

The processing of personal data is subject to EU General Data Protection Regulation (GDPR). This data protection notice informs you about how Fresenius SE & Co. KGaA ("Fresenius" or "we") process personal data of you as a participating team member ("you") in the Else Kröner Award and what data is involved.

By "personal data" we mean all information about you as a data subject.

By "processing" we mean any operation performed upon personal data, such as collection, storage, organization, structuring, adaptation or alteration, retrieval, consultation, use, disclosure, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

With this data protection information, we explain to you, among other things,

- who is responsible for the processing of your personal data and whom you can contact if you have questions or wish to make a complaint (Section 1);
- how we collect your data, what data we collect and for what purposes we process these personal data, which legal bases we rely on in this regard and how long we store your personal data (Section 2);
- to whom we may transfer your data (Sections 3 and 4);
- how you can update, correct or even delete your personal data and exercise other rights in relation to your personal data (Section 5).

1. Controller and contact details

The data controller responsible for the processing of your personal data is Fresenius SE & Co. KGaA, Else-Kröner-Straße 1, 61352 Bad Homburg vor der Höhe, email address elsekroeneraward@fresenius.com

According to the GDPR, we are obliged to provide you with the contact details of the data protection officer. You can contact the data protection officer by sending a letter to the postal address of the controller for the attention of the Data Protection Department or by e-mail via dataprotection@fresenius.com.

2. Processing of personal data

2.1 Registration for the Else Kröner Award

To participate in the award, each team must register by providing the following data of each team member: first and last name, role/function, department and Fresenius business segment. In addition, the business e-mail address of the team member carrying out the registration is required. Registration takes place via an entry form in Microsoft Forms, which can be accessed via the intranet of the respective Fresenius business segment. Technical metadata (e.g. IP address) is also stored to access the participation form and organise the registration process. The processing of data is required for registration in accordance with Article 6 (1) (1) (b) GDPR. The legal basis for data

processing is also our legitimate interest in ensuring the security and functionality of the Microsoft Forms service and its proper use in accordance with Article 6 (1) (1) (f) GDPR. The data will be deleted 30 days after the award.

2.2 Participation in the Else Kröner Award

We process the personal data received with the registration in accordance with 2.1 for the purpose of participation in the award. Supplementary project documents may be submitted as part of the selection process. The final selection and announcement of the winning teams will take place during the Fresenius Top Management Summit 2026. Planning and implementation will be carried out using standard operating tools (in particular Microsoft 365, for example Outlook and SharePoint (online)). The processing of the data is necessary for the implementation and documentation of the award in accordance with Article 6 (1) (1) (b) GDPR. The aforementioned personal data will be deleted 5 years after the award.

In addition, communication material including interviews, photo and video recordings may be created. This material is published for documentation and marketing purposes within Fresenius in magazines for employees as well as on the intranet and outside Fresenius on Fresenius websites and in Fresenius accounts in social media such as Facebook, Twitter, LinkedIn, Instagram and YouTube and transmitted to Fresenius business segments for marketing purposes as part of their public relations work. This is also done based on participation in the award to represent Fresenius (Art. 6 (1) (1) (b) GDPR). We check at regular intervals whether the material is still required for the above-mentioned purposes. If it is no longer necessary, the material will be deleted.

2.3 If you provide Fresenius with information by making a general contact

For the purpose of communicating with you, we process personal data that you provide when contacting us (in particular name, company, business contact details, content and nature of your enquiry). This is done on the basis of legitimate interest in external communication (Art. 6 (1) (1) (f) GDPR). In particular, as you have contacted us, there is no overriding interest of the data subject to the contrary. The data will be deleted 30 days after the Award has taken place unless the processing of your request is not yet completed.

3. Recipients of personal data

In order to fulfill the aforementioned purposes, we may share your personal data in whole or in part with other Fresenius companies and/or IT service providers. For the purposes of prize processing and the tax treatment of benefits in kind, the first name and surname of the team member are sent to the Fresenius Group company where he or she is employed.

4. International data transfer

In order to fulfill the aforementioned purpose, we may transfer your personal data to recipients outside Germany. Transfers within the European Economic Area (EEA) always take place in accordance with the uniform EEA data protection level. Transfers to third countries are always carried out in compliance with the supplementary requirements of Article 44 et seq. GDPR. You can request further information on international data transfers at any time at dataprotection@fresenius.com.

5. Your data subject rights

According to the GDPR you are entitled to various rights. You have the right to access your personal data (Article 15 GDPR, section 34 et seq. BDSG), to correct incorrect personal data (Article 16 GDPR), to delete your personal data under certain circumstances (Article 17 GDPR, section 34 et seq. BDSG) and to restrict the processing of your personal data under certain circumstances (Article 18 GDPR).

In case the processing is based on Article 6 (1) (1) (f) GDPR including profiling based on those provisions, you have the right to object to the processing of your personal data on grounds relating to your particular situation (Article 21 (1) GDPR).

You also have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, place of work or of an alleged infringement of the GDPR (Article 77 GDPR in conjunction with section 19 BDSG). The competent data protection authority for Fresenius is "Der Hessische Beauftragte für Datenschutz und Informationsfreiheit", Postfach 3163, 65021 Wiesbaden. The right of appeal is without prejudice to any other administrative or judicial remedy.

If you have any questions about data protection at Fresenius, please contact dataprotection@fresenius.com.