

## **Gender Pay Gap Report**

Fresenius Kabi Limited is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2024.

- The mean gender pay gap for Fresenius Kabi Limited is 8.2%
- The median gender pay gap for Fresenius Kabi Limited is -12.5%
- The mean gender bonus gap for Fresenius Kabi Limited is 27.8%
- The median gender bonus gap for Fresenius Kabi Limited is -0.8%
- The proportion of male employees in Fresenius Kabi Limited receiving a bonus is 87.8% and the proportion of female employees receiving a bonus is 88.9%

### **Pay Quarters by Gender**

#### **Band A – Upper Quarter**

Males 41.2%  
Females 58.8%

Includes all employees whose standard hourly rate places them in the upper pay quarter

#### **Band B – Upper Middle Quarter**

Males 22.9%  
Females 77.1%

Includes all employees whose standard hourly rate places them in the upper middle pay quarter

#### **Band C – Lower Middle Quarter**

Males 48.5%  
Females 51.5%

Includes all employees whose standard hourly rate places them in the lower middle pay quarter

#### **Band D – Lower Quarter**

Male 41.7%  
Females 58.3%

Includes all employees whose standard hourly rate places them in the lower pay quarter.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Fresenius Kabi Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Fresenius Kabi Limited is therefore confident that its gender pay group does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Mikko Tiitinen, Managing Director (UK and Ireland), Fresenius Kabi Limited. Confirm that the information in this statement is accurate.

A handwritten signature in black ink, consisting of a stylized 'M' followed by a circle and a vertical line, representing Mikko Tiitinen.