

We report on the effectiveness of our material nonfinancial topics by monitoring key performance indicators (KPI). This overview contains both audited and non-audited data. Audited KPIs are taken from the Annual Report. Additional non-audited KPIs are provided in this overview and marked accordingly. This overview is currently only available in English.

[Fresenius Group Annual Report 2023](#)

[Fresenius Group Non-financial Report 2023](#)

1. Quality

1.1 Patients treated	2023	2022	2021	2020	2019
Fresenius Helios	25,772,029	24,868,792	22,567,138	20,189,521	20,962,664
<i>thereof inpatient Helios Germany</i>	1,131,581	1,079,776	1,048,946	1,044,959	1,206,654
<i>thereof outpatient Helios Germany</i>	4,334,425	4,423,482	4,390,553	4,101,716	4,354,527
<i>thereof inpatient Helios Spain</i>	1,153,240	1,093,858	982,204	927,414	845,560
<i>thereof outpatient Helios Spain</i>	19,147,918	18,266,776	16,140,388	14,110,390	14,550,491

Data 2022 and 2023 audited, data 2019 to 2021 non-audited

1.2 Healthcare facilities	2023	2022	2021	2020	2019
Fresenius Helios					
Acute care clinics	145	145	146	141	134
<i>thereof Germany</i>	86	87	90	89	83
<i>thereof Spain/Latin America</i>	59	58	56	52	51
Other healthcare facilities or centers	>650	>650	>500	>500	>500
Number of beds in acute care:	37,709	38,045	38,129	37,387	35,668
<i>in clinics Germany</i>	29,410	29,786	29,955	29,451	28,380
<i>in clinics Spain and Latin America</i>	8,299	8,259	8,174	7,936	7,288

Number of beds unaudited data; Number of health care facilities and clinics reported in Group Management Report.

1.3 Quality Commitment	2023	2022	2021	2020	2019
Coverage by external quality management standard	100%	100%	n.a.	n.a.	n.a.
<i>thereof ISO 9001 coverage</i>	97%	61%	n.a.	n.a.	n.a.
Internal standard or policy	100%	100%	n.a.	n.a.	n.a.
Regulatory requirement (e.g. national law)	100%	100%	n.a.	n.a.	n.a.

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

1.4 Quality Management in Patient Care	2023	2022	2021	2020	2019
Fresenius Helios, Germany					
Average length of stay (days)	5.7	5.8	5.7	5.7	5.8
G-IQI targets achieved ¹	88.7%	87.0%	86.8%	88.4%	87.7%

G-IQI-target 2023 audited with reasonable assurance, data 2019 to 2022 with limited assurance. Other data non-audited.

1.4 Quality Management in Patient Care (contd.)

	2023	2022	2021	2020	2019
Peer Reviews ¹	22	9	7	8	60
CIRS reports (Critical Incident Reporting System) ¹	955	767	547	n.a.	n.a.
Allegations of treatment errors (justified or unjustified) ²	840	828	768	958	1,082
Average treatment errors per 1,000 patients ²	0.7	0.8	0.8	0.9	0.9
<hr/>					
Patient service monitor ³					
Patient interviews (acute care)	719,025	739,660	713,382	n.a.	n.a.
% of patients treated	64.0	70.0	70.0	n.a.	n.a.
Patient satisfaction in %	96	96.0	96.0	n.a.	n.a.
<hr/>					
Fresenius Helios, Spain					
Net Promoter Score, Spain ¹	60.1	56.3	49.9	54.1	54.6
Total Reports (NPS), Spain ¹	818,485	652,269	534,930	361,800	426,061
Peer Reviews ¹	1	4	4	2	8
Patient Safety Incidents ¹	11,487	11,299	8,508	4,897	4,350

¹ Data 2021 to 2023 audited

² 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 non-audited.

³ Data 2023 audited

1.5 Quality Management in Production

	2023	2022	2021	2020	2019
Fresenius Kabi					
Audit and inspection score ¹	1.9	2.3	1.9	1.3	1.5
Internal audits	58	45	58	42	60
External audits and inspections	111	87	94	59	64
<hr/>					
Compliance rates for quality-related reporting					
Side effects: individual case reports reported in time (globally)	99.9	99.3	99.6	99.9	99.9
Benefit-risk-ratio: in time transmission of periodic safety reports (globally)	99.1	100	98.8	99.6	99.1
Internal in time transmission of vigilance data	100	100	100	100	100.0
<hr/>					
Communication of new side effects	1	1	n.a.	n.a.	n.a.

