

DECLARATION ON CORPORATE GOVERNANCE pursuant to section 289f and 315d of the German Commercial Code (Handelsgesetzbuch, HGB)

In this Declaration on Corporate Governance pursuant to sections 289f, 315d HGB, the Board of Management and the Supervisory Board report on the Company's corporate governance. Good corporate governance is the basis for and the reflection of responsible corporate management. The Board of Management and the Supervisory Board make the Declaration on Corporate Governance jointly, with each being responsible for their respective sections of the Report. In this regard, the Declaration on Corporate Governance is made in summary form for RHÖN-KLINIKUM Aktiengesellschaft and the Group. Pursuant to section 317 (2) sentence 6 HGB, the statutory auditor is to limit the audit of the disclosures according to section 289f (2) and (5), section 315d HGB to examining whether the disclosures were made. The Declaration on Corporate Governance can also be accessed on the Company's website at www.rhoen-klinikum-ag.com/investor-relations/corporate-governance.html.

RHÖN-KLINIKUM Aktiengesellschaft is not subject to any overriding provisions of special law that might preclude adoption of the recommendations of the German Corporate Governance Code.

Disclosure pursuant to section 289f (2) no. 1 HGB on the Declaration of Compliance pursuant to section 161 AktG

The German Corporate Governance Code describes nationally and internationally recognised standards of responsible corporate governance. In financial year 2021, the Supervisory Board and the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft regularly scrutinised the German Corporate Governance Code in its version of 16 December 2019 ("GCGC") which took effect on 20 March 2020. Apart from the exceptions disclosed in the Declaration of Compliance with the German Corporate Governance Code pursuant to section 161 AktG ("*Declaration of Compliance*"), the recommendations of the GCGC were complied with.

As a result of the deliberations, the Board of Management and the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft updated the Declaration of Compliance pursuant to

section 161 AktG issued on 5 November 2020 as planned and, giving due regard to the GCGC, replaced it by a Declaration of Compliance issued on 10 November 2021. Already prior to that, an amendment of the Declaration of Compliance relating to the remuneration-relevant recommendations was made on 23 April 2021 after the Supervisory Board had adopted the new remuneration scheme for the Board of Management. The current and all past Declarations on Corporate Governance and Declarations of Compliance with the recommendations of the Code are permanently made available over the Internet at www.rhoen-klinikum-ag.com/investor-relations/corporate-governance.html.

The Declaration of Compliance of 10 November 2021 reads as follows:

“DECLARATION OF COMPLIANCE IN ACCORDANCE WITH SECTION 161
GERMAN STOCK CORPORATION ACT (AKTIENGESETZ, AKTG)
(as issued on 10 November 2021)

1. The Board of Management and the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft declare that the Recommendations issued by the “Government Commission of the German Corporate Governance Code” as amended on 16 December 2019 (“**GCGC**”) and published by the Federal Ministry of Justice in the official section of the Federal Gazette on 20 March 2020 have been implemented since submission of the Declaration of Compliance of 5 November 2020 with the following exceptions:

a) Recommendations C.1

Objectives regarding composition of supervisory board and competency profile

Recommendations C.1 Sentences 1 and 2 of the GCGC, according to which the supervisory board is to state specific objectives regarding its composition and to draw up a competency profile for the body as a whole while observing diversity, was not implemented. Consequently, Recommendations C.1 Sentences 3 and 4 of the GCGC, which are based on Recommendations C.1 Sentences 1 and 2, could not be complied with either.

The Supervisory Board, when nominating candidates for membership in the Supervisory Board, was guided by the qualification of such candidates, by the current requirements as well as by the legal requirements. In this regard the Supervisory Board oriented itself on a fundamental requirements profile which was adapted and clarified on an ad hoc basis as required, and at the same time gave due regard to diversity. The shareholder representatives on the Supervisory Board are convinced that this practice had proven itself and in their view did not require any further self-regulation giving rise to further layers of bureaucracy in terms of the Recommendations pursuant to C.1 Sentences 1 to 3 of the GCGC.

