

Press Release

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Fresenius signs Diversity Charter

Fresenius has signed the German "Charta der Vielfalt" (Diversity Charter). The healthcare group is thus taking a strong stance for diversity and inclusion in its own company. The Diversity Charter is an initiative to promote diversity in companies and institutions under the patronage of German Chancellor Olaf Scholz. The aim of the initiative is to advance the recognition, appreciation, and inclusion of diversity in the working world in Germany. Organizations that sign the charter are working to create a prejudice-free environment in which all employees are valued - regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation, and social background.

"Diversity is a strength. People from more than 140 different nations work at Fresenius worldwide, all with different backgrounds and their own history," said Sebastian Biedenkopf, Fresenius Management Board member for Human Resources (Labor Relations Director), Risk Management and Legal. "By signing the Diversity Charter, we commit to creating a prejudice-free working environment where everyone can develop their potential."

Various measures in Fresenius' different business segments help promote diversity, equality, and inclusion. For example, Fresenius offers an education program specifically for women in leadership positions, where participants can also build a network. Furthermore, Helios Kliniken in Germany specifically trains employees to

become integration managers, who support foreign colleagues on their arrival in Germany in dealing with authorities and in other situations.

In addition, the Group has various queer communities with contact points and regular meetings, numerous employee networks such as the Women's Initiative in Europe and the Employee Impact Group African Voices, and gender equality training for managers and employees. More information on diversity in practice at Fresenius can be found in the [Sustainability Report](#).

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Fresenius is a global healthcare group, providing products and services for dialysis, hospital and outpatient medical care. In 2022, Group revenue were €40.8 billion. On March 31, 2023, the Fresenius Group had 313,812 employees worldwide.

For more information visit the Company's website at www.fresenius.com.
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This release contains forward-looking statements that are subject to various risks and uncertainties. Future results could differ materially from those described in these forward-looking statements due to certain factors, e.g. changes in business, economic and competitive conditions, regulatory reforms, results of clinical trials, foreign exchange rate fluctuations, uncertainties in litigation or investigative proceedings, the availability of financing and unforeseen impacts of international conflicts.

Fresenius does not undertake any responsibility to update the forward-looking statements in this release.

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