¹For the calculation of the audit and 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.

2. Innovation

2.1 R&D	2023	2022	2021	2020	2019
R&D expenses, € in millions ¹	607	631	574	560	522
as % of product revenue	7.6	8.0	8.1	8.2	7.7

¹ for special items, see the "Research and Development" section in the Annual Reports 2022 and 2023; data audited.

2.2 Clinical Studies	2023	2022	2021	2020	2019
Clinical studies, total	1,873	1,651	1,747	1,698	n.a.
Public funding (Spain, in EUR million)	~6	~9	n.a.	n.a.	n.a.

Data 2023 audited

3. Digitalization

3.1 Digitalization rate	2023	2022	2021	2020	2019
Fresenius Helios, Spain					
Goal: Usage rate of digital care management of 80% by 2024					
Arrangements for medical tests, appointments or surgeries, in %					
	74.1	n.a.	n.a.	n.a.	n.a.
Signing of consent forms, in %	51.6	n.a.	n.a.		
Surgical checklists, in %	66.0	n.a.	n.a.	n.a.	n.a.

Data audited

4. Cybersecurity

4.1 Cyberincidents	2023	2022	2021	2020	2019
Serious incidents (Group perspective)	0	0	0	n.a.	n.a.
thereof patients	-	-	-	n.a.	n.a.

Data audited

5. Employees

5.1 Headcount, FTE	2023	2022	2021	2020	2019
Headcount, total	193,865	188,876	185,827	178,140	165,834
<i>Fresenius Kabi</i>	43,269	42,063	41,397	40,519	39,627
<i>Fresenius Helios</i>	129,439	125,700	123,484	116,952	106,377
<i>Fresenius Vamed</i>	20,265	20,184	19,721	19,414	18,592
<i>Corporate / Other</i>	892	929	1,225	1,255	1,238
FTE, total	166,834	161,808	158,102	152,461	142,245
<i>Fresenius Kabi</i>	41,381	40,286	39,579	39,032	38,264
<i>Fresenius Helios</i>	108,208	104,509	101,652	96,899	88,057
<i>Fresenius Vamed</i>	16,430	16,182	15,730	15,364	14,770
<i>Corporate / Other</i>	815	831	1,141	1,166	1,154
Temporary staff (as of December)	2,756	3,749	n.a.	n.a.	n.a.
<i>Europe</i>	1,326	1,814	n.a.	n.a.	n.a.
<i>Rest of the World</i>	1,430	1,479	n.a.	n.a.	n.a.

Temporary staff excl. Fresenius Helios; data audited

5.2 Recruiting	2023	2022	2021	2020	2019
New hires, % ^{1, 2}	19.1	19.7	n.a.	n.a.	n.a.
<i>thereof females (headcount), Group</i>	20,092	n.a.	n.a.	n.a.	n.a.
Fresenius Kabi, in %	17.0	16.9	17.1	13.5	17.1
<i>thereof females (headcount)</i>	n.a.	n.a.	n.a.	n.a.	n.a.
Fresenius Helios, in %	19.3	20.0	22.9	18.0	16.9
<i>thereof females (headcount)</i>	17,301	n.a.	n.a.	n.a.	n.a.
Fresenius Vamed, in %	22.0	23.6	18.4	18.4	17.8
<i>thereof females (headcount)</i>	2,724	n.a.	n.a.	n.a.	n.a.
Corporate / Other, in %	16.0	14.5	11.0	6.1	11.2
<i>thereof females (headcount)</i>	67	n.a.	n.a.	n.a.	n.a.
<hr/>					
New hires, in % ⁴ by region					
Europe	18.5	19.6	n.a.	n.a.	n.a.
<i>Germany</i>	15.4	15.6	n.a.	n.a.	n.a.
<i>Europe excl. Germany</i>	23.1	25.6	n.a.	n.a.	n.a.
North America	24.6	36.7	n.a.	n.a.	n.a.
Asia-Pacific	12.9	17.0	n.a.	n.a.	n.a.
Latin America	25.2	18.2	n.a.	n.a.	n.a.
Africa	11.3	15.7	n.a.	n.a.	n.a.

