in our hospitals and healthcare facilities which are comparable to those of the HAC Score, such as MRSA infections. Overall, our evaluation of quality of care focuses on those indicators applicable to the respective reimbursement scheme of the countries we operate:</p> <p>Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; <b>Patient and product safety</b> (pg. 110 ff.)</p>
	HC-DY-250a.4 Excess readmission ratio per hospital	<p>The 2010 Affordable Care Act (ACA) in the United States requires the U.S. Department of Health and Human Services (DHHS) to establish a Hospital Readmissions Reduction Program (RRP) to reduce Inpatient Prospective Payment System (IPPS) payments to hospitals for excess readmissions. (Source: <a href="https://www.hqinstitute.org/post/readmission-reduction-program">https://www.hqinstitute.org/post/readmission-reduction-program</a>)</p> <p>This U.S. specific regulation does not apply to hospitals subject to other regulatory reimbursement schemes, for example, in Germany. Therefore, we do not report this indicator for our acute care hospitals in Germany, Spain or Latin America.</p> <p>Information on our relevant hospitals markets and reimbursement are provided in our Annual Report 2022: Fresenius 2022 Group Management Report: Economic Report &gt; <b>Healthcare industry</b> (pg.49 ff.)</p> <p>Information on our programs on quality of care are provided for each business segment: Fresenius Group Separate Non-financial Report 2021: Well being of the patient &gt; <b>Patient and product safety</b> (pg. 110 ff.)</p>
<b>Management of Controlled Substances</b>	HC-DY-260a.1 Description of policies and practices to manage the number of prescriptions issued for controlled substances	<p>Hygiene management at Fresenius Helios focuses on close monitoring of infections and pathogens, regular hygiene training for hospital staff, for example on correct hand disinfection, <b>monitoring antibiotic consumption</b>, and training physicians as <b>antibiotic stewardship (ABS) specialists</b>. The implementation of and compliance with hospital hygiene measures in the clinics is accompanied and monitored by our specially trained staff – e. g., hygiene specialist nurses, hospital hygienists, and hygiene officers. The Helios Group hygiene regulation is binding for all employees in all clinics of Helios Germany. It is based on the evidence-based recommendations of the Robert Koch Institute (RKI) and prescribes, among other things, hand disinfection – especially before and after contact with patients – for physicians, nurses, medical staff, and other personnel, in accordance with the guidelines of the WHO. Anomalies in consumption are recorded in targeted reviews. In this way, developments can be closely observed and analysed.</p> <p>Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Helios &gt; <b>Hygiene management in hospitals</b> (pg. 120)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p> <p>List of antibiotics and amount per antibiotic used in treatments overall and per clinic in Germany of Fresenius Helios - <a href="https://www.helios-gesundheit.de/qualitaet/antibiotika/">https://www.helios-gesundheit.de/qualitaet/antibiotika/</a> (available in German language only)</p>

<b>Employee Health &amp; Safety</b>	HC-DY-320a.1 (1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	<p>We disclose the lost time injury frequency rate (LTIRF) for Fresenius Kabi. It was 2.9 in 2022, an increase from 2.4 in 2021. Fresenius Medical Care and Fresenius Helios are planning to implement the LTIFR in future.</p> <p>Fresenius Separate Group Non-financial Report 2022: Occupational health and safety          &gt; <b>Our ambitions</b> (pg. 171)          &gt; Evaluation &gt; <b>Fresenius Kabi</b> (pg. 173)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Employee Recruitment, Development &amp; Retention</b>	HC-DY-330a.1 (1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	<p>We do not provide a split for physicians, non-physician healthcare practitioners but only for all employees in a business segment. However, the majority of employees are nurses and medical staff.</p> <p>Fresenius Group Non-financial Report 2022: Employees &gt; <b>Evaluation</b> (pg. 162 ff.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	HC-DY-330a.2 Description of talent recruitment and retention efforts for health care practitioners	<p>Fresenius Separate Group Non-financial Report 2022: Employees &gt; Our approach          &gt; <b>Recruitment</b> (pg. 151 ff.)          &gt; <b>Employee retention</b> (pg. 153)          &gt; Employee development &gt; <b>Fresenius Helios</b> (pg. 156 f.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Climate Change Impacts on Human Health &amp; Infrastructure</b>	HC-DY-450a.1 Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	<p>Fresenius Group is currently assessing the impacts of climate change on our operating business. In 2022, for example, Fresenius Medical Care performed assessments to determine how environmental factors such as water stress, climate change vulnerability, and waste management can represent risks to its business; and updated the global environmental risk management process and catalog based on the results of these assessments.