

Group Social and Labor Standards Guideline

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1 Purpose

The Fresenius Group (hereinafter “we” or “us”) is committed to responsible and ethical business conduct. We firmly believe that the respect of human rights is a core aspect of our corporate responsibility, and we want to lead by example.

Our Group Social and Labor Standards Guideline (hereinafter, the “Guideline”) was adopted by the Group Management Board and is guided by internationally recognized human rights and labor standards, namely the Universal Declaration of Human Rights and the two main human rights instruments deriving from it, the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic and Social Rights (ICESCR), and the Declaration of Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

The standards described in this Guideline are our global (social and labor) minimum standards. We expect our employees and leaders in all business segments to fully adhere to this Guideline. Lower standards are not acceptable. Where domestic law or practices restrict or contradict the standards set out in this Guideline, we will still apply them as far as local laws allow.

When implementing this guideline, the management of each Group Company shall comply with any information, consultation or, as the case may be, co-determination rights of employees or employee representatives to the extent such rights exist under the respective applicable local laws.

Scope

This Guideline is binding for Fresenius Corporate and the business segments Fresenius Kabi, Fresenius Helios and Fresenius Vamed including all of their controlled national and international Group companies. In minority shareholdings, company representatives in the respective boards shall exercise their voting rights and powers to support the implementation of these standards and give effect to the principles set out in this Guideline.

This Guideline outlines both our commitment towards our employees and the standards we expect to be met. We also call upon our external third parties including but not limited to contractors, consultants, suppliers, and sales intermediaries, to uphold our commitment to social and labor standards and to apply similar standards to all workers in their own operations including their supply chains.

Concerning third-party labor providers or temporary agencies, we will make use of service providers that are duly registered and established under local laws, and that have actively committed to comparable standards as set out in the respective Code of Conduct for Business Partners.

2 Requirements / Process

2.1 Prohibition of child labor

We strictly stand against the use of child labor. We are committed to respecting and complying with the applicable minimum age for employment. At any event, the minimum age shall not be less than 15 years, except where the law of the place of employment so provides in accordance with international standards.¹ Any work for the purpose of education and in compliance with applicable laws and regulations, for example as interns, trainees, or similar, is not considered “employment” for the purpose of this section.

Young workers between 15 and 18 years of age shall be employed only for work that is not harmful to their health and development and does not interfere with their education. Young workers shall be exempt from overtime, night work or hazardous work. Hazardous work is defined as work that due to its nature and/or circumstances, is likely to jeopardize their health, their safety, or their moral integrity. Workers with a minimum age of 18 are not considered young workers.

2.2 Prohibition of forced labor and other forms of modern slavery

We prohibit any form of forced labor or any other form of modern slavery. Forced labor is defined by ILO Convention No. 29 as “all work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”.

Modern slavery includes the concepts of forced labor, debt bondage, slavery and slavery-like practices and human trafficking. It relates to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

Employment must be freely chosen. All employees and workers shall freely decide if they want to start employment with us and shall have the right to terminate their employment after giving reasonable period of notice, in line with the applicable law. Practices such as unlawful retention of identity papers, and payment of fees or deposit to ensure employment at Fresenius are strictly forbidden.

2.3 Prohibition of discrimination and respect for equal treatment

Respect for dignity and equal treatment are at the core of Fresenius’ corporate values. We strive for a fair and respectful working environment that promotes equal opportunities and that is free from discrimination, harassment, sexual harassment, bullying, and retaliation.

We do not tolerate any form of discriminatory treatment based on age, ethnicity/race, color, national origin, citizenship, disability status, gender, gender expression, gender identity, marital status, pregnancy, religion, sex, sexual orientation, and any other criteria as protected by local laws and regulations.

¹ Guided by ILO Convention No. 138

When hiring or determining compensation and career development opportunities, such as access to training or promotion, we follow an established process that ensures decisions to be made based on fair and transparent criteria, in particular: skills, experience, and performance.

At Fresenius we also strive for equal remuneration by implementing gender-neutral job classification systems and pay structures that are based on transparent and objective criteria, such as skills, qualifications, and responsibilities, and which are consistent with applicable law. Overall, we are guided by the principle of equal pay for equal work.

2.4 Respect for occupational health and safety

Safeguarding the health and safety of our employees at the workplace is a core element of our business activities at Fresenius. Our health and safety risk management system focuses on identifying, mitigating, and preventing health and safety-related risks. We strive for a culture that promotes safe practices.

2.5 Respect for freedom of association and the right to collective bargaining

At Fresenius, we respect our employees' freedom of association and the right to join or not to join a collective body (a recognized trade union, labor union or employee association) without fear of reprisal, intimidation, or harassment.²

We respect each employee's ability to make an informed decision, free of coercion and consistent with applicable local law on whether to form and join associations of their own choosing or not. Likewise, we do not interfere with the activities of employees' representative bodies while carrying out their functions in a not disruptive manner to our company operations. We do not tolerate any discriminatory practice, or adverse action against employees for engaging or refraining from engaging in such a legally protected activity.

Where employees are represented by a collective body, we are fully committed to establishing a constructive dialogue with their freely chosen representatives and to responding to a bargaining request in good faith, consistent with applicable law. We are likewise committed to providing relevant information for meaningful negotiations and following consultation procedures as required by local law and practices.

At locations where there are no representatives, or the employees' right to join a trade union or elect representatives is restricted by law, we are committed to an open and constructive dialogue with our employees and management and recognize and allow the development of parallel means for independent and free association and collective bargaining.

² Guided by Art. 7 of the ICESCR

2.6 Fair remuneration

At Fresenius, we firmly believe that fair remuneration is a fundamental element to guarantee just, and favorable conditions of work.²

All employees shall have access to key information about the terms and conditions of their employment, including those related to wages, and applicable workplace policies, both at time of hire and throughout their employment.

We aim to pay fair wages that meet or exceed local industry standards or local minimum wages. When we determine wages, we take relevant market conditions into account. Objective criteria, such as the level of skills and experience or the responsibility required for the position, are also considered when determining compensation schemes in the company. We strive for remuneration that allows for a decent living to our employees and their families.

We pay wages at regular intervals, and do not tolerate unlawful or retaliatory pay suspension, pay withholding, or pay deduction.

We value the work-life balance of our employees and strive to allow for flexibility, both in terms of work location (within country of employment) and working time, where possible for the specific role. We help our employees to manage their working time responsibly. Overtime work, up to the legally allowed maximum working time, may be necessary, based on the company's determination of patients' and business' needs. When assigning working time, including overtime, we follow a consistent approach, taking employees' requests into consideration wherever possible. Overtime is paid at a premium rate for eligible employees. We also respect rest periods, periods of leave and leave of absence, in accordance with local laws and practices.

2.7 Non-retaliation policy & handling of complaints

Any form of reprisals or retaliation against employees who report any violation of the present Guideline is strictly prohibited. All business segments shall ensure that such principle is fully respected. All employees have the right to speak up freely and that confidentiality of their report must be guaranteed. Complaints shall be handled in a transparent, fair, and impartial manner.

3 Related Internal Controls

The Internal Control System (ICS) aims to, but is not limited to, enhance reliability of financial figures and reports, ensure compliance with applicable laws and regulations, assist in the risk management processes and increase efficiency in processes and procedures. The Internal Controls Objectives on social and labor standards can be found in the Group Internal Control Framework.

Version: 1.0

10.02.2025