By contrast, Recommendation C.1 Sentence 5 of the GCGC, according to which the Declaration on Corporate Governance is to inform on what the shareholder representatives on the supervisory board consider to be a reasonable number of independent shareholder representatives and the names of such members, was implemented.

b) Recommendations C.10 and Recommendation D.4

Independence of chairman of audit committee

Recommendations C.10 Sentence 2 and D.4 Sentence 1 of the GCGC, according to which the chairman of the audit committee is to be independent, was not implemented.

The chairman of the Audit Committee, Mr. Hafid Rifi, by reason of his capacity as deputy CEO of Asklepios Kliniken GmbH & Co. KGaA which – through AMR Holding GmbH – exercises a controlling influence over RHÖN-KLINIKUM AG pursuant to section 17 (1) of the German Stock Corporation Act (Aktiengesetz, AktG), was (and is) not independent from the controlling shareholder within the meaning of Recommendations C.10 and D.4 of the GCGC. Nonetheless, the Supervisory Board was (and is) convinced that Mr. Rifi, based on his qualifications, is suited in every respect to assume the chair of the Audit Committee and will act in the interest of the Company.

It moreover had to be considered as a rule that the legislature, by abandoning the requirement of independence for the financial expert on the supervisory board in accordance with section 100 (5) AktG, has precisely shown that the feature of independence is not an imperative prerequisite for performing the duties of auditor committee chairman but can be subject to the Recommendations of the GCGC with the option of stating deviations. The Board of Management and the Supervisory Board availed themselves of this option.

c) Recommendations G.1, G.2, G.3, G.4, G.6, G.7, G.9, G.10, G.11 and G.12

Remuneration scheme and remuneration for the board of management

In accordance with the requirements of section 87a of the AktG, the Supervisory Board on 24 March 2021 resolved on a scheme of remuneration for the members of the Board of Management which was submitted for approval to the Annual General Meeting of the Company and approved by the latter on 9 June 2021 pursuant to section 120a of the AktG.

Prior to that, the Supervisory Board and the Board of Management had stated in the Declaration of Compliance of 5 November 2020 a deviation from Recommendation G.1 of the GCGC. The reason given for this was that the Supervisory Board wanted to review and decide, within the statutory period of transition whereby a submission to the Annual General Meeting pursuant to

section 120a of the AktG had to be made for the first time at the 2021 Annual General Meeting, to what extent the new Recommendation G.1 regarding the remuneration scheme is to be implemented in future.

Moreover, the Supervisory Board and the Board of Management had stated in the Declaration of Compliance of 5 November 2020 a deviation from Recommendations G.2, G.3, G.4, G.6, G.7, G.9, G.10, G.11 and G.12 of the GCGC. The reason given for this was that no final decision had yet been made on the new remuneration scheme and the latter was to be submitted in accordance with the statutory period of transition to the 2021 Annual General Meeting for approval.

After the resolution adopted by the Supervisory Board on a scheme for remuneration of the members of the Board of Management, the Supervisory Board was able to clarify the compliance with the Recommendations in Section G of the GCGC and in the interim amendment to the Declaration of Compliance of 23 April 2021 stated a deviation from Recommendations G1, G2, G3, G4, G6, G7, G10 and G11. This was reasoned by the Supervisory Board as follows:

In view of the special ownership structure of the Company, the Supervisory Board was guided by the objective of implementing a remuneration scheme which is as simple as possible and which also takes account of the remuneration structures in those companies in which the indirect main shareholder of RHÖN-KLINIKUM Aktiengesellschaft holds a sole or majority interest. This re-orientation of the remuneration scheme for the Board of Management has resulted in a significant reduction of the Board of Management remuneration compared with the previous remuneration practice.

In this context it was not necessary in the view of the Supervisory Board to differentiate between defining a target total remuneration and the statutorily required maximum remuneration. At the same time, the maximum remuneration defined in the context of the remuneration scheme for the Board of Management represents the target total remuneration of the individual members of the Board of Management.

Furthermore, the Supervisory Board – likewise in view of the special ownership structure and the significant reduction in the level of remuneration – refrained from applying elaborate peer-group comparisons and from performing complex assessments of the remuneration level vertically within the Company.

