

Profile of skills and expertise of the Supervisory Board

of Fresenius Medical Care AG & Co. KGaA

Profile of skills and expertise and concrete objectives for the composition

The Supervisory Board of Fresenius Medical Care AG & Co. KGaA determines concrete objectives for its composition and prepared a profile of skills and expertise for the entire Supervisory Board pursuant to number 5.4.1 of the German Corporate Governance Code.

Objectives for the composition of the Supervisory Board and profile of skills and expertise for the entire Supervisory Board

The Supervisory Board of Fresenius Medical Care AG & Co. KGaA is to compose in a way that its members in their entirety have the required knowledge, skills and professional experiences for duly observing the tasks. Thereby, it is to differentiate between the requirements for the individual Supervisory Board members and the requirements for the composition of the entire Supervisory Board.

Requirements for the individual Supervisory Board members

The Supervisory Board members have to be professionally as well as personally qualified to advise and supervise the Management Board of globally active dialysis and care coordination group.

Good corporate management

Each Supervisory Board member is to have the knowledge of good corporate management of a capital market oriented company required for duly observing its tasks. This includes the knowledge of main features of accounting, risk management, internal control mechanisms and of compliance and regulatory and legal matters.

Sector experience and internationality

Each Supervisory Board member is to have the general knowledge of the dialysis sector and related sectors as well as sufficient understanding of the global activities of Fresenius Medical Care; Supervisory Board members shall have gained relevant experience working abroad.

Independence

A minimum of half of the Supervisory Board members is to be independent within the meaning of the German Corporate Governance Code. Independent in this meaning is who does not have a personal or business relationship with the company, its governing bodies, a controlling shareholder or a company affiliated with such that may cause a substantial and not merely temporary conflict of interest.

When assessing independence, in the view of the Supervisory Board, neither an appointment to the Management Board lapsed for more than two years nor the duration of the membership to the Supervisory Board exclude the classification as independent per se.

Individuals exercising an office in a body of, or an advisory function at, a significant competitor of Fresenius Medical Care or who hold, directly or indirectly, more than 3 % of the voting capital in such competitor are not to be a member of the Supervisory Board.

In case a Supervisory Board member is active for another company having business relationships with Fresenius Medical Care, this activity is described in the section "Legal relationships with members of the Company's corporate bodies" of the Corporate Governance Report.

Time availability and limit to the numbers of offices held

Each Supervisory Board member is to have sufficient time available required for duly observing the office as Supervisory Board member and to comply with the limit to the offices held as recommended by the German Corporate Governance Code. Under the assumption of four meetings annually the expected time expenditure of new members generally amounts to approx. 12 to 24 days a year. This includes the preparation and follow-up of the Supervisory Board's meetings, the review of reports to the Supervisory Board, the participation in the General Meeting and regular trainings. In this context, it is to be considered that the time expenditure also depends on the membership in one or several Supervisory Board committees.

Age limit and duration limit on the term of membership

In order to not unduly limit the selection of qualified candidates the Supervisory Board refrains from an age limit and a duration limit on the term of membership. The statutorily required declaration on the German Corporate Governance Code includes therefore a reasoned exception. The Supervisory Board is rather to include also members with long-time experience and therefore also including older members. A balanced ratio of Supervisory Board members being of various ages and various duration of the term of membership is essential.

Command of the English language

Since the communication in the meetings and the material for their preparation are in the English language, each Board member has to have a good command of the English language.

Requirements for the entire Supervisory Board

Sector experience

The Supervisory Board as entire Supervisory Board needs to be familiar with the healthcare sector. An appropriate number of Supervisory Board members is to have in-depth knowledge and/or experience in the important sectors of the Company's operation: dialysis products, dialysis services and care coordination.

The Supervisory Board is to include an appropriate number of members having management experience in the health care sector.

Financial knowledge

The Supervisory Board as entire Supervisory Board needs to have financial knowledge, in particular in the fields of accounting, reporting and auditing. At least one member needs to have expertise knowledge in the fields of accounting or annual auditing.

Knowledge of relevant legal issues as well as relevant regulatory and compliance matters

The Supervisory Board as entire Supervisory Board is to be familiar with the relevant legal issues as well as relevant compliance matters and regulatory matters, in particular concerning health care reimbursement.

Experience in the field of digitalization

The Supervisory Board as entire Supervisory Board is to have the required understanding of the requirements from digitalization.

Internationality

Fresenius Medical Care is present in more than 120 countries. Therefore, the Supervisory Board as entire Supervisory Board is to have knowledge and experience in the regions important for Fresenius Medical Care. The Supervisory Board is to include an appropriate number of members having, due to their origin, education or business experience, a particular relation to the international markets relevant for Fresenius Medical Care.

Management experience

The Supervisory Board is to include an appropriate number of members having experience with managing or supervising a medium or large company.

Diversity and appropriate representation of women

The Supervisory Board is to rely on as diverse as possible expert knowledge, skills and experiences. Therefore, diversity (Vielfalt) is to be appropriately considered for its composition and when making election proposals it is to be paid attention that, in the company's interest, the candidates' profiles reasonably complement each other.

The Supervisory Board is composed of at least 30 % of women and at least 30 % of men.

Current composition of the Supervisory Board

The current composition of the Supervisory Board fulfills the designated objectives. Furthermore, the current composition complies with the profile of skills and expertise.