</p> <p>In the future, we will assess the impact of Scope 3 emissions to include them in our targets as well. We will provide updates on these assessments in our non-financial reporting going forward.</p> <p>Fresenius Separate Group Non-financial Report 2022:          &gt; Strategy and management &gt; <b>Sustainability risks</b> (pg. 103 f.)          &gt; Strategy and management &gt; <b>Our sustainability goals and programs</b> (pg. 104 f.)          &gt; Strategy and management &gt; <b>EU-Taxonomy</b> (pg. 107 ff.)          &gt; Well-being of the patient &gt; Access to health care and medicine &gt; <b>Patient support in crisis and emergency situations</b> (pg. 129)          &gt; Environment &gt; Environmental management &gt; <b>Our ambitions</b> (pg. 204)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Fraud &amp; Unnecessary Procedures</b>	HC-DY-510a.1 Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	<p>Relevant legal proceedings and related financial affects are disclosed in our Fresenius 2021 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Activity metrics</b>	HC-DY-000.A Number of (1) facilities and (2) beds, by type	<p>#FutureFresenius – Advancing Patient Care:  <a href="https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf">https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf</a> (see pg. 46)</p> <p>Fresenius Separate Group Non-financial Report 2022:  <b>ESG KPI Overview</b>: <a href="https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/">https://annualreport.fresenius.com/2022/sustainability-report/further-information/esg-kpis-and-standards/</a></p>
	HC-DY-000.B Number of (1) inpatient admissions and (2) outpatient visits	<p>#FutureFresenius – Advancing Patient Care:  <a href="https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf">https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf</a> (see pg. 46)</p>

Health Care Distributors			
<b>Product Safety</b>	HC-DI-250a.1	Total amount of monetary losses as a result of legal proceedings associated with product safety	All relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)
	HC-DI-250a.2	Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery	Fresenius Group Annual Report 2022: Opportunities and risk report > <b>Significant characteristics of the Fresenius risk management system and entire internal control system</b> (pg. 85 ff.) Fresenius Separate Group Non-financial Report 2022: Well being of the patient > <b>Patient and product safety</b> (pg. 110 ff.)
	HC-DI-260a.2	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	Suppliers related to product manufacturing are subject to qualification processes based on the relevance of the delivered material or service. At Fresenius Kabi the supplier's qualification and their recertification is regularly audited.  Fresenius Separate Group Non-financial Report 2022: > Well-being of the patient > Patient and product safety > Fresenius Kabi > <b>Evaluation</b> (pg. 117 f.) > Compliance and Integrity > <b>Supply Chain</b> (pg. 196 ff.)
	HC-DI-260a.3	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Fresenius Separate Group Non-financial Report 2022: Well-being of the patient > Patient and product safety > Fresenius Medical Care > <b>Surveillance and reporting systems</b> (pg. 114) > Fresenius Kabi > <b>Product risk management</b> (pg. 116)  Example: Fresenius Kabi - Pharmaceutical Products: <a href="https://www.fresenius-kabi.com/us/pharmaceutical-products">https://www.fresenius-kabi.com/us/pharmaceutical-products</a>
<b>Product Lifecycle Management</b>	HC-DI-410a.1	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Fresenius Group aims to improve the reporting scope on waste management going forward. In 2022, we report on the share of waste volumes in two business segments with indicators on hospital waste per bed.  Fresenius Separate Group Non-financial Report 2022: Environment > <b>Waste and Recycling Management</b> (pg. 211 ff.)  <b>Waste volumes:</b> <a href="https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/">https://annualreport.fresenius.com/2022/sustainability-report/environment/waste-and-recycling-management/</a>
<b>Business Ethics</b>	HC-DI-510a.1	Description of efforts to minimize conflicts of interest and unethical business practices	Fresenius Separate Group Non-financial Report 2022: <b>Compliance and integrity</b> (pg. 180 ff.)  Fresenius Separate Group Annual Report 2022: Corporate Governance > Corporate Governance Declaration > <b>Independence and conflicts of interest</b> (pg. 231)
	HC-DI-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	Relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg. 355 ff.)