When agreeing the performance criteria for the variable remuneration, the Supervisory Board will ensure that the financial and non-financial targets will promote the business strategy and make a contribution towards a long-term development of the Company. For these reasons the Supervisory Board did not see any need to provide for further abstract requirements for defining long-term-oriented targets and their relationship to short-term-oriented targets, nor

to provide for a share-based variable remuneration, in order to implement the remuneration scheme of the Board of Management. Lastly, based on the specific terms of the variable remuneration there is also no reason in the view of the Supervisory Board to provide for rights of retention or recovery. To enable the Supervisory Board to take a comprehensive decision in connection with defining the achievement of targets for the past financial year, the Supervisory Board reserves the right to decide on performance criteria for the new financial year at the beginning of such financial year.

2. The Board of Management and the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft furthermore declare that the Recommendations of the GCGC will be implemented also in future with the following exceptions:

a) Recommendations C.1

Objectives regarding composition of supervisory board and competency profile

For the reasons stated under 1.a), the Supervisory Board will deviate from Recommendations C.1 Sentences 1 and 2 of the GCGC according to which the supervisory board is to state specific objectives regarding its composition and to draw up a competency profile for the body as a whole while observing diversity, and from Recommendations C.1 Sentences 3 and 4 of the GCGC based thereon.

By contrast, Recommendation C.1 Sentence 5 of the GCGC, according to which the Declaration on Corporate Governance is to inform on what the shareholder representatives on the supervisory board consider to be a reasonable number of independent shareholder representatives and the names of such members, continues to be implemented.

b) Recommendation C.10 and Recommendation D.4

Independence of chairman of audit committee

Recommendations C.10 Sentence 2 and D.4 Sentence 1 of the GCGC according to which the chairman of the audit committee is to be independent will not be implemented with respect to Mr. Hafid Rifi for the reasons stated in 1.b).

c) Recommendation G.1, G.2, G.3, G.4, G.6, G.7, G.10 and G.11

Remuneration scheme and remuneration for the board of management

Recommendations G.1, G.2, G.3, G.4, G.6, G.7, G.10 and G.11 regarding the remuneration system and remuneration for the board of management is not implemented for the reasons stated under 1.c) and specified in the interim amendment of the Declaration of Compliance of 23 April 2021. ”

Disclosures pursuant to section 289f (2) no. 1a HGB regarding the company's website on which the remuneration report on the last financial year and the auditor's report pursuant to section 162 AktG, the remuneration scheme in force pursuant to section 87a (1) and (2) sentence 1 AktG and the last remuneration resolution pursuant to section 113 (3) AktG are made publicly accessible

The Remuneration Report prepared for financial year 2021 for the first time pursuant to section 162 AktG with the Auditor's Report is found in the Annual Report which is publicly accessible on our website at www.rhoen-klinikum-ag.com.

The remuneration scheme currently in force and approved by the Annual General Meeting on 9 June 2021 for the remuneration of the members of the Board of Management pursuant to section 87a (1) and (2) sentence 1 AktG as well as the resolution of the Annual General Meeting of 9 June 2021 on the remuneration of the members of the Supervisory Board pursuant to section 113 (3) AktG are publicly accessible on our website at www.rhoen-klinikum-ag.com/investor-relations/corporate-governance.html.

Disclosures pursuant to section 289f (2) no. 2 HGB on corporate governance practices adopted above and beyond the statutory requirements, together with statement on where they are publicly accessible

To meet our social responsibility in the highly complex world of a healthcare services provider, the corporate governance practices at RHÖN-KLINIKUM Aktiengesellschaft adopted above and beyond the statutory requirements include ethical standards that are reflected in our corporate philosophy, corporate responsibility and our corporate code. We act at all times in accordance with the leading principle:

“Don't do to others what you would not like done to yourself, and don't leave off doing anything that you would like done to yourself.”

The Corporate Governance Code forms an integral part of the compliance management system implemented at RHÖN-KLINIKUM Aktiengesellschaft. Acting in accordance with legislation and Company-wide ethical standards is of key importance for us as a healthcare provider because it ultimately serves the well-being of our patients. In addition to statutory

requirements and rules to be observed in the administrative area (e.g. patient data protection, combating corruption in the healthcare system), most of the services provided in the hospital constitute an invasive intervention in a patient's physical integrity. That is why it is all the more important for our patients to feel they are safe and in good hands when under our care.

