



Dear Shareholders, Dear Ladies and Gentlemen,

Chairman of the Supervisory Board
Dr Jan Liersch

In the following I will tell you about the work of the Supervisory Board and its committees during financial year 2022.

The negotiations with representatives of the Hesse State Government on the granting of investment funding for Universitätsklinikum Gießen und Marburg (UKGM) as well as the related negotiations on the conclusion of a follow-on agreement to the White Paper (Zukunftspapier) from 2017 was a major part of the Supervisory Board's work performed in financial year 2022. A total of three extraordinary meetings of the Supervisory Board dealing with this issue were held, and this item was deliberated on and discussed thoroughly in the ordinary Supervisory Board meetings as well. After the negotiations temporarily stalled in the summer of 2022, they gained momentum again towards the end of the financial year and then culminated in a groundbreaking agreement with the Federal State of Hesse for UKGM at the end of February 2023.

Cooperation between the Supervisory Board and the Board of Management

During financial year 2022, the Supervisory Board examined on an ongoing basis and in detail the situation and development of the Company, fully performing the duties incumbent on it by law, the Articles of Association and the Terms of Reference. These include continuously monitoring management activity and regularly advising the Board of Management on directing the Company. In

performing its duties, the Supervisory Board was at all times guided by the decisive principles of appropriateness, compliance with legal provisions, expediency and efficiency. Observance of these principles by the Board of Management was monitored by regularly reviewing the Company's general organisation and verifying the instruments used for internal risk control.

The Supervisory Board was involved in fundamental and important decisions taken by the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft. The Board of Management complied with its duties to inform, keeping us informed on a timely basis both in written form and orally, with documents and records of relevance for decisions being provided to us in good time prior to the respective deliberations and meetings. We acknowledged the reporting and the information submitted by the Board of Management regarding strategic and operative business performance, compliance issues as well as risks and risk management, and reviewed the same for plausibility and comprehensibility, advised the Board of Management and discussed issues of business performance thoroughly with the Board of Management and also scrutinised.

As chairman of the Supervisory Board, I also engaged in a regular exchange of information and ideas with all members of the Board of Management – also between meetings held by the corporate bodies – and was kept thoroughly informed at all times about material developments and current business transactions. We thoroughly discussed the resolution proposals made by the Board of Management in the Supervisory Board committee responsible for the respective items and/or the Supervisory Board plenary session and, to the extent required by statute, the Articles of Association and the Terms of Reference, gave our opinion on the same after a careful review. Where required in the case of particularly pressing and time-critical business matters, the Supervisory Board, or, as the case may be, the competent committee also adopted resolutions by voting in written form. Moreover, in view of the ongoing risks of COVID-19 infections, various meetings were conducted as fully virtual meetings in the form of a video conference in financial year 2022.

Work of the Supervisory Board in the plenary session

In financial year 2022 a total of seven (four ordinary and three extraordinary) meetings of the Supervisory Board plenary session were held; moreover, four written resolutions were adopted by the plenary session of the Supervisory Board. The members of the Board of Management attended the meetings of the Supervisory Board except in those cases of agenda items relating to internal issues and matters of the Supervisory Board and matters pertaining to the Board of Management. Two of the seven meetings of the Supervisory Board plenary session were conducted as fully virtual meetings (by video/telephone conference). Information on the composition of the Supervisory Board and the committees as well as attendance of the individual members in the meetings can be found in the overview at the end of this Report.

At the meetings of the Supervisory Board the plenary session, based on detailed reports of the Board of Management on current developments, strategic issues and the financial position of the Group, as well as based on the written reports and presentations by the Board of Management, regularly deliberated together with the Board of Management on the net assets, financial position and results of operations, the trend in revenues and earnings, the performance data, key figures and human resources of the Company and Group as well as of the individual Group subsidiaries. The Supervisory Board moreover, together with the Board of Management, examined the impact of the COVID-19 pandemic on the business performance and the hospitals of the RHÖN-KLINIKUM Group as well as the stage reached in negotiations with the representatives of the Hesse State Government on the granting of investment funding for UKGM in a follow-on agreement. This follow-on agreement was to replace the “agreement on the

implementation of the white paper for the further development of university medicine in Central Hesse” (Zukunftspapier für die Weiterentwicklung der hessischen Universitätsmedizin) in effect since 2017 between RHÖN-KLINIKUM Aktiengesellschaft, Universitätsklinikum Gießen und Marburg GmbH (UKGM), the Universities of Giessen and Marburg (along with their respective faculty of medicine) and the Federal State of Hesse. The Board of Management moreover informed on current developments in healthcare policy, the healthcare environment, healthcare legislation and their impact on the Group as well as the competitive situation. The respective interim reports for the past quarters were explained by the Board of Management in detail in the plenary session prior to publication.