<b>Activity metrics</b>	HC-DI-000.A	Number of pharmaceutical units sold by product category	We do not disclose the number of pharmaceutical units sold by product category, only sales by product segment.  #FutureFresenius – Advancing Patient Care: <a href="https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf">https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf</a> (see pg. 43)
	HC-DI-000.B	Number of medical devices sold by product category	We do not disclose the number of medical devices sold by product category, only sales by product segment.  #FutureFresenius – Advancing Patient Care: <a href="https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf">https://www.fresenius.com/sites/default/files/2023-02/Fresenius_FY_2022.pdf</a> (see pg. 43)

**Medical Equipment & Supplies**

<b>Product Safety</b>	HC-MS-250a.1 Number of recalls issued, total units recalled	<p>Fresenius Group does not report on the total numbers of recalls or total units recalled. It is our aim to act fast and proactively concerning recall execution in order to minimize potential risks for patients. The recalls are discussed and agreed on beforehand with the respective authority. For Fresenius Medical Care, in the United States, there were nine recalls of drugs and devices in 2022 in the form of removals, corrections, or alerts. In non-U.S. markets, there were two recalls of medical devices and no recalls of medicinal products in 2022. Products of Fresenius Medical Care Nephrologica Deutschland GmbH are not in scope.</p> <p>see also: SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p> <p>Fresenius Separate Group Non-financial Report 2022: Well being of the patient &gt; Patient and product safety &gt; Fresenius Medical Care &gt; <b>Surveillance and reporting systems</b> (pg. 114) &gt; Fresenius Kabi &gt; <b>Product risk management</b> (pg. 116)</p> <p><i>Example: Fresenius Kabi - Pharmaceutical Products</i> <a href="https://www.fresenius-kabi.com/us/pharmaceutical-products">https://www.fresenius-kabi.com/us/pharmaceutical-products</a> <a href="https://www.fresenius-kabi.com/us/pharmaceutical-product-updates">https://www.fresenius-kabi.com/us/pharmaceutical-product-updates</a></p> <p><i>See: <a href="https://www.fda.gov/safety/recalls-market-withdrawals-safety-alerts?search_api_fulltext=Fresenius&amp;field_regulated_product_field=All">https://www.fda.gov/safety/recalls-market-withdrawals-safety-alerts?search_api_fulltext=Fresenius&amp;field_regulated_product_field=All</a></i></p>
	HC-MS-250a.2 List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	<p>Please refer to the FDA Adverse Event Reporting: <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program</a></p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	HC-MS-250a.4 Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by typ	<p>In the reporting year, there were no actions taken that stand against our quality goals. Guidelines of current Good Manufacturing Practice (cGMP) guidelines are taken into account, see:</p> <p>Fresenius Separate Group Non-financial Report 2022: Well-being of the patient &gt; Patient and product safety &gt; <b>Certifications and commitment</b> (p. 111 f.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Ethical Marketing</b>	HC-MS-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	<p>All relevant legal proceedings and related financial affects are disclosed in our Fresenius 2022 Group Annual Report - Note 30: <b>Commitments and contingencies</b> (pg.355 ff.)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
<b>Ethical Marketing</b>	HC-MS-270a.2 Description of code of ethics governing promotion of off-label use of products	<p>We provide information in the codes of ethics and conduct of our business segments governing promotion of off-label use of products, if applicable.</p> <p>Examples: Fresenius Kabi USA: <a href="https://www.fresenius-kabi.com/us/documents/Code-of-Conduct-Fresenius-Kabi-USA.pdf">https://www.fresenius-kabi.com/us/documents/Code-of-Conduct-Fresenius-Kabi-USA.pdf</a></p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p> <p>Fresenius Medial Care Code of Ethics and Business Conduct: <a href="https://www.freseniusmedicalcare.com/fileadmin/data/com/pdf/About_us/Compliance/CoC/FME_CoC_English.pdf">https://www.freseniusmedicalcare.com/fileadmin/data/com/pdf/About_us/Compliance/CoC/FME_CoC_English.pdf</a></p>