Our compliance guidelines and recommendations explain the principles and rules of fair dealings with one another and responsible corporate governance. They define the relationship to our patients, customers, suppliers, shareholders and the general public as well as the conduct of employees amongst one another. Our employees regularly receive training in this area and are informed on recent developments.

At the heart of our corporate philosophy and underlying all our activity is the well-being of our patients. That is why the well-being of patients and integrity in dealing with patients is always the focus of interest of the work performed by our staff. Our success is based on the well-being of our patients and the trust they place in our employees and the medical services provided.

We firmly believe that everyone is entitled to affordable and high-quality medical care. For us, quality, cutting-edge medical care means freedom in choosing medical treatment, ongoing investments in modern medical care as well as the further development of clinical processes and structures relating to our patients. We specifically promote interdisciplinary cooperation in the treatment provided by doctors and nurses, thus raising the quality of treatment noticeably. Personal integrity and professionalism enjoy top priority in all areas of our Company. At the same time, our basis for affordable, high-quality healthcare is private capital, whether generated thanks to our own entrepreneurial output or made available by the capital market. It enables investment in innovations, ensuring the future viability of healthcare. This in turn allows for profitability and sustainable financing of new growth and medical innovations.

Our corporate code and statements on corporate philosophy and corporate responsibility are permanently made available to the general public over the Internet at www.rhoen-klinikum-ag.com.

Disclosure pursuant to section 289f (2) no. 3 HGB with description of the work approach of the management board and the supervisory board as well as the composition and work approach of their committees; if the information is available on the company's website, reference may be made thereto

As prescribed in German stock corporation law, RHÖN-KLINIKUM Aktiengesellschaft has a dual management system, i.e. a strict separation exists at the personnel level between the Board of Management vested with powers of direction and the Supervisory Board vested with supervisory powers. Simultaneous membership in both corporate bodies is not permissible.

To achieve the objective of sustainable value-added, the Board of Management and the Supervisory Board have committed themselves to cooperating through mutual trust in the best interests of the Company and on the basis of a balanced allocation of duties and responsibilities in accordance with the law, the Articles of Association and the Terms of Reference. The activities of the Board of Management and the Supervisory Board as well as cooperation between these two bodies is governed by their respective Terms of Reference. The allocation of responsibilities within the Board of Management as well as within the Supervisory Board is regularly adapted in accordance with changing requirements.

The Board of Management manages the Company and conducts transactions with shared responsibility based on Terms of Reference. Each member of the Board of Management has his own areas of responsibility as determined by operative and/or functional competencies. The chairman of the Board of Management is responsible for corporate policy as well as the Group's fundamental strategic orientation. The Board of Management reports regularly, without delay and comprehensively to the Supervisory Board on all significant issues relating to the business development and position of the Group and its subsidiaries. The Board of Management furthermore coordinates with the Supervisory Board the Group's further strategic development and discusses its implementation. If any events of special significance should arise, the chairman of the Board of Management informs the chairman of the Supervisory Board of these without delay. Any transactions and measures which are subject to consent are presented to the Supervisory Board in due time. The consent of the Supervisory Board is also required for transactions between the members of the Board of

Management or parties related to them, on the one hand, and RHÖN-KLINIKUM Aktiengesellschaft, on the other.

For the members of the Board of Management, a fixed age limit of 65 years is defined in the Articles of Association. Service contracts of the Board of Management have a term of at least three years, thus ensuring that the members hold their positions in the long term. At least twelve months before the expiry of the contracts, the Supervisory Board begins negotiations on their possible renewal. Together with the Board of Management, the Supervisory Board ensures long-term succession planning. When vetting candidates for a position on the Board of Management, the Supervisory Board sees their professional qualification for the responsibilities to be performed, convincing leadership qualities, currently performed functions as well as knowledge about the Company and the industry as the key qualification criteria. When weighing up which figure or personality would best fit the Board of Management as a body, the Supervisory Board also considers the criterion of diversity (cf. below). The Supervisory Board and the Board of Management see long-term succession planning as a joint task, since the Board of Management watches potential succession candidates within the Company more closely than the Supervisory Board does so that it can then contribute its assessment to the Supervisory Board's decision-making process when assessing the suitability of potential candidates. This in no way calls into question the Supervisory Board's prerogative in making appointments and re-appointments of members to the Board of Management.

