

This translation is intended for convenience purposes only and solely the German version of explanation on shareholder rights shall be binding.

INVITATION TO THE
(VIRTUAL)
ANNUAL GENERAL MEETING
ON 9 JUNE 2021



RHÖN-KLINIKUM
AKTIENGESELLSCHAFT

**Disclosures pursuant to Implementing Regulation (EU) 2018/1212
for the notification pursuant to section 125 of the German Stock Corporation Act
(Aktiengesetz, AktG) of RHÖN-KLINIKUM Aktiengesellschaft**

A. Content of notification

1. Virtual Annual General Meeting of RHÖN-KLINIKUM Aktiengesellschaft 2021
2. Convening of the Annual General Meeting

B. Details of issuer

1. ISIN: DE0007042301
2. Name of issuer: RHÖN-KLINIKUM Aktiengesellschaft

C. Details regarding Annual General Meeting

1. Date of Annual General Meeting: 9 June 2021
2. Time of Annual General Meeting: 10.00 a.m. CEST (8.00 a.m. UTC)
3. Type of Annual General Meeting: Virtual Annual General Meeting without physical presence of the shareholders or their authorised agents
4. Place of Annual General Meeting: <http://www.rhoen-klinikum-ag.com/hv>
Place of Annual General Meeting within the meaning of the German Stock Corporation Act:
Headquarters of RHÖN-KLINIKUM Aktiengesellschaft
am Schlossplatz 1, 97616 Bad Neustadt a. d. Saale, Germany
5. Record date: 19 May 2021, 00.00 hours CEST (commencement of 21st day before Annual General Meeting)
6. Website page for Annual General Meeting (URL):
<http://www.rhoen-klinikum-ag.com/hv>

RHÖN-KLINIKUM Aktiengesellschaft
Salzburger Leite 1
97616 Bad Neustadt a. d. Saale
Germany

ISIN DE0007042301
WKN 704230

We hereby invite our shareholders to attend the

Annual General Meeting of RHÖN-KLINIKUM Aktiengesellschaft

which will be held on

Wednesday, 9 June 2021, 10.00 a.m. (CEST).

On the basis of the Act on Measures under Legislation Governing Companies, Cooperatives, Associations, Trusts and Residential Properties to Combat the Impact of the COVID-19 Pandemic (Gesetz über Maßnahmen im Gesellschafts-, Genossenschafts-, Vereins-, Stiftungs- und Wohnungseigentumsrecht zur Bekämpfung der Auswirkungen der COVID-19-Pandemie) dated 27 March 2020 in the version as amended by the Act on the Further Shortening of the Residual Debt Exemption Procedure and on the Adjustment of Pandemic-Related Provisions under Legislation Governing Companies, Cooperatives, Associations and Trusts as well as under Tenancy and Lease Legislation (Gesetz zur weiteren Verkürzung des Restschuldbefreiungsverfahrens und zur Anpassung pandemiebedingter Vorschriften im Gesellschafts-, Genossenschafts-, Vereins- und Stiftungsrecht sowie im Miet- und Pachtrecht) dated 22 December 2020 (“**COVMG**”), the Annual General Meeting, pursuant to the Resolution of the Board of Management of 16 March 2021 and with the approval of the Supervisory Board of 24 March 2021, will be held as a

Virtual Annual General Meeting

without physical presence of the shareholders or their authorised agents (with the exception of the proxy appointed by the Company).

The entire Meeting will be broadcast for the duly registered shareholders and/or the persons authorised by them on the Company’s website at

<http://www.rhoen-klinikum-ag.com/hv>

in the access-protected InvestorPortal audio visually; this broadcast does not enable a participation in the Annual General Meeting within the meaning of section 118 (1) sentence 2 of the AktG.

The place of broadcasting of the Annual General Meeting and thus the place of the Annual General Meeting within the meaning of the Stock Corporation Act is the headquarters of RHÖN-KLINIKUM Aktiengesellschaft located at am Schlossplatz 1, 97616 Bad Neustadt a. d. Saale, Germany.

For the shareholders and the persons authorised by them (with the exception of the proxy appointed by the Company as well as directors and officers) there is no right and no possibility to be present at the place of the Annual General Meeting.

I. AGENDA

- 1 Presentation of the approved Annual Financial Statements and the Consolidated Financial Statements for the year ended 31 December 2020, as well as the Management Reports on the situation of the Company and of the Group for financial year 2020 (including the notes on the disclosures pursuant to sections 289a (1) and 315a (1) of the German Commercial Code (Handelsgesetzbuch, HGB), respectively, in the version applicable for financial year 2020) and the Report of the Supervisory Board for financial year 2020

The aforementioned documents as well as the proposal for the appropriation of profit of the Board of Management will also be available at the Annual General Meeting and on the Company's website at <http://www.rhoen-klinikum-ag.com/hv> from the date of convening of the Annual General Meeting. In the course of the Annual General Meeting the documents will be explained by the Board of Management and – as regards the Report of the Supervisory Board – by the chairman of the Supervisory Board. The Supervisory Board has approved the Annual Financial Statements prepared by the Board of Management and the Consolidated Financial Statements on 24 March 2021. The annual financial statements are thus adopted pursuant to section 172 sentence 1 AktG. In accordance with the relevant statutory provisions, no resolution on this Agenda Item will be passed.

- 2 Resolution on the appropriation of the net distributable profit

The Company's Annual Financial Statements for the year ended 31 December 2020, which have been prepared by the Board of Management, approved by the Supervisory Board and thus adopted as final, show a net distributable profit of € 193,221,024.38.

The Board of Management and the Supervisory Board propose

carrying forward net distributable profit in the amount of € 193,221,024.38 fully to new account.

This proposal for the appropriation of profit is made in the context of the ongoing uncertainties surrounding the further impacts of the COVID-19 pandemic on the Company's results of operations and liquidity position and is intended to make a decisive contribution towards strengthening the capital and liquidity base and safeguarding the investment capacity of RHÖN-KLINIKUM Aktiengesellschaft.

3 Resolution on formal approval of the actions of the members of the Board of Management for financial year 2020

For financial year 2020, the Board of Management and the Supervisory Board propose that formal approval be granted to the members of the Board of Management in office in financial year 2020 for their actions.

4 Resolution on formal approval of the actions of the members of the Supervisory Board for financial year 2020

For financial year 2020, the Board of Management and the Supervisory Board propose that formal approval be granted to the members of the Supervisory Board in office in financial year 2020 for their actions.

