

**Statement of the Management on the countermotion
of the Dachverband der Kritischen Aktionärinnen und Aktionäre e.V.
to item 4 of the agenda of the Annual General Meeting on May 20, 2021**

The General Partner and the Supervisory Board stand by their proposed resolutions on the agenda and comment on the countermotion as follows:

Resolution on the approval of the actions of the Supervisory Board for fiscal year 2020

Fresenius Medical Care is a global company headquartered in Germany, providing products and services in about 150 countries. Even with a significant share of our activity being in the US, our global footprint means that our focus on inclusion & diversity needs to have a global perspective and is not driven by one geography or one aspect only.

In this context it is important to note that diversity at Fresenius Medical Care is understood in a broad way. It includes various aspects such as ethnicity, gender, nationality, educational background and work experience, to just list some, and all aspects are important in themselves. We value the diversity that our employees provide in the form of their qualifications, personal strengths, characteristics, interests, perspectives, and ideas, and the same applies to the Supervisory Board.

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

The Supervisory Board of Fresenius Medical Care currently comprises of five different nationalities. One third of the members are women. Besides that, a range of educational backgrounds and age groups is represented. This would also be the case after the election of the proposed candidates. With that, the composition meets the aims designated for the composition of the board and corresponds to the resolved profile of skills and expertise.

In the preparation of the Annual General Meeting, the Supervisory Board respectively its Nomination Committee has considered candidates with diverse backgrounds. The individual qualification, e.g. expertise, skills and experience, however, continues to be the core selection criterion for the proposals to the Annual General Meeting for the election of new members to the Supervisory Board.

With inclusion & diversity also being part of our sustainability program, we are of course closely monitoring any potential need to further evolve our current framework and will continue to promote diversity in the future, embracing it as an asset.