



Fair Pay Statement

At Fresenius Medical Care, our mission is to provide superior care that improves the quality of life of every patient, every day, setting the standard by which others in the healthcare industry are judged. In support of our mission, we are dedicated to a culture of diversity, equity, and inclusion which includes our commitment to applying fair pay and compensation principles to our workforce.

These principles include paying employees based on job-related qualifications, without regard to age, ethnic origin/race, color, national origin, citizenship, disability status, gender, gender expression, gender identity, marital status, pregnancy, religion, sex, sexual orientation, and any other criteria as protected by local laws and regulations.

To help us carry out our fair pay principle of equal pay for equal work and to provide sound compensation decisions, we have a compensation team who specialize in ensuring our pay is market competitive, internally equitable, supportive of career progression, and designed to reward and motivate measurable performance. This includes job leveling that defines the relative value of the job, job location and market data, relevant experience, skills, education and/or certifications, and in cases of promotion, individual performance. Applicants applying for positions in the United States are not asked to disclose prior salary history to reduce the impact of historical pay discrimination. We strive to expand this standard globally.

We comply with all applicable pay transparency laws including, by way of example, any requirements to share salary ranges for job openings, promotions, and transfer opportunities. We respond promptly to any complaints in relation to equal pay and take appropriate remedial action to resolve identified pay issues. By focusing on equitable pay in hiring, promotions and transfers we intend to contribute to the attraction and retention of exceptional employees.