¹ Calculated as the number of external hires in a business segment within the reporting period, relative to the number of employees at year-end. Segment KPI audited. Inter-segment hires excluded for Corporate/Other; Fresenius Kabi does not yet report the gender-specific data by region

² The data contains the hospitals in Latin America as of 2020. Data for 2022 and 2023 contains the Spanish entities of Eugin Group.

5.3 Staff loyalty	2023	2022	2021	2020	2019
Total turnover, % ¹	29.9	32.8	n.a.	n.a.	n.a.
dismissal, % ²	1.9	1.4	n.a.	n.a.	n.a.
<i>thereof within probation period⁵</i>	0.9	0.9	n.a.	n.a.	n.a.
Voluntary turnover, % ^{2, 3}	10.4	11.1	10.1	9.8	11.0
<i>Fresenius Kabi</i>	10.2	11.4	11.3	7.1	9.2
<i>Fresenius Helios</i>	10.6	11.1	10.1	90.0	8.6
<i>Fresenius Vamed</i>	9.5	10.7	9.3	7.8	7.6
<i>Corporate / Other</i>	6.1	14.2	3.5	1.7	3.5
<hr/>					
Voluntary turnover, in % by region ⁴					
Europe	10.0	10.7	n.a.	n.a.	n.a.
<i>Germany</i>	7.8	8.4	n.a.	n.a.	n.a.
<i>Europe excl. Germany</i>	13.5	14.3	n.a.	n.a.	n.a.
North America	14.4	18.4	n.a.	n.a.	n.a.
Asia-Pacific	12.7	14.9	n.a.	n.a.	n.a.
Latin America	11.3	11.1	n.a.	n.a.	n.a.
Africa	5.0	7.1	n.a.	n.a.	n.a.

¹ Total turnover includes contracts which ended in the reporting year; only voluntary turnover of Fresenius Kabi outside Germany. Voluntary turnover by Group and business segment audited.

² Data contains hospitals in Latin America as of 2020. Data for 2022 and 2023 incl. Spanish entities of Eugin Group. Dismissal data non-audited

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

⁴ non-audited

5.4 Employee retention	2023	2022	2021	2020	2019
Average length of service, years ¹	8.8	8.8	8.8	8.9	9.2
<i>Fresenius Kabi</i>	7.9	7.9	7.9	7.9	8.6
<i>Fresenius Helios</i>	9.1	9.2	9.3	9.4	9.9
<i>Fresenius Vamed</i>	8.6	8.5	7.8	7.7	6.9
<i>Corporate / Other</i>	7.7	7.8	7.8	7.5	7.3
Average length of service (years), by region					
Europe	9.3	9.3	7.8	n.a.	n.a.
<i>thereof Germany</i>	9.9	10.1	n.a.	n.a.	n.a.
<i>thereof Rest of Europe</i>	8.3	8.3	n.a.	n.a.	n.a.
North America	6.5	6.5	n.a.	n.a.	n.a.
Asia-Pacific	7.8	7.2	n.a.	n.a.	n.a.
Latin America	6.4	6.5	n.a.	n.a.	n.a.
Africa	6.7	7.7	n.a.	n.a.	n.a.

¹ Group and business segment data audited

5.5 Employee participation	2023	2022	2021	2020	2019
Collective bargaining agreements ¹					
Coverage in Europe	84%	83%	83%	77%	71%
Coverage outside Europe	31%	34%	15%	n.a.	n.a.
Global coverage	74%	80%	80%	n.a.	n.a.

¹ 2023 coverage 100% global employees. 2021 to 2022 based on about 91% of Fresenius Group total employees; data 2020 and 2019 incl. FME.

5.6 Working Models	2023	2022	2021	2020	2019
Full-time employees ¹					
share of men	80%	80%	82%	82%	n.a.
share of women	60%	60%	58%	58%	n.a.
Employees working full-time ¹	66%	66%	65%	65%	n.a.
<i>thereof male</i>	35%	32%	36%	36%	n.a.
<i>thereof female</i>	65%	68%	64%	64%	n.a.
Part-time employees ¹					
share of men	20%	20%	18%	18%	n.a.
share of women	40%	40%	42%	42%	n.a.
Employees working part-time ¹	34%	34%	35%	36%	n.a.
<i>thereof male</i>	17%	17%	15%	15%	n.a.
<i>thereof female</i>	83%	83%	85%	85%	n.a.
Parental leave, % ²					
<i>thereof male, %</i>	19%	19%	20%	18%	n.a.
<i>thereof female, %</i>	81%	81%	80%	82%	n.a.
Parental leave, % by region					
<i>Europe</i>	7%	6%	n.a.	n.a.	n.a.
<i>Germany</i>	5%	6%	6%	6%	n.a.

