

Sustainable Finance Disclosure Regulation (SFDR) Index Principle Adverse Impacts (PAI)

Adverse Sustainability Indicator	2023 Performance	Description	Additional information	Reference
Greenhouse gas emissions				
Scope 1 GHG emissions	260.8 thousand tons		<p>By 2030, we aim to halve our Scope 1 and Scope 2 emission compared with reported emission levels in 2020 and we commit to become climate neutral for Scope 1 and Scope 2 emissions by 2040. To achieve our targets, we will focus on:</p> <ul style="list-style-type: none"> > procuring renewable electricity, > reducing process-related emissions and > implementing energy-efficiency measures. <p>We developed our targets using the SBTi target setting tool. In January 2024, we submitted our commitment to the SBTi, and have officially committed to the initiative's goals. We aim to increase the transparency of our Scope 3 emissions and reduce the carbon footprint of our value chain by integrating our suppliers into our climate neutrality roadmap within the next two years.</p>	Non-financial Report 2023, page 117
Scope 2 GHG emissions	395.8 thousand tons			Non-financial Report 2023, page 117
Scope 3 GHG emissions	3,083.7 thousand tons			Non-financial Report 2023, page 118
Total GHG emissions	3,740.3 thousand tons			-
GHG intensity	33.8	GHG emissions (tons CO2 equivalents) / € 1 million revenue (Market-based Scope 2 electricity emissions)	See above	ESG performance data table 2023, page 13
Active in fossil fuel sector	No	(Yes / No)	-	-
Share of non-renewable energy consumption & production (of total energy resources)	90%		Find above details on our climate targets and approach to reduce emissions.	ESG performance data table 2023, page 12
Energy consumption intensity (in GWh per million EUR of revenue)	0.327 GWh		Our business is not considered a high impact climate sector according to the NACE classification.	-
Biodiversity				
Site/operations located in or near to biodiversity-sensitive areas	No	(Yes / No)	During 2023, we conducted a biodiversity risk analysis for all of our production sites and 99% of our dialysis clinics using the World Wildlife Fund biodiversity risk filter tool. Our analysis revealed that none of our production sites or clinics are situated in locations that are classified as having a combined high or extremely high biodiversity risk. We will continue to assess our impact and opportunities to develop measures that protect biodiversity where relevant.	Non-financial Report 2023, page 120

Water				
Emissions to water			We evaluated pollution-related topics in our materiality analysis in 2023. Based on our findings, we consider our potential negative impact to be limited. We continue to monitor the risks in connection with our overall impact and assess the opportunities to develop measures that can help reduce our footprint on the environment.	Non-financial Report 2023, page 120
Waste				
Hazardous and radioactive waste in tonnes	Hazardous waste: 53,154 metric tons		In the health care industry, strict hygiene requirements apply to the materials used and the safe disposal of hazardous waste to prevent it from causing harm to patients, employees, or the environment. We are committed to reducing waste and aim to continually improve waste management. In 2023, we extended the scope of our waste assessment to include resource consumption and circular economy practices.	Non-financial Report 2023, page 120
Social and employee matters				
Gender pay gap			Our global Fair Pay Statement outlines our commitment to applying fair pay and compensation principles to employees. We focus on developing pay structures that are market competitive and internally equitable. Our pay structures are also designed to support career progression and reward and incentivize measurable performance.	Fair Pay Statement
Board gender diversity (percentage of female board members)	Management Board: 40% Supervisory Board: 50%		We believe that promoting diversity, equity, and inclusion (DEI) benefits all employees. By the end of 2027, we aim to increase the share of women in the first level below the Management Board to 35%, and the share of women in the second level to 45%. We also set ourselves the goal of increasing the representation of women in management positions so that it reflects the percentage of women in the global employee population by 2030.	Link to Website: Information on our governance
Involved in controversial weapons	No	(Yes / No)	-	-
Workplace accident prevention policy	Yes	(Yes / No)	We are committed to providing a safe and healthy work environment for our employees and contractors, in line with applicable occupational health and safety (OHS) standards. The Global Occupational Health and Safety Policy outlines our key principles on employee protection, compliance, management systems, awareness training, monitoring and improvement.	Global Occupational Health and Safety Policy OHS key performance indicators
Supplier Code of Conduct	Yes	(Yes / No)	Our Global Supplier Code of Conduct is part of our contractual requirements. It describes our key principles for sustainability topics such as integrity and ethics, human rights and labor conditions, including the prohibition of forced and child labor, quality, occupational health and safety and environmental protection.	Global Supplier Code of Conduct

Grievance/complaints handling mechanism related to employee matters	Yes	(Yes / No)	Employees are encouraged to report potential cases of non-compliance and perceived or actual misconduct that violate laws, our Code of Ethics and Business Conduct, or other company guidelines. Employees can reach out to their managers or directly to our Compliance, Legal or HR functions. We also have an external reporting hotline (Compliance Action Line) operated by an independent and certified third-party vendor.	Non-financial Report 2023, page 121
Due diligence process to identify, prevent, mitigate and address adverse human rights impacts	Yes	(Yes / No)	Respecting human rights and acting with integrity is core to our global values and our commitment to ethical business practices and sustainability. We set up appropriate processes to identify, prevent, and address negative impacts, taking into consideration the interests of patients, employees, communities, and other stakeholders – both within our own operations and our supply chain.	Human Rights Statement
Policies on anti-corruption & anti-bribery	Yes	(Yes / No)	Fresenius Medical Care does not tolerate bribery, corruption, kickbacks, or the provision of any improper benefits anywhere in the world, whether it involves health care professionals, government officials, or any other private party.	Code of Ethics & Business Conduct, page 14
Whistleblower policy	Yes	(Yes / No)	The Company prohibits retaliation against any person who has made a report based on reasonable grounds of a suspected violation of law, the Code of Ethics & BUbusiness Conduct, or Fresenius Medical Care's guidelines or policies.	Code of Ethics & Business Conduct, page 29