

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 2025.

- The mean gender pay gap for Fresenius Kabi Limited is 13.7%
- The median gender pay gap for Fresenius Kabi Limited is -6.7%
- The mean gender bonus gap for Fresenius Kabi Limited is 31.4%
- The median gender bonus gap for Fresenius Kabi Limited is -0.7%
- The proportion of male employees in Fresenius Kabi Limited receiving a bonus is 90.02% and the proportion of female employees receiving a bonus is 91.21%

Pay Quarters by Gender

Band A – Upper Quarter

Males 42.1%
Females 57.9%

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

Band B – Upper Middle Quarter

Males 30.6%
Females 69.4%

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

Band C – Lower Middle Quarter

Males 41.5%
Females 58.5%

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

Band D – Lower Quarter

Male 46.1%
Females 53.9%

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, Fresenius Kabi Limited, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to be 'M. Tiitinen', written in a cursive style.

Mikko Tiitinen
Managing Director