¹ 2022: Scope of 85% of employees globally. 2021 German entities and business segment Fresenius Helios (excl. Fertility business); 2020 only Germany incl. FME

² 2022: Scope of around 50% of global employees, incl. FME

Working Model KPI not audited

5.7 Employee engagement	2023	2022	2021	2020	2019
Employee engagement index ¹	4.13	3.9	n.a.	n.a.	n.a.
<i>Fresenius Kabi</i>	4.7	4.4	n.a.	n.a.	n.a.
<i>Fresenius Helios</i>	3.9	3.7	n.a.	n.a.	n.a.
<i>Fresenius Vamed</i>	4.1	n.a.	n.a.	n.a.	n.a.
<i>Corporate/Other</i>	4.0	3.7	n.a.	n.a.	n.a.
Participation rate	44%	56%	n.a.	n.a.	n.a.

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

5.8 Labor Cost	2023	2022	2021	2020	2019
Personnel expenses ¹					
in total, € million	9,930	9,439	15,610	15,128	14,355
<i>thereof wages and salaries</i>	8,144	7,715	12,679	12,357	11,651
per average employee (€ thou.)	51.8	50.1	49.8	49.5	49.5
in % of sales	44.5	43.8	41.6	41.7	40.5
Average employee compensation, in € ²	42,009	40,847	68,230	69,367	70,257
Ratio CEO ³ / Avg. Employee compensation, %	41.35	104.48	91.09	92.02	139.38

¹ Data 2019 to 2021 incl. Fresenius Medical Care

² Calculated as total wages and salaries divided by total headcount

³ higher impact in 2022 due to change in board structure; consideration of both CEO salaries: unaudited

6. Diversity, Equity & Inclusion

6.1 Age structure	2023	2022	2021	2020	2019
Age structure (Headcount)					
Below 30 years, in %	21	20	20	19	19
Between 30 and 50 years, in %	52	53	53	55	55
Above 50 years, in %	27	27	27	26	26
Average age (Headcount), years ²	41.3	41.4	41.3	41.7	41.0
<i>Fresenius Kabi</i>	39.5	39.5	39.2	39.9	38.7
<i>Fresenius Helios</i>	41.5	41.6	41.5	41.6	42.0
<i>Fresenius Vamed</i>	44.3	44.1	44.3	44.0	41.2
<i>Corporate / Other</i>	39.0	38.9	39.7	39.3	39.1

Data audited; data 2019 to 2020 incl. Fresenius Medical Care

6.2 Global DEI indicators	2023	2022	2021	2020	2019
Employees with disability ¹					
in Germany	4,668	4,614	5,051	5,027	4,724
<i>in % of employees</i>	5.1%	5.0%	5.1%	5.7%	5.7%
in Europe	5,417	5,214	5,531	5,452	5,171
<i>in % of employees</i>	3.8%	3.7%	4.0%	4.1%	4.1%
Nationalities	>150	>145	>140	>150	>150

¹ Scope 2023: Total staff except Kabi outside Germany. Unitl 2022 total staff Germany; Europe: clinics of Fresenius Helios in Spain as of 2019; European entities of Fresenius Vamed as of 2022, Fresenius Kabi only Germany; data 2021 to 2023 audited

6.3 Headcount by gender		2023	2022	2021	2020	2019
Headcount, female employees		132,377	128,795	126,735	120,927	112,021
in %		68	68	68	68	68
	<i>Fresenius Kabi</i>	52	51	51	50	50
	<i>Fresenius Helios</i>	75	75	75	75	75
	<i>Fresenius Vamed</i>	63	63	62	62	63
	<i>Corporate / Other</i>	47	46	40	38	39
Headcount, by region and gender						
Europe		155,883	152,510	151,025	145,573	131,464
	<i>thereof Germany</i>	93,095	91,093	90,655	88,879	83,378
	<i>female</i>	72%	73%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	28%	27%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>thereof Europe excl. Germany</i>	62,788	61,417	60,370	56,694	54,110
	<i>female</i>	68%	68%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	32%	32%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
North America		5,410	11,306	10,508	8,809	8,321
	<i>female</i>	43	43%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	57%	57%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Asia-Pacific		9,646	10,029	10,744	11,035	11,050
	<i>female</i>	44%	44%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	56%	56%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Latin America		21,762	13,913	12,557	11,725	7,952
	<i>female</i>	65%	64%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	35%	36%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Africa		1,164	1,118	993	998	1,023
	<i>female</i>	60%	58%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>male</i>	40%	42%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>other</i>	0%	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
	<i>undisclosed</i>	0%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>