The Board of Management of RHÖN-KLINIKUM Aktiengesellschaft is currently composed of four members: Dr. Christian Höftberger (CEO), Prof. Dr. Bernd Griewing (CMO), Dr. Stefan Stranz (CFO) and Dr. Gunther K. Weiß (COO). The composition of our Board of Management is published and made permanently available in our Annual Report and on our website at www.rhoen-klinikum-ag.com.

The Supervisory Board is responsible for advising the Board of Management on directing the Company and for supervising its management activity. The Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft, pursuant to the requirements of the German Co-Determination Act (Mitbestimmungsgesetz, MitbestG) regarding the principle of equal representation of shareholders and employees, and pursuant to the Articles of Association,

currently comprises an equal number of shareholder and employee representatives (16 in total). The last scheduled election of the shareholder representatives to the Supervisory Board was held at the Annual General Meeting on 19 August 2020. The five-year term of office of the Supervisory Board ends upon conclusion of the Annual General Meeting resolving on the formal approval of the actions of the Supervisory Board for financial year 2024.

The Terms of Reference of the Supervisory Board provide that only candidates who are not more than 75 years of age at the time of the election are to be nominated for election as members of the Supervisory Board. Moreover, the Supervisory Board adopted a resolution of principle on the independence of its members within the meaning of the GCGC in which it stated that (i) no shareholder representative shall have personal or business ties to the Company or its Board of Management establishing a material and not temporary conflict of interests, (ii) the Supervisory Board shall moreover have at least two members who are independent of the controlling shareholder, and (iii) the Supervisory Board, giving due regard to the ownership structure on the shareholder side, shall thus have a number of independent members which it deems to be reasonable. All eight shareholder representatives in financial year 2021 were, and currently are, to be regarded as independent of the Company and the Board of Management based on the indicators that have been met: in financial year 2021 four of the eight shareholder representatives were independent of the controlling shareholder: Dr. Julia Dannath-Schuh, Ms. Irmtraut Gürkan, Ms. Nicole Mooljee Damani and Ms. Christine Reißner. After Ms. Nicole Mooljee Damani left the Supervisory Board in January 2022, the aforementioned three shareholder representatives are to be regarded as being independent of the controlling shareholder.

The Terms of Reference of the Supervisory Board furthermore provide for the formation of committees. There are currently six standing committees which in financial year 2021 are made up of the members listed below:

- Personnel Affairs Committee: Dr. Jan Liersch (chairman), Peter Ducke, Kai Hankeln, Dr. Thomas Pillukat;

- Mediation Committee: Dr. Jan Liersch (chairman), Kai Hankeln, Dr. Thomas Pillukat, Georg Schulze;
- Audit Committee: Hafid Rifi (chairman), Peter Berghöfer, Regina Dickey, Prof. Dr. Leopold Eberhart, Irmtraut Gürkan, Dr. Jan Liersch;
- Medical Innovation and Quality Committee: Prof. Dr. Leopold Eberhart, Dr. Martin Mandewirth, Nicole Mooljee Damani;
- Nomination Committee: Dr. Jan Liersch (chairman), Kai Hankeln, Hafid Rifi;
- Committee for Decisions on Related-Party Transactions within the meaning of section 111a AktG (“Related Party Committee”): Dr. Jan Liersch (chairman), Nicole Mooljee Damani, Oliver Salomon, Georg Schulze.

The respective committee chairmen report at regular intervals to the Supervisory Board on the work of the committees.

The Supervisory Board regularly examines the efficiency of its activities as well as the activities of its committees and where appropriate is assisted for this purpose by an independent institute. The objective is to determine the activity of the Supervisory Board by site and where required to develop measures to specifically enhance its work approach. In addition to a questionnaire-based evaluation, interviews in this regard were conducted in 2019 with all members of the Supervisory Board and the members of the Board of Management and the results of the evaluation then discussed at the plenary session of the Supervisory Board in 2020. A further self-evaluation will be performed in financial year 2022.

For further details on the work approach of the Board of Management and of the Supervisory Board and its committees as well as an overview of the changes in the composition of the Supervisory Board and its committees made during the year under way, please refer to the Report of the Supervisory Board which is publicly accessible in our Annual Report and on our website at www.rhoen-klinikum-ag.com. Furthermore, the respective current composition of the Supervisory Board and its committees is publicly accessible on the Company’s website.