5 Election of the statutory auditor for financial year 2021

The Supervisory Board – on the basis of the recommendation and preference of the Audit Committee – proposes to elect KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin as statutory auditor of the Annual Financial Statements and of the Consolidated Financial Statements for financial year 2021 and as auditor for the review of the Condensed Consolidated Interim Financial Statements and the Consolidated Interim Report for the first half of financial year 2021.

For the aforementioned auditing services, the Audit Committee, pursuant to Article 16(2) of Regulation (EU) No 537/2014 (“**EU Regulation on Statutory Auditors**”) has recommended to the Supervisory Board the auditing firms KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, and Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Hamburg and has notified a reasoned preference for KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin. In its recommendation, the Audit Committee has stated that such recommendation is free from undue influence by third

parties and that no clause restricting its choice of auditors of the kind specified in Article 16(6) EU Regulation on Statutory Auditors was imposed on the Audit Committee.

6 Resolution on the election of a Supervisory Board member

Prof. Dr. Gerhard Ehninger resigned his mandate as member of the Supervisory Board by notice dated 14 December 2020 and therefore left the Supervisory Board of the Company after expiry of the one-month period pursuant to § 10 (3) of the Articles of Association with effect from 15 January 2021. The Local Court of Schweinfurt, by Decision of 3 March 2021 issued on application by the Board of Management based on a corresponding proposal of the Supervisory Board, then appointed Mr. Marco Walker as member of the Supervisory Board of the Company.

Mr. Marco Walker is now to be elected by the Annual General Meeting to the Supervisory Board to succeed Prof. Dr. Ehninger as a representative of the shareholders. Since Mr. Walker has already declared his acceptance of the mandate in the event of being elected by the Annual General Meeting, his office as court-appointed member of the Supervisory Board will be extinguished upon his election by the Annual General Meeting.

Pursuant to section 96 (1) and section 101 (1) of the AktG in conjunction with section 1 (1), section 7 (1) sentence 1 no. 2 and (2) no. 2 of the German Co-Determination Act (Mitbestimmungsgesetz, MitBestG), the Company's Supervisory Board is composed of 16 members, eight of whom are elected by the Annual General Meeting and eight by the employees.

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. Neither the shareholder representatives nor the employee representatives raised any objections to the chairman of the Supervisory Board regarding the issue of overall compliance by reason of a resolution adopted by majority. Not including Mr. Walker as court-appointed member of the Supervisory Board, the Supervisory Board is comprised of five women and ten men. The gender quota is thus already fulfilled irrespective of the impending election.

On the basis of the recommendation of the Nomination Committee, the Supervisory Board proposes electing as member of the Supervisory Board:

Mr. Marco Walker, residing in Hamburg,
Chief Operating Officer (COO) Asklepios Kliniken GmbH & Co. KGaA, Hamburg, and
Managing Director (Geschäftsführer) of Asklepios Kliniken Management GmbH,
Königstein im Taunus.

The appointment of the new member of the Supervisory Board is made pursuant to § 10 (5) of the Articles of Association for the end of the term of office of Prof. Dr. Ehninger, i.e. for the period until conclusion of the Annual General Meeting resolving on formal approval of actions for financial year 2024.

The curriculum vitae (CV) of the proposed candidate is given below and is also accessible on the Company's website at <http://www.rhoen-klinikum-ag.com/hv>.

Additional information on the nominated candidate:

Information pursuant to section 125 (1) sentence 5 AktG

Mr. Marco Walker is a member of the following other statutorily constituted supervisory boards or similar domestic and foreign supervisory bodies of commercial businesses:

Membership in statutorily constituted supervisory boards:

- RHÖN-KLINIKUM Aktiengesellschaft, Bad Neustadt, member of the Supervisory Board
- Universitätsklinikum Gießen und Marburg GmbH, Giessen, Member of the Supervisory Board
- MEDICLIN Aktiengesellschaft, Offenburg, member of the Supervisory Board
- Meierhofer AG, Munich, member of the Supervisory Board

Membership in similar domestic and foreign bodies that supervise commercial businesses: none

Disclosures on the recommendations of the German Corporate Governance Code in its version of 16 December 2019 ("GCGC")

Recommendation C.13 GCGC

No personal or business relationships of Mr. Walker exist with the Company or corporate bodies of RHÖN-KLINIKUM AG.

The following relationships of Mr. Walker exist with a shareholder holding a significant interest in RHÖN-KLINIKUM AG: Mr. Walker is Chief Operating Officer (COO) of Asklepios Kliniken GmbH & Co. KGaA and member of the Management of Asklepios Kliniken Management GmbH, the personally liable shareholder of Asklepios Kliniken GmbH & Co. KGaA. Asklepios Kliniken GmbH & Co. KGaA holds a significant equity interest in RHÖN-KLINIKUM AG within the meaning of Recommendation C.13 Sentence 3 GCGC.

In the view of the Supervisory Board, no further personal or business relationships exist between nominated candidates on the one hand and RHÖN-KLINIKUM AG, the corporate

bodies of RHÖN-KLINIKUM AG or a shareholder directly or indirectly holding an interest of more than 10% of the voting shares in RHÖN-KLINIKUM AG on the other which would be subject to disclosure according to Recommendation C.13 GCGC.

Recommendations C.6, C.7 and C.9 GCGC

Also taking account of an election of Mr. Walker to the Supervisory Board, the Supervisory Board will be made up of a sufficient number of independent members on the side of the shareholders in their assessment within the meaning of Recommendation C.6 GCGC.

Mr. Walker – like all current shareholder representatives on the Supervisory Board – is independent of the Company and of the Board of Management within the meaning of Recommendation C.7 GCGC. Also taking account of an election of Mr. Walker to the Supervisory Board, the Supervisory Board will still be made up of four members who are independent of the controlling shareholder, Asklepios Kliniken GmbH & Co. KGaA (Recommendation C.9 GCGC).