Data non-audited

6.4 Women in Leadership		2023	2022	2021	2020	2019
Share of women in management:		501	522	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
participating in LTIP		27%	28%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>

Data audited

6.4 Women in Leadership	2023	2022	2021	2020	2019
Share of women in management:					
1st level below Management Board	30.0%	n.a.	n.a.	n.a.	n.a.
2nd level below Management Board	24.1%	n.a.	n.a.	n.a.	n.a.

2023 data audited

6.5 Board Diversity	2023	2022	2021	2020	2019
Management Board					
Share of women	20%	17%	14%	14%	14%
members between 30 and 50 years	40%	17%	14%	14%	14%
members over 50 years	60%	83%	86%	86%	86%
Average age	51.6	53.2	57.1	n.a.	n.a.
Non-Germans	20%	33%	43%	57%	57%
Average tenure (years)	0.6	5.2	7.9	8.0	8.9

Supervisory Board ¹

Share of women	17%	42%	42%	42%	33%
members between 30 and 50 years	17%	17%	17%	17%	8%
members over 50 years	83%	83%	83%	83%	92%
Average age	61.6	60.7	60.7	n.a.	n.a.
Non-Germans	33%	17%	17%	25%	25%
Average tenure (years)	5.8	5.3	6.0	6.5	6.6

¹ Applies to total board

7. Occupational health & safety

7.1 LTIFR	2023	2022	2021	2020	2019
Fresenius Kabi	2.8	2.9	2.4	2.3	2.6
Fresenius Helios (Spain)	14.6	16.2	n.a.	n.a.	n.a.
Fresenius Vamed	12.5	16.7	n.a.	n.a.	n.a.

LTIFR: Number of work-related accidents resulting in at least one day of absence from work in relation to 1,000,000 working hours. In 2023, Fresenius Vamed adjusted the scope of reporting. Data audited

7.2 Work-related fatal accidents	2023	2022	2021	2020	2019
Group (own employees)	0	0	5	n.a.	n.a.
Temporary staff	0	0	0	n.a.	n.a.
Third-party fatalities	1	0	2	n.a.	n.a.

2021 data without the business segment Fresenius Vamed; temporary staff recording only in the business segment Fresenius Kabi; Third-party fatalities only recorded in the business segments Fresenius Kabi and Helios Germany; incidents with official investigation. Data audited

7.3 OHS Training	2023	2022	2021	2020	2019
Fresenius Helios Spain					
Training sessions	>30,000	n.a.	n.a.	n.a.	n.a.
Participants	~16,000	n.a.	n.a.	n.a.	n.a.

Data audited

8. Compliance & Integrity

8.1 Compliance reports	2023	2022	2021	2020	2019
Reports, total	806	375	2,119	1,729	n.a.
<i>thereof classified as no relevant compliance reports</i>	262	n.a.	n.a.	n.a.	n.a.
Business Integrity	51	88	105	110	n.a.
Data protection	25	26	659	368	n.a.
HR/Workplace	274	155	1,040	999	n.a.
Misuse of company assets	225	35	n.a.	n.a.	n.a.
Environmental Health and Safety	34	23	n.a.	n.a.	n.a.
Accounting, auditing and financial reporting	3	8	n.a.	n.a.	n.a.
Human Rights	47	n.a.	n.a.	n.a.	n.a.
Other	147	40	n.a.	n.a.	n.a.

Data 2020 and 2021 incl. Fresenius Medical Care; Human rights was not reported separately in 2022.