In an extraordinary Supervisory Board meeting on 1 February 2022 – the first meeting of the financial year – the Supervisory Board thoroughly examined the Letter of Intent signed by the Board of Management on 14 January 2022 on the granting of investment funding by the Federal State of Hesse for UKGM and approved the same. The key points agreed in the Letter of Intent were then to be transposed into a binding follow-on agreement in the course of 2022. In addition, the Supervisory Board adopted various adjustments to the respective Terms of Reference of the Board of Management and Supervisory Board and voted to propose Dr Cornelia Süfke to succeed Ms Nicole Mooljee Damani as member of the Supervisory Board at the Annual General Meeting of RHÖN-KLINIKUM Aktiengesellschaft.

At the balance sheet meeting on 23 March 2022, which was also attended by KPMG AG Wirtschaftsprüfungsgesellschaft (KPMG) (as statutory auditor for financial year 2021, we thoroughly discussed in the plenary session – after a statement given by the Audit Committee – together with the Board of Management the annual financial statements and management report of RHÖN-KLINIKUM Aktiengesellschaft as well as the consolidated financial statements and the Group management report for financial year 2021. The auditor reported on the essential findings and results of the audits and were available to us for questions and additional information. The plenary session approved both the annual financial statements and the consolidated financial statements. After the Supervisory Board completed its own review, the separate condensed non-financial report for 2021 reviewed by KPMG was moreover approved. In addition, the Supervisory Board resolved to support the Board of Management’s proposal for the appropriation of net distributable profit for financial year 2021. Lastly, the Supervisory Board looked at the Report of the Board of Management on Relations to Affiliates (dependent company report) and resolved – on recommendation by the Audit Committee – that no objections were to be raised against the declaration made by the Board of Management at the end of the report. Furthermore, the Supervisory Board approved the Declaration on Corporate Governance

pursuant to sections 289f, 315d of the German Commercial Code (Handelsgesetzbuch, HGB) and adopted the Remuneration Report prepared jointly with the Board of Management for financial year 2021 and the Report of the Supervisory Board for financial year 2021. At the meeting, a report of the Board of Management was presented at which among other things the financial position of the Company and the strategy for 2022, the stage reached in negotiations with the Federal State of Hesse on the granting of investment funding for UKGM as well as issues relating to human resources and wages were discussed. The meeting also dealt with the preparation of the Annual General Meeting. In this regard, we approved the holding of the Annual General Meeting as a virtual Annual General Meeting and adopted the agenda and the resolutions proposed to the Annual General Meeting. This approval also covered the conclusion of profit-and-loss transfer agreements with four subsidiaries – namely RHÖN-KLINIKUM Services GmbH, RHÖN-KLINIKUM Business Services GmbH, RHÖN-KLINIKUM Service Einkauf + Versorgung GmbH and RHÖN-KLINIKUM IT Service GmbH – aimed at creating a clear structure within the RHÖN Group and making use of all potential tax advantages. The meeting moreover focused on matters pertaining to the remuneration of the Board of Management. The Supervisory Board thus examined the achievement of targets under the bonus agreements with the members of the Board of Management and adopted target agreements for 2022. Moreover, the dissolution of the Medical Innovation and Quality Committee was resolved by the Supervisory Board at the balance sheet meeting on 23 March 2022.

Given the increasingly difficult negotiations with the Federal State of Hesse on the granting of investment funding and the conclusion of a follow-on agreement, a further extraordinary meeting of the Supervisory Board was held on 16 May 2022. Since it appeared doubtful at that point in time that a follow-on agreement on granting investment funding for UKGM would be concluded with the Federal State of Hesse, the Supervisory Board, after being thoroughly informed by the Board of Management and careful deliberations, approved as a precaution a termination of the agreement – applicable at that time – between UKGM, the Federal State of Hesse and the universities of Giessen and Marburg (each together with their respective faculty of medicine) from 2017 with effect from expiry of 31 December 2022. The Supervisory Board considered this move was needed to ensure the necessary manoeuvring room of the Company for 2023 since in this regard a notice of termination of the agreement had to be given by 30 June 2022. At the same time, however, the Supervisory Board affirmed its support for the efforts of the Board of Management to promptly follow up the Letter of Intent of 14 January 2022 with a binding agreement.

At the ordinary meeting on 8 June 2022 following the Annual General Meeting, the Supervisory Board examined the position of the Company, the current position and economic performance of key operative subsidiaries as well as the (re-)calculation of inter-company recharges and discussed this in each case together with the Board of Management. Furthermore, we looked at developments in areas of human resources and wages and were provided with reporting on progress made in strategic areas of activity. As part of the investment planning, the Supervisory Board moreover approved various investments at different hospital sites. Another resolution item was the prolongation of the office terms for Dr Höftberger and Dr Stranz as members of the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft by a further period of two years in each case as well as the corresponding prolongation of the Board of Management service contracts on unchanged terms and conditions. Lastly, the Supervisory Board examined the assessment of its self-evaluation (in this regard, see “Self-evaluation of the Supervisory Board” below).