Recommendation C.1 GCGC

Pursuant to the Declaration of Compliance of the Company issued on 5 November 2020, the Supervisory Board refrained from stating specific objectives regarding its composition and from setting out a competency profile for the body as a whole within the meaning of Recommendation C.1 Sentences 1 and 2 GCGC. Consequently, it was not possible to comply with Recommendation C.1 Sentence 3 GCGC, which is based on Recommendation C.1 Sentences 1 and 2 GCGC. In the past the Supervisory Board, when nominating candidates for membership on the Supervisory Board, has been guided solely by the qualification of such candidates and by the law. In this regard, the Supervisory Board has long been guided by a fundamental requirements profile, which is adapted and clarified on an ad hoc basis as required in the individual case. The shareholder representatives on the Supervisory Board are convinced that this practice has proven itself and in its view does not require any further self-regulation giving rise to further layers of bureaucracy.

Curriculum vitae (CV)

Marco Walker

Born 1976, married, 2 children

Education

1997 - 2002	Studies in economics at University of Mannheim
2002 - 2004	Trainee Programme, Asklepios Kliniken GmbH

Professional career

2002 - 2005	Consultant to the Group Managing Director, Asklepios Kliniken GmbH
2004 - 2005	Dep. Administrative Director, Donaukliniken (Neu-Ulm/Illertissen)

2005 - 2007	Head of Administration, Asklepios Klinik Bad Tölz
2007 - 2013	Managing Director, Asklepios Westklinikum Hamburg
2007 - 2015	Managing Director, Asklepios Facility Services Hamburg
2013 - 2016	Chief Executive Officer, Asklepios Klinikum Hamburg Harburg
05/2016 - present	COO of Asklepios Kliniken GmbH & Co. KGaA, Hamburg, and Managing Director (Geschäftsführer) of Asklepios Kliniken Management GmbH

Mandates

RHÖN-KLINIKUM AG, Bad Neustadt, member of the Supervisory Board (since March 2021)
 Universitätsklinikum Gießen und Marburg GmbH, Giessen, Member of the Supervisory Board

MEDICLIN Aktiengesellschaft, Offenburg, member of the Supervisory Board
 Meierhofer AG, Munich, member of the Supervisory Board

7 Resolution on the approval of the remuneration scheme for the members of the Board of Management

Pursuant to section 120a (1) sentence 1 AktG in the version as amended by the Act Implementing the Second Shareholder Rights Directive (ARUG II), the Annual General Meeting is to resolve on the approval of the remuneration scheme for the members of the Board of Management submitted by the Supervisory Board in the case of each material amendment of the remuneration scheme, however at least every four years.

Giving due regard to the requirements of the new section 87a of the AktG in the version as amended by ARUG II, the Supervisory Board developed a scheme for remuneration of the members of the Board of Management and resolved on the same in March 2021. The new remuneration scheme applies to the Board of Management as of 1 April 2021.

The amended scheme for the remuneration of the members of the Board of Management of the Company resolved in March 2021 is described in detail in the section following the Agenda. This description is also accessible on the Company's website at <http://www.rhoen-klinikum-ag.com/hv>. Where the existing Board of Management service contracts of the active members of the Board of Management still deviate from the new remuneration scheme, this is also explained in the description below.

The Supervisory Board, – on the basis of the recommendation of the Personnel Affairs Committee – proposes to approve the scheme of remuneration for the members of the Board of Management of RHÖN-KLINIKUM AG resolved by the Supervisory Board in March 2021.

8 Resolution on confirmation of the Supervisory Board remuneration

Pursuant to section 113 (3) sentence 1 of the AktG in the version as amended by ARUG II, a resolution is to be adopted on the remuneration of Supervisory Board members at least every four years in exchange-listed companies, with adoption of a purely confirmatory resolution on the existing remuneration being permissible.

The remuneration of the Supervisory Board members is governed by section 14 (2) to (9) of the Articles of Association, according to which the members of the Supervisory Board for their work receive a fixed remuneration the specific amount of which depends on the duties performed on the Supervisory Board and its committees. A variable remuneration dependent on the achievement of certain performance results or targets is not provided for the members of the Supervisory Board. The wording of the provision on remuneration in § 14 (2) to 9 of the Articles of Association as well as the disclosures pursuant to sections 113 (3) sentence 3, 87a (1) sentence 2 AktG in the version as amended by ARUG II is provided in the section following the Agenda.

The remuneration defined in § 14 (2) to (9) of the Articles of Association for the members of the Supervisory Board continues to be reasonable in the view of the Board of Management and the Supervisory Board, and is to remain unchanged.

The Board of Management and the Supervisory Board therefore propose to confirm the remuneration of the members of the Supervisory Board as defined in § 14 (2) to (9) of the Articles of Association and described in the section following the Agenda.

Description of remuneration scheme for the members of the Board of Management (Agenda Item 7)

According to the amendments of German stock corporation legislation by ARUG II, sections 87a, 120a of the AktG provide for the requirement of the supervisory board of an exchange-listed company to resolve on a remuneration scheme for the members of the management board and to submit it to the annual general meeting for approval. According to the transitional provisions on the introduction of this legal provision, the resolution is to be adopted for the first time by conclusion of the annual general meeting held after 31 December 2020.

In March 2021, the remuneration scheme as set out below was adopted for the members of the Board of Management. The remuneration scheme applies from 1 April 2021 for all new service contracts to be entered into with members of the Board of Management and for re-appointments.

The service contracts already entered into with the currently incumbent members of the Board of Management (hereinafter referred to collectively as the “**Old Contracts**”) will not be affected according to the legal provision in section 26j (1) of the Introductory Act to the German Stock Corporation Act (Einführungsgesetz zum Aktiengesetz, “**EGAktG**”). Nonetheless, the current remuneration practice and thus also the Old Contracts already to a large extent comply with the remuneration scheme now adopted; deviations are presented below *in italics* for informational purposes, without such statements forming part of the remuneration scheme itself.

I. Maximum remuneration

The total remuneration of the members of the Board of Management to be granted for a financial year (sum of all remuneration amounts to be expended for the financial year concerned, including annual basic salary, variable remuneration components and fringe benefits) – irrespective of whether it is paid out in this financial year or at a later time – is limited for the individual members of the Board of Management to a maximum amount (“**Maximum Remuneration**”). The Maximum Remuneration for each individual member of the Board of Management amounts to:

- maximum amount of annual basic salary
plus variable remuneration: EUR 750,000.00
- maximum amount of fringe benefits
(company car and personal accident insurance): EUR 50,000.00

For Prof. Dr. Griewing, the maximum amount made up of annual basic salary plus variable remuneration on the basis of the Old Contract is EUR 1,500,000.00 plus fringe benefits such as company car and personal accident insurance in a maximum total value of EUR 50,000.00. For Dr. Weiß, the maximum amount made up of annual basic salary plus variable

remuneration on the basis of the Old Contract in force until 31 December 2021 is EUR 1,200,000.00.