<b>Product Design &amp; Lifecycle Management</b>	HC-MS-410a.1 Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<p>Fresenius Medical Care conducts life cycle assessments for selected products and services to identify and improve environmental impacts of processes and materials.</p> <p>Fresenius Separate Group Non-financial Report 2022 - Environment &gt; Environmental management in the business segments &gt; Fresenius Medical Care &gt; Life cycle assessments (pg. 201)</p> <p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>



<b>Supply Chain Management</b>	<p>HC-MS-430a.1 Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality</p>	<p>In the health sector, strict hygiene requirements apply to the materials used and to the safe disposal of hazardous waste. The takeback, reuse and recycling of our products and materials is regulated on national level. Fresenius Group does not report on the total amount of products accepted for takeback and reused, recycled, or donated. Given the EU-wide obligation to offer reusable containers for food, Helios will introduce a reusable system for tableware in its cafeterias in 2023.</p>
		<p>Fresenius Separate Group Non-financial Report 2022: Environment &gt; <b>Waste and recycling management</b> (pg. 211)</p>
	<p>HC-MS-430a.2 Description of efforts to maintain traceability within the distribution chain</p>	<p>Fresenius Group aims to improve the reporting scope on supply chain going forward. Fresenius Group Non-financial Report 2022: Compliance and Integrity &gt; Supply chain &gt; <b>Supplier evaluation</b> (pg. 197 ff.)</p>
		<p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	<p>HC-MS-430a.3 Description of the management of risks associated with the use of critical materials</p>	<p>Fresenius Medical Care: <a href="https://www.freseniusmedicalcare.com/en/medical-device-regulation/">https://www.freseniusmedicalcare.com/en/medical-device-regulation/</a></p>
		<p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
		<p>Fresenius Kabi - Drug supply chain security act: <a href="https://www.fresenius-kabi.com/us/drug-supply-chain-security-act-dscsa">https://www.fresenius-kabi.com/us/drug-supply-chain-security-act-dscsa</a></p>
		<p>Fresenius Separate Group Non-financial Report 2022: Compliance and integrity &gt; <b>Supply chain</b> (pg. 196 ff.)</p>
<b>Business Ethics</b>	<p>HC-MS-510a.1/ HC-BP-510a.1/ HC-DI-510a.2 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption</p>	<p>Before the EU Conflict Minerals Regulation came into force, Fresenius SE &amp; Co. KGaA and its operating units already addressed this sensitive issue. We do not purchase conflict minerals directly. However, it cannot be completely ruled out that they have been processed in components and semifinished products that we purchase and further process or use in our products. In this case, our purchasing guidelines apply, as do the relevant Group and business segment codes of conduct for dealing with suppliers and other business partners.</p>
		<p><a href="https://annualreport.fresenius.com/2022/sustainability-report/compliance-and-integrity/human-rights/">https://annualreport.fresenius.com/2022/sustainability-report/compliance-and-integrity/human-rights/</a></p>
		<p>SASB Index Fresenius Medical Care 2022: <a href="https://www.freseniusmedicalcare.com/en/sasb">https://www.freseniusmedicalcare.com/en/sasb</a></p>
	<p>HC-MS-510a.2 Description of code of ethics governing interactions with health care professionals</p>	<p>Fresenius Group reports on impacts from legal proceedings in the 2022 Group Annual Report, see Note 30: <b>Commitments and Contingencies</b> (pg. 355 ff.)</p>
<b>Activity metrics</b>	<p>HC-MS-000.A Number of units sold by product category</p>	<p>We report on transparency in the healthcare sector in our Fresenius Group Annual Report 2022:</p>
		<p>Fresenius Separate Group Non-financial Report 2022: Compliance and integrity &gt; Compliance &gt; <b>Our approach</b> (pg. 180) &gt; <b>Transparency in the healthcare sector</b> (pg. 185 )</p>