

Additional tables Employees 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 Group Non-financial Report 2023.

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Table 1

Certifications

In 2023, the Fresenius Group and the business segments received various certifications in the area of employees:

Business segment	Certification
Fresenius Group	MINT Minded Company 2023: Fresenius was nominated by MINT students, graduates, and talents. After a successful audit by audimax MEDIEN GmbH, we were able to complete the certification by signing the 10-point MINT Welcome declaration. MINT Minded Companies promote young MINT talent in a special way.
Fresenius Kabi, Helios Spain	Top Employer 2023: 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. 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	Four country organizations received Great Place to Work certification: Poland, Ecuador, Colombia, and Mexico. 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.
Fresenius Vamed	IHK recertification (Excellent Training Quality): The Berlin Chamber of Industry and Commerce (Industrie- und Handelskammer – IHK) once again awarded Vamed Germany the seal for excellent training quality in 2023. Companies applying for the seal of excellence must fulfil a number of mandatory and excellence criteria. IHK training advisors then carry out an excellence check on-site, which includes interviews with the trainees. The IHK seal for excellent training quality is awarded for three years at a time. After that, recertification is possible.

European quality assurance for learning mobility – EQAMOB:

EQAMOB is a quality label that aims to emphasize the importance of learning mobility in vocational education and training. Transnational learning mobility consists of a period of work and learning experience in another country. The objective of the stay abroad is to gain practical experience in an intercultural context. It is awarded to training companies that show particular commitment and high quality in the mobility of their apprentices. In the reporting year, one Vamed site in Vienna was awarded the EQAMOB quality label.

Table 2

Awards in the reporting year

In 2023, Fresenius Group and the business segments have received various awards as outstanding employers:

Business segment	Award
Fresenius Group	<ul style="list-style-type: none"> • Second place at Potentialpark 2023 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 12th consecutive year. • Die besten Arbeitgeber Deutschlands (Germany's best employers): In the employer ranking by Stern and Statista, we ranked 15th in 2023. • 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 2023. We achieved 87.8 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	<ul style="list-style-type: none"> • 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 2023, Helios Spain ranked second in the Merco Talent ranking in the healthcare sector as well as 37th in the overall ranking. In addition, the division ranked 44th overall in the Merco Talent University Monitor ranking.
Fresenius Vamed	<p>Leading Employer Austria 2023: Fresenius Vamed was named a Leading Employer 2023 and is thus among the top 1% of all Austrian employers.</p> <p>In addition, Fresenius Vamed in Austria received the following awards for its human resources work:</p> <ul style="list-style-type: none"> • CHIP and Great Jobs Top IT Employer: In the reporting year, Fresenius Vamed was voted one of the top employers for IT jobs in Austria. The business segment took fifth place in the Health, Medicine, Care category. • KURIER and IMWF Popular Employer seal of quality: In 2023, Fresenius Vamed also received the Popular Employer 2023 seal of quality, which recognizes outstanding achievements in the areas of employee management and retention as well as entrepreneurial commitment. The seal of quality shows which Austrian

companies enjoy a particularly good reputation as
employers.