In addition, Dr. Weiß and Prof. Dr. Griewing receive what are referred to as post-retirement benefits. The expense of such post-retirement benefits (service costs) in the case of Prof. Dr. Griewing amount to 12.5% of the relevant annual payments, in the case of Dr. Weiß up to 31 December 2021 likewise 12.5% of the annual payments relevant up to that time and from 1 January 2022 then 12.5% of the aforementioned annual basic salary plus variable remuneration.

The follow-on service contract entered into with Dr. Weiß for the period from 1 January 2022, with the exception of the provision on post-retirement benefits, complies with the remuneration scheme adopted by the Supervisory Board. The service contracts of Dr. Höftberger and Dr. Stranz already comply fully with the remuneration scheme adopted by the Supervisory Board.

The individual remuneration components are explained below.

II. Contribution of remuneration to promoting the business strategy and to the long-term performance of RHÖN-KLINIKUM AG

The financial and non-financial targets to be set annually on whose fulfilment the performance-linked annual management profit-sharing bonus (tantieme) is dependent (see III.2 below) are oriented on the strategic goals of the Company (see in this regard also the description under IV.).

III. Remuneration components

1. Fixed remuneration components

a) Annual basic salary

The annual basic salary is a fixed cash remuneration with reference to the full year and paid in twelve equal monthly instalments.

b) Post-retirement benefits

In the remuneration scheme adopted by the Supervisory Board there are no provisions on post-retirement benefits for the members of the Board of Management.

The currently existing Old Contracts with Dr. Weiß and Prof. Dr. Griewing contain provisions on post-retirement benefits. If the service contract ends or the member of the Board of Management deceases during his term of office, the member of the Board of Management or, as the case may be, his heirs thereafter receive for each full year of work as member of the Board of Management a payment equal to 0.125 times the annual payments owed

(annual basic salary plus management profit-sharing bonus (tantieme)) for the calendar year of the departure or decease. The amount of the payment is limited to 1.5 times the annual payments last owed. If the annual payments in the year of termination or, as the case may be, decease are lower than the average remuneration during the entire period of work for the Board of Management, the latter remuneration shall apply.

c) Fringe benefits

In accordance with the Company's guidelines, members of the Board of Management are provided with a company vehicle which they may also use for personal purposes. There is also D&O insurance cover subject to a deductible in accordance with the requirements of the German Stock Corporation Act equal to 10% of the claim up to one-and-a-half times the annual basic salary. There is also a personal accident insurance policy in favour of the members of the Board of Management.

2. Variable remuneration components

As variable remuneration components, the members of the Board of Management receive a performance-linked annual management profit-sharing bonus (tantieme) based on an annual target agreement to be entered into each year. The Supervisory Board and the member of the Board of Management re-negotiate the criteria for the amount of the tantieme to be paid for each financial year before or at the commencement of such financial year. In the event the negotiations fail, the Supervisory Board is entitled to define the criteria according to its reasonably exercised discretion (section 315 of the German Civil Code (Bürgerliches Gesetzbuch – BGB)).

The performance-linked annual tantieme is a maximum of 50% of the annual basic salary.

The currently existing Board of Management contracts with Dr. Weiß and Prof. Dr. Griewing contain provisions on (partial) variable remuneration components.

The follow-on service contract entered into with Dr. Weiß for the period from 1 January 2022 with respect to the variable remuneration components complies with the remuneration scheme adopted by the Supervisory Board, as do the service contracts of Dr. Höftberger and Dr. Stranz.

IV. Performance criteria for grant of variable remuneration components and payment of the variable remuneration

The financial and non-financial performance criteria contribute to promoting the business strategy and long-term performance of RHÖN-KLINIKUM AG as follows.

If consolidated profit or EBITDA (earnings before interest, taxes, depreciation and amortisation) pursuant to IFRS consolidated financial statements is defined as the

performance criterion, this provides incentives to strengthen the Company's operative earnings strength.

In the same way the non-financial targets also contribute to promoting the business strategy. They will be oriented on the strategic goals in the interest of a sustainable Company performance. In this regard the Supervisory Board takes into account the strategic focus issues for the respective remuneration year.

The amount of the annual management profit-sharing bonus (tantieme) is defined after expiry of the reference period. The Supervisory Board and the members of the Board of Management try to reach agreement on the extent to which the non-financial targets are to be achieved. If no agreement can be reached, it is defined by the Supervisory Board according to its reasonably exercised discretion. The payment is made as a one-off payment at the earliest after the corresponding values have been calculated for the reference period.

V. Remuneration-specific transactions

1. Terms and requirements for termination (including the respective termination notice periods) as well compensation for dismissal

The service contracts of the members of the Board of Management have the following contractual terms and termination provisions:

For first-time appointments, an appointment period and a term of the service contract of three years is provided for based on the recommendation in the German Corporate Governance Code.

For re-appointments, an appointment period and a term of the service contract of up to five years is provided for.

If a member of the Board of Management is removed before expiry of the appointment period, the service contract remains in force. In the event of early removal, the member of the Board of Management is entitled to terminate the service contract on two weeks' notice for the end of the month following the removal. In such case he is entitled to 80% of the total remuneration (basic salary and management profit-sharing bonus (tantieme)) which he still would have received in the event of his contract having been continued to its end in accordance with the contractual provisions, unless the removal was validly effected for good cause attributable to the member of the Board of Management. At the most, however, the member of the Board of Management shall receive payments equal to double an annual remuneration (basic salary and tantieme). In this regard, the amount of the annual remuneration of the financial year ending before the termination, or of the financial year under way upon termination, is to be applied, whichever annual remuneration is lower. The maturity of the payments is governed by the maturity that would apply if the service contract had been continued.

If the member of the Board of Management resigns his Board of Management mandate, the remuneration claim under the service contract ends at the same time. If the resignation is submitted for good cause, however, the member of the Board of Management receives the aforementioned payments as in the case of a self-termination after removal without good cause, unless at the same time a good cause for a removal or for a termination of the service contract by the Company exists.

No special termination rights in the event of a change of control are provided.

2. Main aspects of provisions on pensions and early retirement

No provisions on pension and early retirement exist.