8.3 Tax compliance	2023	2022	2021	2020	2019
Effective tax rate by region ¹					
Europe	-695.2%	30.8%	24.2%	25.5%	23.9%
North America	18.4%	21.2%	21.1%	22.2%	20.1%
Asia-Pacific	21.1%	16.8%	23.4%	18.2%	23.6%
Latin America	26.5%	32.9%	26.4%	-27.5%	57.1%
Africa	-24.5%	-11.7%	28.0%	-193.8%	63.6%
Group	66.7%	24.8%	22.8%	24.2%	22.6%
Effective tax rate by country ²					
USA	18.1%	21.1%	n.a.	n.a.	n.a.
Germany	303.6%	56.3%	n.a.	n.a.	n.a.
Spain	27.8%	19.5%	n.a.	n.a.	n.a.
China	15.7%	20,5% ³	n.a.	n.a.	n.a.

¹ Special items in fiscal year 2023 are explained on page 299 of the Notes. Data not covered in Notes are unaudited data.

² The four countries represent around 70% of Group sales

³ adjusted tax rate

8.4 Human rights	2023	2022	2021	2020	2019
Risk assessments	939	n.a.	n.a.	n.a.	n.a.
Recognized risks	11	n.a.	n.a.	n.a.	n.a.
Training sessions	61	n.a.	n.a.	n.a.	n.a.
Suppliers	58,000	n.a.	n.a.	n.a.	n.a.

Data audited

9. Environment

9.1 Environmental

Commitment ¹	2023	2022	2021	2020	2019
Coverage by external environmental management standard					
<i>thereof ISO 14001 coverage</i>	55%	46%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
<i>thereof ISO 50001 coverage</i>	82%	70%			
Internal standard or policy	100%	100%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Regulatory requirement (e.g. national law)	100%	100%	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>

¹ Scope applies to the entities for which environmental data is consolidated; focus on operations and hospitals; deviations due to scope adjustments

9.2 Water withdrawal	2023	2022	2021	2020	2019
Group ¹ , in million m ³	15.1	15.6	15.0	14.6	14.0
<i>Market segment healthcare products</i>	9.9	10.4	10.1	9.7	9.5
<i>Market segment healthcare facilities</i>	5.2	5.2	4.9	4.9	4.5
Group by source , in million m ³					
<i>Surface water</i>	0.7	0.7	0.7	0.7	0.7
<i>Groundwater</i>	4.1	4.4	4.0	3.9	4.3
<i>Seawater</i>	0.0	0.0	0.0	0.0	0.0
<i>Produced water</i>	0.0	0.0	0.0	0.0	0.0
<i>Third-party water (municipal supply)</i>	10.3	10.6	10.3	10.0	52.2
Fresenius Group¹ relative water withdrawal					
Water withdrawal / € 1 million ³	671	718	797	1,550	16,093
Water withdrawal / FTE ³	92.0	98.1	97.0	203.3	217.5
Water withdrawal (m ³) per square meter ² (hospital business)	0.76	0.80	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Water withdrawal (m ³) per hospital bed ²	108	110	106	109	106

¹ Newly acquired companies are included in the second year of consolidation, at the latest. If data of the business segments is not available in time, it is extrapolated on the basis of existing data. An adjustment will be made in the next report. Prior-year information was adjusted to conform to the current year's presentation. Due to rounding, individual numbers and percentages presented in this report may not precisely reflect the absolute figures. Fresenius Medical Care water figures include the water withdrawal of its production sites and in-center treatments at its dialysis clinics. Data of Fresenius Helios's fertility services division include in 2022 and 2023 only the Spanish entities.

² Data applies to business segment Fresenius Helios; excluding fertility services
Data 2019 to 2020 incl. Fresenius Medical Care

9.3 Water consumption	2023	2022	2021	2020	2019
in million m ³					
Water withdrawal ¹	9.9	10.4	10.1	9.7	<i>n.a.</i>
Water discharge	8.0	8.3	7.9	7.7	<i>n.a.</i>
Water consumption	1.9	2.1	2.2	2.0	<i>n.a.</i>

