

Terms and Conditions of Participation in the 2027 "Fresenius Future Makers" Award of Fresenius SE & Co. KGaA

Last updated: August 2026

1 Organizer

- (1) Fresenius SE & Co. KGaA, Else-Kröner Straße 1, 61352 Bad Homburg vor der Höhe (hereinafter referred to as "**Fresenius**") is organizing the 2027 "Fresenius Future Makers" Award. By participating in this competition, participants accept these terms and conditions.

2 Prize

- (1) The participating teams are able to win a team budget of EUR 5,000, which the winning teams are able to use for team events as they see fit. In addition, the team leaders of the winning teams will be invited to the Fresenius Top Management Summit 2027.
- (2) Partial or cash payment of the prize or its transfer to others is not possible.

3 Participation

- (1) Participation in the competition is only possible via the registration form in MS Forms available on the [Fresenius Intranet](#). To register for the competition, teams must complete the registration form and provide details of their project, along with a Fresenius email address.
- (2) The Fresenius Management Board will select the winning teams from among the projects submitted by the participating teams. One winner will be selected from the total of five participating teams shortlisted by a selection committee comprising employees from all Fresenius business segments. The criteria that the selection committee and Management Board will take into account in their selection decisions include: (1) We care for excellence: quality of care, patient safety, continuous improvement, ethical decision-making processes; (2) We live the power of ONE team: interdisciplinary co-operation, diversity, shared vision; (3) We serve patients beyond expectations: commitment to patient well-being, excellence in patient-centered care, quality improvement, patient loyalty; (4) We bring healthcare innovation to people: patient-centered innovations, pioneering therapies, training partnerships, sustainable solutions; (5) We act today for a better tomorrow: resource efficiency, long-term visions, upholding legacy, social contribution.
- (3) The winning teams will be decided in February 2027. Participation is possible in the period from 00:00 CET on September 22, 2026 until 24:00 CET on October 30, 2026.
- (4) Fresenius will send a message to the Fresenius email address provided to notify the winning teams. Participants agree to this notification and to be contacted in the event that they win.
- (5) The winning teams must respond to Fresenius via the same channel within one week of being notified. Fresenius may award the prize to other participating teams otherwise.
- (6) The procedure for claiming the prize will be agreed individually with the winning teams via email.
- (7) Participation is free of charge.

4 Eligibility

- (1) All persons are eligible to participate, who are currently employed by or with a service contract with Fresenius or a company affiliated with Fresenius within the sense of Section 15 et seq. of the German Stock Corporation Act (AktG) at the time of the competition and have an official company email address (for internal employees).
- (2) Only teams comprising at least three employees in the sense of Section 4(1) are able to participate.
- (3) The team named in the registration form is the team participating in the competition.
- (4) Multiple participation is not possible. This is deemed to exist if an employee in the sense of Section 4(1) is registered as a member of several teams.
- (5) Entries submitted by means of automated processes or on behalf of third parties, particularly through competition services, are not permitted.

5 Early termination of the competition/changes to the terms and conditions

- (1) Fresenius reserves the right to terminate the competition early at any time without prior notice and without giving any reason. In particular, Fresenius will resort to this option if orderly completion of the competition cannot be guaranteed for technical or legal reasons. If early termination is due to manipulative behavior on the part of a participant, Fresenius expressly reserves the right to assert claims for any damages that may arise.
- (2) Fresenius moreover reserves the right to change the terms and conditions at any time without prior notice and without giving any reason. The current version of these terms and conditions can be viewed [here](#).

6 Exclusion of participants

Fresenius is entitled to exclude participants from the competition if there is a justified suspicion that they have intentionally attempted to violate these terms and conditions or to manipulate or otherwise unfairly influence the competition or participation process. In the event of multiple participation as per Section 4(4), Fresenius shall only exclude the participant registered more than once from the competition and not the entire team.

7 Final provisions

- (1) Legal recourse is excluded.
- (2) If individual provisions of these terms and conditions are or become invalid, the validity of the remaining provisions shall not be affected.
- (3) These terms and conditions are governed by the law of the Federal Republic of Germany, excluding the United Nations Convention on Contracts for the International Sale of Goods (CISG) and the rules of private international law.