The provisions on transitional allowance or survivors' pensions in the Old Contracts with Dr. Weiß and Prof. Dr. Griewing are already described under I. and III.1 above.

VI. Inclusion of remuneration and employment terms of employees in defining the remuneration scheme

Although the Supervisory Board has taken account of the wage and salary structure within the Company when setting the remuneration of the Board of Management, the Supervisory Board does not expressly determine how the senior management and the relevant overall staff are to be differentiated. The relationship of the remuneration of the Board of Management to the remuneration of the senior management and the relevant overall staff is consequently not reflected by application of such definitions either.

In view of the management structure and the specific staffing of a hospital company, the Supervisory Board does not find such definitions to be objectively justified.

VII. Procedure for defining and implementing as well as reviewing the remuneration scheme

The remuneration scheme for the members of the Board of Management is defined by the Supervisory Board of RHÖN-KLINIKUM AG. The Supervisory Board is assisted in this task by its Personnel Affairs Committee. The latter develops corresponding recommendations for the scheme of remuneration of the Board of Management on which the Supervisory Board deliberates and adopts resolutions.

When defining the remuneration, the Supervisory Board and its Personnel Affairs Committee are guided by the remuneration structures in those companies in which the indirect main shareholder of RHÖN-KLINIKUM AG holds a sole or majority interest.

The provisions for dealing with conflicts of interests are also observed in the procedure for defining and implementing as well as reviewing the remuneration scheme

The remuneration scheme is submitted to the Annual General Meeting for approval.

The Personnel Affairs Committee prepares the Supervisory Board's regular review of the remuneration scheme for the members of the Board of Management. If required, it recommends the Supervisory Board to make changes. In the event of material changes, but at least every four years, the remuneration scheme is submitted once again to the Annual General Meeting for approval.

If the Annual General Meeting does not approve the remuneration scheme submitted for approval in each case, a reviewed remuneration scheme is submitted no later than at the next Annual General Meeting.

The present remuneration scheme applies to all members of the Board of Management for all new service contracts to be entered into with members of the Board of Management and for re-appointments.

The Supervisory Board may temporarily deviate from the remuneration scheme if this is necessary in the interest of the long-term well-being of the Company. This includes, for example, approximating the remuneration scheme to a significantly changed corporate strategy to ensure adequate incentives, or in the case of a serious economic crisis. The extraordinary circumstances underlying and justifying such deviation are to be established by way of Supervisory Board resolution. The components of the remuneration scheme that may be deviated from are the procedure, the provisions on the remuneration structure and its amount, as well as the individual remuneration components. Furthermore, the Supervisory Board may, according to reasonably exercised discretion if required in the event of a significant change in requirements being determined, reimburse the expenditures for extraordinary additional benefits (e.g. security measures). Moreover, the Supervisory Board has the right to grant newly joining members of the Board of Management special payments as compensation for losses in salary under a previous service relationship or to cover the costs arising from a relocation.

Description of remuneration of Supervisory Board Members (Agenda Item 8)

Pursuant to section 113 (3) AktG in the version as amended by ARUG II, a resolution is to be adopted on the remuneration of Supervisory Board members at least every four years, with adoption of a purely confirmatory resolution on the existing remuneration being permissible.

The remuneration of the Supervisory Board members is governed by § 14 (2) to (9) of the Articles of Association, which reads as follows:

§ 14

[...], Remuneration of Supervisory Board

1. [...]
2. Each member of the Supervisory Board shall receive a fixed annual remuneration in the amount of € 25,000.00.
3. For the work in the committees of the Supervisory Board, the members of the Supervisory Board shall additionally receive remuneration as follows:
 - 3.1 the chairman of the Audit Committee € 25,000.00, each other member of the Audit Committee € 5,000.00;
 - 3.2 the chairman of another committee € 10,000.00, each other member of another committee € 2,500.00 if such other committee in each case has acted at least once during the financial year.

As before, membership on the Nomination Committee and on committees formed on an *ad hoc* basis shall not be taken into consideration. If a member of the Supervisory Board exercises more than one office simultaneously, that member shall receive only the remuneration for the highest remunerated office.

4. Instead of the remuneration specified in Clause 2 and Clause 3, the chairman of the Supervisory Board shall receive a fixed annual remuneration of € 75,000.00, his deputy chairmen a fixed annual remuneration of € 50,000.00 in each case. This shall also compensate their memberships and chairs on committees.
5. Members of the Supervisory Board who have not been on the Supervisory Board or a committee during a full year, or in each case have not held the chair or deputy chair of the Supervisory Board or the chair of a committee during a full year, shall receive the remuneration for each commenced calendar month of their activity *pro rata temporis*. The remuneration for committee activities on a *pro rata temporis* basis shall be

conditional on the committee in question having met for the fulfilment of its duties during the period in question.

6. The remuneration shall be payable within one month after conclusion of the respective financial year.
7. For their participation in person in a meeting of the Supervisory Board, of a committee and of an Annual General Meeting, each member of the Supervisory Board shall receive a fixed attendance fee of € 2,000.00. The activated conference call or videoconferencing connection shall also be deemed participation in person; for conference call or videoconferencing connection the participants concerned shall receive a fixed attendance fee in the amount of € 1,000.00. If several meetings of the Supervisory Board and/or committee meetings and/or an Annual General Meeting are held on the same day, fixed attendance fees shall be paid only for one meeting or, as the case may be, Annual General Meeting.

The chairman of the Supervisory Board and the deputy chairmen of the Supervisory Board shall receive double the amount of the fixed attendance fee for the Supervisory Board and committee meetings chaired by them in each case. Chairmen of Supervisory Board committees with power to adopt resolutions on behalf of the Supervisory Board, unless they hold office as chairman of the Supervisory Board or deputy chairman of the Supervisory Board at the same time, shall also receive double the aforementioned amount for the committee meetings chaired by them in each case. If a Supervisory Board member chairs several committees with power to adopt resolutions, he shall receive double the amount only once.

The fixed attendance fee shall fall due within four weeks of the end of a meeting or, as the case may be, the Annual General Meeting.

8. All members of the Supervisory Board shall be reimbursed the expenses incurring to them in the performance of their work, notably communication and travel expenses as well as any VAT to be paid on remuneration and on reimbursement of expenses.
9. The Annual General Meeting may fix the remuneration and reimbursement of expenses of the Supervisory Board outside the Articles of Association by simple majority of votes cast and in derogation to the foregoing provisions, and may notably lower or raise the remuneration and reimbursement of expenses, stipulate a lump sum for the same or modify the nature and composition of the same.