At the ordinary meeting on 21 September 2022, the Supervisory Board once again discussed the Company's current position and economic performance, particularly with regard to rising energy costs and supply chain disruptions. The Board of Management further informed on matters specific to the Group divisions and remitted a status report on the discussions with the Federal State of Hesse on the granting of investment funding for UKGM. Moreover, the Supervisory Board once again approved investments at several hospital sites that were subject to approval.

At an extraordinary Supervisory Board meeting on 18 October 2022, the Supervisory Board deliberated on personnel changes on the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft. After Dr Höftberger had requested me as chairman of the Supervisory Board to terminate his contract early, the Supervisory Board complied with this request. The Supervisory Board acknowledged the intended resignation with effect from 31 October 2022 and approved the conclusion of a termination agreement. With this mutually agreed step, both Dr Höftberger and the Supervisory Board wished to act in the interests of the employees and all patients of UKGM to give new momentum to the deadlocked negotiations with the Federal State of Hesse on the conclusion of a follow-on agreement for UKGM. With effect from 1 November 2022, the Supervisory Board appointed Prof. Dr Kaltenbach for the period of three years as a member of the Board of Management, and at the same time appointed him as chairman of the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft. Moreover, the Supervisory Board in this regard decided to reduce the size of the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft to three persons. In this context it approved the conclusion of an agreement amending the existing service contract with the then

current member of the Board of Management, Prof. Dr Griewing, under which Prof. Dr Griewing was to leave the Board of Management in his function as CMO (Chief Medical Officer) and assume the position of a Generally Authorised Representative.

At the ordinary meeting on 15 December 2022 the Board of Management, referring to the public announcement on 5 December 2022 regarding the breakthrough in the negotiations with the Federal State of Hesse on the granting of investment funding to UKGM, reported that a new white paper on the further cooperation and coverage of investment requirements of UKGM for the next ten years would soon be concluded. According to the report of the Board of Management, the understanding on the key points reached at the beginning of December 2022 was to be transposed into a binding agreement by the end of February 2023; to preclude any gap in the provisions, the existing agreements with the Federal State of Hesse were moreover, and contrary to the notice of termination already given in June 2022, prolonged until the end of February 2023 at the latest. The Supervisory Board further deliberated jointly with the Board of Management on the current trend in service volumes as at 30 November 2022 as well as the current developments in human resources and wages. Moreover, the Supervisory Board examined the preliminary economic and investment planning for financial year 2023. At this meeting the Supervisory Board also examined the adjustment of the regular issuing of the Declaration of Compliance pursuant to section 161 of the German Stock Corporation Act (Aktiengesetz, AktG) for implementing the recommendations and suggestions as set out in the German Corporate Governance Code (GCGC) (for further details, see "Corporate Governance and Issue of the Declaration of Compliance").

Work of the Supervisory Board in the committees

With a view to performing its tasks and assuming its responsibility in the best possible way, the Supervisory Board has set up standing committees whose members possess specific expertise and experience for the special issues dealt with in the committees.

The committees prepare resolutions and issues to be decided in the plenary session of the Supervisory Board. They act as bodies with power to pass resolutions within the scope prescribed by law, the Articles of Association – also in lieu of the Supervisory Board – and the Terms of Reference of the latter to the extent consistent with statute and previously defined by the Supervisory Board. The committees generally meet separately from plenary sessions. Meetings were also held as conference calls convened on short notice or in the form of a video conference as required.

At three meetings held in each case by video conference, the **Personnel Affairs Committee** prepared subjects relating to personnel matters of the Board of Management for the Supervisory Board and, to the extent required, adopted resolutions and accordingly made recommendations to the Supervisory Board on the adoption of resolutions.

During the past financial year, the **Mediation Committee** (pursuant to section 27 (3) of the Co-Determination Act (MitBestG)) did not meet.

The **Audit Committee** of the Supervisory Board met four times during the year under review, with all meetings having been held by video conference. All meetings were attended by representatives of the Board of Management. One meeting was attended by the statutory auditor for financial year 2021, KPMG. At another meeting, KPMG attended as auditor for the review of the interim report for the first half of financial year 2022.

The Audit Committee notably was responsible for review and preliminary consultation for the RHÖN-KLINIKUM Aktiengesellschaft consolidated annual financial statements for financial year 2021.

