

## Press Release

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### **Fresenius Medical Care signs Charta der Vielfalt, German Diversity Charter**

Fresenius Medical Care, the world's leading provider of products and services for individuals with renal diseases, signed the German Diversity Charter "[Charta der Vielfalt](#)", underscoring its commitment towards creating an equitable and diverse working environment. This follows the Company's announcement in April this year, that it has adopted United Nations (UN) Women's Empowerment Principles.

Charta der Vielfalt – under the patronage of German Chancellor Olaf Scholz – aims to promote diversity in companies and institutions. The initiative has the objective of advancing the recognition, appreciation and inclusion of diversity in the workplace in Germany. In signing the charter, Fresenius Medical Care commits to creating a work environment where all employees are valued – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background.

Helen Giza, CEO of Fresenius Medical Care, said: "Fresenius Medical Care's commitment towards diversity, equity and inclusion is key to unlocking greater innovation and creating long-term value for our patients and the communities we serve. Signing the Charta der Vielfalt is a testament to our dedication to cultivating a sense of belonging in an environment where every employee feels safe, welcome, and appreciated."

In 2022, the Company issued three global policies, focusing on promoting diversity, equity, and inclusion, supporting employee groups, and diversity in recruitment.

To date, the Company has 16 employee groups supporting Women Leaders, the LatinX<sup>1</sup> community and more, enabling employees to come together for professional and personal development, and peer support. Fresenius Medical Care also educates its leaders on how to model inclusive behaviors. Furthermore, to promote gender diversity, the company has set itself the goal of increasing the overall representation of women in management positions to reflect the percentage of women in the global employee population by 2030. More information on Fresenius Medical Care's commitment can be found in the Company's [Non-Financial Group Report 2022](#).

Fresenius Medical Care is the world's leading provider of products and services for individuals with renal diseases of which around 3.9 million patients worldwide regularly undergo dialysis treatment. Through its network of 4,060 dialysis clinics, Fresenius Medical Care provides dialysis treatments for approximately 343,000 patients around the globe. Fresenius Medical Care is also the leading provider of dialysis products such as dialysis machines or dialyzers. Fresenius Medical Care is listed on the Frankfurt Stock Exchange (FME) and on the New York Stock Exchange (FMS).

For more information visit the company's website at [www.freseniusmedicalcare.com](http://www.freseniusmedicalcare.com).

Disclaimer:

This release contains forward-looking statements that are subject to various risks and uncertainties. Actual results could differ materially from those described in these forward-looking statements due to various factors, including, but not limited to, changes in business, economic and competitive conditions, legal changes, regulatory approvals, impacts related to COVID-19, results of clinical studies, foreign exchange rate fluctuations, uncertainties in litigation or investigative proceedings, and the availability of financing. These and other risks and uncertainties are detailed in Fresenius Medical Care AG & Co. KGaA's reports filed with the U.S. Securities and Exchange Commission. Fresenius Medical Care AG & Co. KGaA does not undertake any responsibility to update the forward-looking statements in this release.

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<sup>1</sup> Latin American