The task of the Supervisory Board is to advise and supervise the Board of Management as it directs the Company under its own responsibility and manages its business activities. The members of the Supervisory Board are entitled to a reasonable remuneration taking into consideration, in terms of both its structure and amount, the requirements of the Supervisory Board office, the time commitment involved as well as the responsibility

assumed by the Supervisory Board members for the Company. This is sufficiently reflected by the existing provision in the Articles of Association regarding the remuneration of the Supervisory Board Members: § 14 (2) to (9) of the Articles of Association – in addition to the attendance fee and reimbursement for outlays – provides for a purely fixed remuneration. The independence of the remuneration of the Supervisory Board from performance-oriented ratios is to ensure that the members of the Supervisory Board perform their duties in a neutral and objective manner. The grant of a purely fixed remuneration is consistent with Recommendation G.18 Sentence 1 GCGC.

The chairman of the Supervisory Board and his deputies receive a higher fixed remuneration compared with the other members of the Supervisory Board. Moreover, an additional fixed remuneration is provided for the work on the committees of the Supervisory Board specified in § 14 (3) of the Articles of Association; membership in the Nomination Committee and in committees established on an ad hoc basis, however, is not additionally remunerated. The remuneration of the members of the Supervisory Board is thus consistent with Recommendation G.17 CCGC according to which the higher time commitment of Supervisory Board work associated with these functions is to be taken into consideration.

The amount of the remuneration payments defined in § 14 (2) to (9) of the Articles of Association is reasonable in the view of the Board of Management and the Supervisory Board. The reasonableness of the Supervisory Board remuneration ensures that the Company will also continue to be in a position to attract candidates with outstanding qualifications for a membership on the Supervisory Board of the Company; as a result of this, the remuneration of the Supervisory Board makes a contribution to promoting the Company's business strategy and long term performance on a sustainable basis.

The remuneration of the members of the Supervisory Board is regularly reviewed. The current provision on the remuneration of the Supervisory Board in § 14 (2) to (9) of the Articles of Association was adjusted by resolution of the Annual General Meeting last year. A new adjustment in the remuneration is currently not necessary in the view of the Board of Management and the Supervisory Board. Under Agenda Item 8, it is therefore proposed to the Annual General Meeting to confirm the remuneration of the Supervisory Board as provided for in § 14 (2) to (9) of the Articles of Association.

II. INFORMATION ON EXECUTION OF THE VIRTUAL ANNUAL GENERAL MEETING

On the basis of section 1 COVMG, the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft, with the consent of the Supervisory Board, has resolved to hold the Annual General Meeting of the Company as a Virtual Annual General Meeting without physical presence of the shareholders or the persons authorised by them (with the exception of the proxy appointed by the Company). This type of execution of the General Meeting results in modifications both in the procedures of the General Meeting and in the rights of the shareholders.

We kindly request the shareholders and the persons authorised by them to pay close attention to the instructions set out below for registering for the Virtual Annual General Meeting, for exercising their voting right and for the other shareholder rights.

1. Conditions for attending the General Meeting and exercising voting rights

Only those shareholders are entitled to participate in the Annual General Meeting of Shareholders and to exercise their voting rights who register with the Company and furnish proof of their entitlement. The registration and proof of entitlement must reach the Company **by the end of 2 June 2021 (24.00 hours CEST)** at the following address:

RHÖN-KLINIKUM Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich, Germany; or
by fax: ++49 (0) 89 3090374675; or
by e-mail: anmeldestelle@computershare.de

The proof of shareholding must refer to the commencement of the 21st day before the Annual General Meeting, which is 19 May 2021, 00.00 hours (CEST) (“**Record Date**”). As proof of entitlement, proof of shareholding issued by the last intermediary within the meaning of section 67c (3) of the AktG will suffice. With respect to shares not held in a securities account of a credit institution or in collective custody, proof of shareholding may also be issued by a German notary, the Company or a credit institution against presentation of the shares. The registration and the proof of shareholding must be in text form (section 126b BGB) and in the German or English language.

After the Company has received the registration and the proof of shareholding, the shareholders will be sent a registration confirmation for the Virtual Annual General Meeting. Together with registration confirmation, the access data for the InvestorPortal as well as the forms for voting by postal vote, the authorisation of third parties and the authorisation of the proxy appointed by the Company will be sent. To ensure that they receive the registration confirmation on time, we kindly ask the shareholders to make early arrangement for their registration and proof to be submitted.

As regards the participation in the meeting and the exercise of voting rights, only such person is deemed to be a shareholder in relation to the Company who has furnished proof of shareholding. The entitlement to participate and the scope of the voting right are exclusively based on the shareholding as at the Record Date. The Record Date does not entail a lock-up on the disposal of shares. Even in the event of a complete or partial disposal of the shareholding after the Record Date, only the shareholding of the registered person as at the Record Date will be relevant for the participation and the scope of the voting right; this means that sales of shares after the Record Date do not have any effect on the entitlement to participate in the General Meeting and the scope of voting rights. The same shall apply if shares are newly or additionally acquired after the Record Date. Persons who do not yet hold any shares at the Record Date and become shareholders only after that date, as well as registered persons who additionally acquire further shares after the Record Date, will be entitled to participate in the meeting and in voting only with respect to the shares acquired by them after the Record Date insofar as they are appointed as proxy or are granted authorisation to participate and exercise these rights.

2. Broadcasting of Virtual Annual General Meeting over Internet audio visually

The Annual General Meeting will be broadcast audio visually for the duly registered shareholders and the persons authorised by them for the entire duration of the Meeting on 9 June 2021 from 10.00 a.m. (CEST) on the Internet via the access-protected InvestorPortal at

<http://www.rhoen-klinikum-ag.com/hv>

The access data for the InvestorPortal will be sent together with the registration confirmation for the Virtual Annual General Meeting (for details, see II.1).

3. Procedure for voting by postal vote

By using what is referred to as the postal vote procedure, shareholders can cast and modify their votes by electronic communication means using the access-protected InvestorPortal at <http://www.rhoen-klinikum-ag.com/hv>. Only those shareholders are entitled to exercise their voting right by postal vote – either themselves or through persons authorised by them – who have duly registered as set out under II.1 above.

