

Fresenius Medical Care

Response re. AFL-CIO Report on European Corporate Investment and Workers' Rights in the American South from October 2019

Thank you for reaching out. We appreciate the opportunity to highlight our position on and respond to the items raised in the recent article written by Mr. Lance Compa on the AFL-CIO's behalf.

First and foremost, we respect our employees' right to freedom of association and collective bargaining, consistent with applicable law and practice. We are evaluating the recent article written by Mr. Compa. That said, we believe that the picture it draws does not properly reflect the Company and its operations in the United States.

Trust and cooperation between management, employees and employee representatives is a lived practice at Fresenius that is, and will remain, an integral part of our corporate culture. Our employees can freely decide to join or not join labor unions and, if applicable, engage in collective bargaining in accordance with the local law and practice.

We are committed to an open and continuous dialogue with our employees, as well as with our employees' representatives and unions.

Employees can use various existing channels for reporting any concerns they may have. We take any reports of non-compliance with laws, regulations and internal policies seriously and follow them up and make sure that allegations and concerns are properly investigated and addressed.

We are fully committed to complying with applicable law in all locations where we operate.

If you have any further questions, please do not hesitate to reach out.