¹ Data applies to market segment healthcare products; unaudited

9.4 Waste Volumes	2023	2022	2021	2020	2019
Fresenius Group					
Total hazardous waste, %	21	21	n.a.	n.a.	n.a.
Total non-hazardous waste, %	79	79	n.a.	n.a.	n.a.
Fresenius Kabi					
Total waste volume, t thou.	104	96	97	n.a.	n.a.
<i>thereof hazardous, %</i>	25	25	27	n.a.	n.a.
<i>recycling rate, %</i>	59	58	57	55	n.a.
<i>thereof non-hazardous, %</i>	75	75	73	n.a.	n.a.
<i>recycling rate, %</i>	52	53	58	46	n.a.
Fresenius Helios					
Total waste volume, t thou. ¹	41	40	38	37	39
<i>thereof hazardous waste</i>	5	4	3	3	3
<i>thereof non-hazardous waste</i>	35	36	34	34	36
Hospital waste per bed ¹ , in tons (t)	1.06	1.06	0.99	0.99	1.10
Hazardous hospital waste per bed ¹ , in tons (t)	0.12	0.11	0.09	0.08	0.07

¹Applies to all hospitals in Germany and Spain of Fresenius Helios; Waste volumes extrapolated. Due to roundings, deviations are possible. Unaudited

9.5 Energy consumption	2023	2022	2021	2020	2019
Group, in million MWh ¹	3.09	3.18	3.22	3.00	2.89
<i>Fresenius Kabi</i>	1.76	1.80	1.77	1.65	1.64
<i>Fresenius Helios</i>	1.15	1.19	1.26	1.18	1.09
<i>Fresenius Vamed</i>	0.18	0.19	0.19	0.18	0.16
by source, in %					
<i>Gas consumption</i>	46	45	45	45	45
<i>Electricity (non-renewable)</i>	20	25	33	34	44
<i>Purchased heat, steam, cooling</i>	10	10	11	10	5
<i>Fossil fuels, excl. gas</i>	3	4	4	4	3
<i>Renewable fuels</i>	3	4	4	4	2
<i>Electricity (renewable)</i>	18	12	3	3	n.a.

Fresenius Group¹ relative energy consumption

Energy consumption / € 1 million sales	140	149	163	151	150
Energy consumption / FTE	19.6	20.7	21.7	19.8	20.3
Energy consumption / hospital bed ²	30.0	31.0	32.7	31.0	30.9

¹ Data of Eugin Group in the business segment Fresenius Helios include in 2022 and 2023 only the Spanish entities.

² Applies to all hospitals in Germany and Spain of Fresenius Helios, unaudited

9.6 Emissions	2023 (market-based)	2022 (market-based)	2021 (market-based)	2020 (market-based)	2019
Group, t CO ₂ equivalents in thou. ¹	531	641	764	681	729
Scope 1	308	315	326	305	294
Scope 2	223	326	438	377	435

9.6 Emissions (contd.)	2023 (market-based)	2022 (market-based)	2021 (market-based)	2020 (market-based)	2019
Fresenius Kabi	324	425	416	396	409
<i>Scope 1</i>	<i>168</i>	<i>169</i>	<i>172</i>	<i>160</i>	<i>169</i>
<i>Scope 2</i>	<i>155</i>	<i>256</i>	<i>243</i>	<i>237</i>	<i>239</i>
Fresenius Helios	181	189	305	253	284
<i>Scope 1</i>	<i>120</i>	<i>126</i>	<i>132</i>	<i>125</i>	<i>107</i>
<i>Scope 2</i>	<i>60</i>	<i>63</i>	<i>173</i>	<i>128</i>	<i>178</i>
Fresenius Vamed	27	27	44	32	36
<i>Scope 1</i>	<i>19</i>	<i>20</i>	<i>21</i>	<i>19</i>	<i>18</i>
<i>Scope 2</i>	<i>7</i>	<i>7</i>	<i>22</i>	<i>13</i>	<i>18</i>
Fresenius Group relative GHG emissions scope 1 and 2					
t CO ₂ equivalents / € 1 million sales	24	30	39	37	42
t CO ₂ equivalents / FTE	3.4	4.2	5.2	4.7	5.8

¹ Please see page 217 of the Annual Report 2022 for more details and specifications. The calculation for 2022 is based on market-based emissions. The calculation for 2021-2018 is based on the emissions calculation approach of the previous years

Note 1:

KPIs subject to the limited or reasonable assurance by the auditor are provided in the Fresenius Group Annual Reports.

Note 2:

Additional Sustainability information on Fresenius Group is provided on the website. Other KPI are voluntarily reported in this overview.

[GRI Index 2023](#)

[ESG KPI, SASB, TCFD](#)

[Cooperations and social activities 2023](#)

[Quality awards 2023](#)

[Employer certifications and awards 2023](#)