The access data required for the InvestorPortal will be sent together with the registration confirmation for the Virtual Annual General Meeting (see II.1). The possibility of voting by postal vote using the InvestorPortal will exist until immediately prior to counting of votes at the Virtual Annual General Meeting on 9 June 2021. Up to that time, it will also still be possible to modify postal votes cast using the InvestorPortal.

4. Representation for voting by proxy

Shareholders not wishing to participate in the General Meeting themselves may exercise their voting rights by appointing a proxy, e.g. through an intermediary (e.g. a credit institution), a shareholders' association, a voting rights adviser or another third party (4.1 below) or through the proxy appointed by the Company (4.2 below). Also in this case, timely registration together with the submission of the proof of shareholding will be required.

4.1 Third-party proxies

The shareholders who have registered for the Annual General Meeting in due time receive a proxy form together with the registration confirmation to the Virtual Annual General Meeting. Furthermore, a form for granting of proxy voting rights as well as a form for revoking such grant will be available on the Company's website at <http://www.rhoen-klinikum-ag.com/hv> shortly after the convening of the Annual General Meeting. Shareholders wishing to authorise a proxy are requested to preferably use the proxy form sent along with the registration confirmation in order to issue such authorisation.

The authorisation may be granted by notice to the third-party proxy or by notice to the Company. In the case of the authorisation being granted by notice to the third party, proof of authorisation must be submitted to the Company.

Generally, the grant of authorisation, the revocation and proof of such authorisation needs to be notified to the Company in text form (section 126b BGB) if neither an intermediary (e.g. credit institution), a shareholders association, a voting rights adviser nor other legal entity covered by section 135 AktG is authorised to exercise the voting right.

If an authorisation to exercise voting rights is granted to an intermediary (e.g. a credit institution), a shareholders' associations or other legal entity covered by section 135 of the AktG, some specific features usually have to be taken into account: text form is not required, but the proxy must record the authorisation in a verifiable form; in addition, it has to be complete and may only include statements related to the exercise of voting rights. We therefore request our shareholders to consult on this issue with the aforementioned persons / legal entities.

If a shareholder authorises more than one person as proxy, the Company may reject one or several of them.

Grant of the authorisation and proof of the authorisation may be sent by notice to the Company by post, fax or e-mail **by 8 June 2021, 24.00 hours (CEST)** to the following address:

RHÖN-KLINIKUM Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich, Germany; or

by fax: ++49 (0) 89 3090374675; or
by e-mail: rka-hv2021@computershare.de

After registration has been duly made (as described under II.1 above), the possibility of sending the grant of an authorisation, its revocation and the proof of the authorisation to the Company using the access-protected InvestorPortal at <http://www.rhoen-klinikum-ag.com/hv> is also available in addition to the ways described above. The access data required for the InvestorPortal will be sent together with the registration confirmation for the Virtual Annual General Meeting (see II.1). It will still be possible to send the data using the InvestorPortal until immediately prior to counting of votes at the Virtual Annual General Meeting on 9 June 2021. Authorisations already granted or proven to the Company (as described above) by post, fax or e-mail may still be revoked up to that time using the InvestorPortal.

Authorised persons may not physically participate in the Virtual Annual General Meeting. They may exercise the voting right conferred by the shares represented by them only by way of postal vote (as described under II.3 above) or by grant of (sub-)authorisation, in particular to the proxy appointed by the Company (see II.4.2 below). For an authorised person to follow the Virtual Annual General Meeting through the InvestorPortal and to perform postal voting or grant (sub-)authorisation also by electronic means using the InvestorPortal, such authorised person requires the shareholder's access data for the InvestorPortal. When granting the authorisation simultaneous with registering for the Virtual Annual General Meeting, the access data are sent directly to the authorised persons. Otherwise, the access data must be sent by the shareholder to the authorised person.

4.2 Authorisation of proxy appointed by the Company

We offer our shareholders the possibility of authorising, prior to the Annual General Meeting, the proxy appointed by the Company and bound by instructions. A form for granting proxy voting rights and issuing instructions for proxy representation by the proxy appointed by the Company will be provided to the shareholders together with the registration confirmation for the Virtual General Meeting. The form for granting of authorisation to the proxy appointed by the Company will be available on the Company's website at <http://www.rhoen-klinikum-ag.com/hv> shortly after convening of the Annual General Meeting. However, there is no obligation to use the form offered by the Company in order to authorise, or issue instructions to, proxies appointed by the Company.

However, the proxy appointed by the Company, if authorised, requires clear voting instructions by the shareholder regarding the individual items of the Agenda which are subject to resolution. If no such instructions are given, the proxy appointed by the Company cannot represent the votes. The proxy is obliged to vote in accordance with the instructions issued by the shareholders. The proxy appointed by the Company will not receive any instructions to ask questions, submit motions or make objections.

The grant of authorisation and instructions to the proxy appointed by the Company as well as the revocation of such authorisation and the modification of instructions also require written form (section 126b BGB). Further details regarding the appointment of proxies and voting instructions to the proxy appointed by the Company will be sent together with the registration confirmation for the Virtual General Meeting.

The authorisation of and voting instructions to the proxy appointed by the Company must be received by the Company by post, fax or by e-mail at the following address **by 8 June 2021, 24.00 hrs (CEST)**:

RHÖN-KLINIKUM Aktiengesellschaft
c/o Computershare Operations Center
80249 Munich, Germany; or
by fax: ++49 (0) 89 3090374675; or
by e-mail: rka-hv2021@computershare.de

After registration has been duly made (as described under II.1 above), the possibility of sending the grant of an authorisation and issuing instructions to the proxy appointed by the Company as well as a revocation of the authorisation and a modification of instructions using the access-protected InvestorPortal at <http://www.rhoen-klinikum-ag.com/hv> will also be available in addition to the ways described above. The access data required for the InvestorPortal will be sent together with the registration confirmation for the Virtual Annual General Meeting (see II.1). It will be possible to send the data using the InvestorPortal until immediately prior to counting of votes at the Virtual Annual General Meeting on 9 June 2021. Authorisations and instructions already granted or issued (as described above) by post, fax or e-mail to the Company may still be revoked or modified up to that time using the InvestorPortal.

Further details on the grant of authorisation and issuing of instructions will be sent together with the registration confirmation after registration for the Virtual Annual General Meeting has been duly made. Such information will also be accessible on the Company's website at <http://www.rhoen-klinikum-ag.com/hv>.