Disclosures pursuant to section 289f (2) no. 4 HGB on defining and stating reasons for the targets pursuant to section 76 (4) AktG and disclosure on whether the defined targets were achieved during the reporting period, and if not, disclosures on the reasons for this

Pursuant to section 76 (4) AktG, targets are to be defined by the management board for the two management levels below the management board. The two management levels below the management board refer to the hierarchical levels below the management board actually established in the specific company. If a flat hierarchy is established so that there is only one management level below the management board, the obligation also only refers to that management level.

Given the management structure and the terms of reference, there is only one management level below the Board of Management at RHÖN-KLINIKUM Aktiengesellschaft. This group of persons includes the following positions: managing directors, managing/commercial directors, Group divisional heads, chairmen and deputy chairmen of the Medical Board. For this management level, a 21% proportion of women was defined as the target until 30 June 2022. As at 31 December 2021, the proportion of women was 25% and the target was thus met.

Disclosure pursuant to section 289f (2) no. 5 HGB on whether according to section 96 (2) AktG the minimum proportion of men and women for the composition of the supervisory board was complied with during the reporting period and, if not, disclosures on the reasons for this

At the Company, in accordance with section 96 (2) of the AktG, at least 30 per cent of the Supervisory Board is to be made up of women and at least 30 per cent of men, which – relative to the entire Supervisory Board – corresponds to at least five seats in each case. The minimum share is to be met by the Supervisory Board as a whole.

As at 31 December 2021, 31% of the Supervisory Board was comprised of women and 69% of men. The minimum levels required by law for the proportion of women and men on the Supervisory Board were fully complied with during financial year 2021.

Disclosure pursuant to section 289f (2) no. 5a HGB on whether the requirement of section 76 (3a) AktG to appoint at least one woman and at least one man as member of the management board was complied with and, if not, disclosures on the reasons for this

Since the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft is comprised of more than three persons, the participation requirement in section 76 (3a) AktG introduced by the Second Management Positions Act (Zweite Führungspositionen-Gesetz, FüPoG II), which entered into force on August 2021, requires that the members of the Board of Management include at least one woman and at least one man. However, the participation requirement pursuant to section 26I (1) of the Introductory Act to the German Stock Corporation Act (Einführungsgesetz zum Aktiengesetz, EGAktG) is to be complied with only for the appointment of individual or several members of the Board of Management as of 1 August 2022; existing mandates can be exercised up to their planned end.

As at 31 December 2021, the Board of Management was comprised of four men. Based on the aforementioned transitional provision, the composition of the Board of Management currently complies with the legislation in force.

Disclosure pursuant to section 289f (2) no. 6 HGB including a description of the diversity concept pursued with regard to the composition of the body with power of representation and of the supervisory board, as well as the aims of such diversity concept, the manner of its implementation and the results achieved during the financial year

The Supervisory Board also considers diversity in the composition of the Board of Management. However, this is not done by pursuing an explicitly stipulated diversity concept in relation to age, gender, education or professional background (cf. section 289f (5) HGB). The composition of the Board of Management must ensure an effective and sustainable management of the Company in line with the Company's interests. To ensure that these statutory duties are duly performed, the Supervisory Board, when filling positions on the Board of Management, will primarily be guided in future also by the knowledge, skills and experience of the candidates being considered. In this regard, the Supervisory Board orients itself on a fundamental requirements profile, which is adapted and clarified on an ad

hoc basis as required in the individual case. The Supervisory Board is convinced that this concept has proven itself.

The Supervisory Board has refrained from setting out any specific objectives regarding its composition within the meaning of Recommendation C.1 sentences 1 to 3 GCGC and has stated the reasons for this in the Declaration of Compliance pursuant to section 161 AktG. Consequently, no criteria such as age, gender, education or professional background were defined, either, as specific targets for the diversified composition of the Supervisory Board as part of an explicitly stipulated diversity concept.

Bad Neustadt a. d. Saale, 23 March 2022

The Supervisory Board The Board of Management

For better readability, we have avoided any gender differentiation in the terminology used in this Report. For any cases of relevance in this regard, the terms used apply equally to all genders in the interest of equal treatment.