

Additional tables ESRS S1 Own workforce chapter

We report on the effectiveness of our material nonfinancial topics by monitoring key performance indicators (KPI) and providing qualitative information. This overview contains additional non-audited data and non-audited information supplementing the Sustainability Statement 2024.

Tables:

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Table 1

Certifications

In 2024, the Fresenius Group and the business segments received various certifications in the area of employees:

Business segment	Certification
Fresenius Kabi, Helios Spain	Top Employer 2024: In the reporting year, Fresenius Kabi received the Top Employer certification from the renowned Top Employers Institute in nine countries (Austria, China, Dominican Republic, Poland, Switzerland, United States, India, Philippines, Puerto Rico), as did Helios Spain. Helios Spain was honoured for the third year in a row. The certification process consists of several steps. First, the status quo of HR work is determined within the framework of an extensive HR best practice survey. The related questionnaire addresses employee practices in six areas, all of which cover key areas and topics in HR, including HR strategy, work environment, talent acquisition, diversity, inclusion, and well-being. The results are then subjected to an independent external audit and assessed from a global and local perspective.
Fresenius Kabi	Two country organizations received Great Place to Work certification: Ecuador and Colombia. They were certified by the Great Place to Work Institute after going through a two-stage process in which employees were surveyed and then the country organizations completed a questionnaire on the workforce and corporate culture.

Table 2

Awards in the reporting year

In 2024, Fresenius Group and the business segments have received various awards as outstanding employers:

Business segment	Award
Fresenius Group	- Fifth place at Potentialpark 2024 Germany Talent Communication Ranking: The market research institute Potentialpark named Fresenius one of the German companies with the best online offering for applicants for the 13th consecutive year. - Die besten Arbeitgeber Deutschlands (Germany's best employers): In the employer ranking by Stern and Statista, we ranked 135th in 2024. We took 13th place in the pharmaceuticals & medical technology sector. - Die besten Ausbilder Deutschlands (Germany's best trainers): The business magazine Capital and the daily newspaper Handelsblatt independently recognized us as one of the best trainers in Germany in 2024. We achieved 94.4 points (out of 100) in the Handelsblatt ranking. Capital awarded the best possible rating of five stars for our in-company training and dual-study programs.
Helios Spain	- Forbes magazine: Recognition of Quirónsalud as one of the 100 best companies for employees to work for in Spain. - Corporate Reputation Business Monitor (Merco): In 2024, Helios Spain ranked 42nd in the Merco Talent ranking in the healthcare sector as well as 39th in the overall ranking. In addition, the division ranked 39th overall in the Merco Talent University Monitor ranking an 48th in the ESG ranking.