5. Shareholder proposals and nominations, right to ask questions, right to raise objections

5.1 Supplemental Items upon request of a minority (section 122 (2) of the AktG)

Shareholders whose shares together reach the pro-rata portion of the registered share capital of € 500,000.00 (this corresponds to 200,000 shares) may request items to be put on the Agenda and announced. Each new agenda item has to be submitted with a statement of reasons or a resolution proposal. The request is to be addressed to the Board of Management in writing and must be received by the Company at the address below at least 30 days prior to the meeting, i.e. **by no later than 9 May 2021, 24.00 hrs (CEST)**:

RHÖN-KLINIKUM Aktiengesellschaft
– Board of Management –
Schlossplatz 1
97616 Bad Neustadt a. d. Saale
Germany

The Company will treat any admissible resolution proposal sent with a proper supplementing request in the same way as if it had been put forward once again at the Annual General Meeting provided that the shareholder making the proposal is duly registered and has furnished proof of his shareholding (as described under II.1 above).

5.2 Shareholder motions and nominations (sections 126 (1) and 127 of the AktG)

Pursuant to section 126 (1) of the AktG, each shareholder is entitled to submit counterproposals to resolutions proposed by the Board of Management and/or the Supervisory Board regarding items of the Agenda. The same applies to counterproposals for nominations regarding the election of members of the Supervisory Board and auditors (section 127 of the AktG).

Such counterproposals and nominations are to be directed exclusively to:

RHÖN-KLINIKUM Aktiengesellschaft
– Annual General Meeting –
Schlossplatz 1
97616 Bad Neustadt a. d. Saale, Germany; or
by e-mail: hv@rhoen-klinikum-ag.com

The Company will immediately make all counterproposals and nominations from shareholders submitted to this address at least 14 days prior to the Annual General Meeting, i.e. **by no later than 25 May 2021, 24.00 hrs (CEST)**, available to all shareholders on the Company's website at <http://www.rhoen-klinikum-ag.com/hv>, provided such counterproposals and nominations satisfy the requirements of section 126 of the AktG and section of the 127 AktG, respectively, including the name of the shareholder and where appropriate stating the reasons. Any statements by the Management will also be published at the above Internet address.

A counterproposal does not need to be made available if one of the exclusion elements of section 126 (2) sentence 1 of the AktG exists. The reasons for the counterproposal need not be made available if the text thereof exceeds a total of 5,000 characters.

Nominations do not need to be made available if they do not contain the name, practised profession and place of residence of the nominated person and, in the case of an election of Supervisory Board members, details on their membership in other statutorily constituted supervisory boards. Pursuant to section 127 sentence 1 of the AktG in conjunction with section 126 (2) of the AktG, there are further reasons for which, if they exist, nominations do

not have to be made available through the website. In all other respects, the conditions and provisions for making available counterproposals apply *mutatis mutandis*.

Counterproposals and nominations to be made available in accordance with sections 126, 127 of the AktG will be deemed to have been put forward at the Virtual Annual General Meeting pursuant to section 1 (2) sentence 3 of the **COVMG** if the shareholder making the proposal is duly registered and has furnished proof of his shareholding (as described under II.1 above).

5.3 Right to ask questions by electronic communication means (section 1 (2) sentence 1 no. 3, sentence 2 COVMG)

Shareholders and the persons authorised by them have a right to ask questions by electronic communication means pursuant to section 1 (2) sentence 1 no. 3 COVMG. The right to ask questions exists only for shareholders and the persons authorised by them who have duly registered for the Virtual Annual General Meeting and have furnished proof of their shareholding as described under II.1. Questions of the shareholders must be submitted at the latest one day before the Virtual Annual General Meeting, i.e. **by no later than 7 June 2021, 24.00 hours (CEST) (receipt)**, exclusively by electronic communication means via the access-protected InvestorPortal at <http://www.rhoen-klinikum-ag.com/hv>.

The Board of Management will decide at its duly and freely exercised discretion how to answer the questions. In particular, it may summarise questions and answers to questions if it deems this to be sensible.

5.4 Objection to resolutions of the Virtual Annual General Meeting pursuant to section 1 (2) sentence 1 no. 4 COVMG

Shareholders and persons authorised by them who have exercised the voting right may raise objections to resolutions of the Virtual General Meeting by way of electronic communication using the access-protected InvestorPortal at <http://www.rhoen-klinikum-ag.com/hv> pursuant to section 245 no. 1 of the AktG in conjunction with section 1 (2) sentence 1 no. 4 of the COVMG. The right to raise an objection will exist on 9 June 2021 from the beginning of the Virtual Annual General Meeting until it is closed by the Meeting chairman.

5.5 Further explanations on shareholder rights

Further explanations on the shareholders' rights pursuant to sections 122 (2), 126 (1), 127, section 131 (1) of the AktG and section 1 (2) sentence 1 nos. 3 and 4, sentence 2 of the COVMG are available on the Company's website at <http://www.rhoen-klinikum-ag.com/hv> from the date of convening of the Annual General Meeting.

6. Total number of shares and voting rights

At the date of convening of the Annual General Meeting, the registered share capital of RHÖN-KLINIKUM Aktiengesellschaft is divided into a total of 66,962,470 non-par bearer shares in the aggregate each conferring one vote. The total number of voting rights thus amounts to 66,962,470 voting rights. Upon convening of the Annual General Meeting, the Company holds 24,000 treasury shares that do not grant it any voting rights.

7. Documents in connection with the Annual General Meeting and further information

This Invitation to the Annual General Meeting, all documents to be made available at the Annual General Meeting as well as any further information in connection with the Annual General Meeting, particularly pursuant to section 124 a of the AktG, are available for inspection on the Company's website at <http://www.rhoen-klinikum-ag.com/hv> from the date of convening of the Annual General Meeting.

Any counterproposals, nominations and supplemental requests of shareholders which are received by the Company and are subject to publication are also made available on the aforementioned website.

Bad Neustadt a. d. Saale, April 2021

RHÖN-KLINIKUM Aktiengesellschaft
The Board of Management

INFORMATION ON DATA PROTECTION

*In a **Data Privacy Statement**, the information relating to the processing of personal data in connection with the Annual General Meeting on 9 June 2021 will be published on the Company's website at <http://www.rhoen-klinikum-ag.com/hv>.*