

WHO CAN REPORT?

1. Who can report to whom and how?

In principle, everyone can file a report. However, the report shall be related to the business conduct of Fresenius Medical Care (FME). This includes for example:

- Employees (current, former, and future)
- Direct third parties (such as vendors, contractors, suppliers, freelancers)
- Indirect third parties (persons in the supply chain of a direct third party)

Should you know about, or have grounds to suspect, illegal or unethical conduct in connection with FME business, you are right to raise it!

2. Who can I make my report to?

Apart from reporting via this Compliance Action Line by phone or web-intake, an internal report can be made to any of the below:

- Direct supervisor or superior
- Compliance
- Human Resources (HR)
- Employee Service Center (US)
(Tel: 855-FMCNAHR (855-362-6247) or ASKHR for all HR related questions)
- Legal

Email addresses to place a report are:

- Investigation Department
([complianceactionline\(at\)fmc-ag.com](mailto:complianceactionline(at)fmc-ag.com) or [complianceactionline-russia\(at\)fmc-ag.ru](mailto:complianceactionline-russia(at)fmc-ag.ru))
- Compliance Action Line North America [compliance.actionline\(at\)fmc-na.com](mailto:compliance.actionline(at)fmc-na.com))

3. How can a report be made?

A report can be made via telephone, by web-intake or by written communication. As required by the law, we also offer the opportunity for in-person reporting. If in doubt who to talk to in person please contact: [complianceactionline\(at\)fmc-ag.com](mailto:complianceactionline(at)fmc-ag.com)

Last but not least, many countries offer government-operated reporting opportunities which you may opt to use at your discretion. However, the Company encourages reporting through internal reporting channels before reporting through external reporting channels (i.e., regulatory authorities).