The Audit Committee assessed the independence of KPMG designated as statutory auditor to audit the consolidated financial statements and the Group management report as well as the annual financial statements and the management report for financial year 2022 and to conduct the review of the half-year financial report, obtained the statement regarding the auditor's independence, recommended to the plenary session of the Supervisory Board a proposal for the election of the auditor to be submitted to the Annual General Meeting and – after the election – issued the statutory auditor with the audit assignment and concluded with it a reasonable fee agreement for the same. The Audit Committee also defined the areas of emphasis of the audit of the 2022 annual financial statements that were to be considered by KPMG beyond the statutory audit scope.

Since the entry into force of the Financial Market Integrity Strengthening Act (Finanzmarktintegritätsstärkungsgesetz, FISG) has resulted in changes relating to the requirements for the auditing of financial statements and in particular the independence of the statutory auditor, the Audit Committee – to implement such changes – also adopted an update of the list of non-audit services that may be performed by the statutory auditor. The quality of the audit of financial statements and the services additionally performed by the statutory auditor were monitored by the Committee.

Questions of fundamental importance relating to accounting, corporate planning, the capital base, the monitoring of the accounting process, as well as the effectiveness of the internal controlling system, risk management system (including special business risks), and the internal audit system were discussed with the Board of Management and in some cases also with the statutory auditor. The interim reports were thoroughly discussed on a regular basis with the Board of Management prior to their publication, as well as the half-year financial report with the Board of Management and in the presence of KPMG giving due regard to the review by the latter.

The Group controlling report on performance and finance controlling submitted quarterly, which forms part of our risk management system, was thoroughly discussed in each case with the Board of Management. Here, the development of service volumes and earnings of the Group and of the individual Group hospitals was also analysed, scrutinised and discussed with the Board of Management, also with regard to deviations from targets.

The Audit Committee kept itself regularly informed by the responsible member of the Board of Management and by reports submitted by the head of Internal Auditing about the activity of the Internal Auditing department as well as the expansion of cooperation with Asklepios Kliniken GmbH & Co. KGaA (Asklepios) in this area, and examined the auditing plan for 2022 as well as its update. The auditing plan for 2023 was approved. The audit reports of the Internal Auditing department as well as the 2021 activity report were then submitted in the Committee and discussed with the Board of Management. The Board of Management kept itself informed of the implementation of the recommendations by the Internal Auditing department by obtaining information on the results of follow-up reporting and review. We once again satisfied ourselves of the effectiveness of the Internal Auditing department.

Furthermore, the Committee kept itself informed on the activity of the Compliance department as well as the expansion of cooperation with Asklepios in this area through reports by the responsible member of the Board of Management and the head of Compliance.

For the non-financial declaration at the Company level and Group level to be submitted in the form of a separate condensed non-financial report for 2022, the Committee once again adopted a resolution on the performance of a voluntary external audit. The audit assignment was issued to the statutory auditor, KPMG, on the basis of an offer and after conclusion of a fee agreement.

By resolution of 23 March 2022, the Supervisory Board dissolved the **Medical Innovation and Quality Committee** which was responsible for advising the Board of Management with technical advice on developments and trends in medicine and monitoring the situation and development of medical quality within the Company, since there was no need to delegate these issues to a separate committee. Before its dissolution, the Committee did not hold any meeting during financial year 2022.

The **Nomination Committee**, which selects candidates from the shareholders' representatives and proposes them for nomination to the Supervisory Board, did not hold any meetings in financial year 2022. However, by written voting procedure it resolved on making a recommendation to the plenary session to nominate Dr Sufke to the Supervisory Board to succeed Ms. Mooljee Damani as representative of the shareholders.

The **Committee for Decisions on Related-Party Transactions** did not meet during the past financial year 2022.

Self-evaluation of the Supervisory Board

The effectiveness and efficiency of the bodies of a German stock corporation are decisive for a company's market success and sustainable development. The GCGC therefore underscores the importance of a regular review of the work of the supervisory board. The supervisory board is required to ask and answer questions of relevance for the performance of its supervisory duties and to discuss such issues jointly to ensure that the supervisory board can carry out its work properly and on a sustainable basis.

The relevant questions include the structure of the supervisory body as well as its committees, the appointment of supervisory board members as well as its procedures for regular cooperation. Moreover, it is essential to ensure effective communication between the supervisory board and the board of management and promote the role of the supervisory board members as representing the shareholders and employees with regard to the company's objectives and the resulting challenges.

In this context, the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft, with the assistance of a law firm, conducted a structured survey of the Supervisory Board members during the period from the end of 2021 to the end of February 2022. The period of the self-evaluation covered the work of the Supervisory Board from the 2020 Annual General Meeting.

The objective was to analyse the work of the Supervisory Board and on that basis develop recommendations for the future work of the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft. The feedback was therefore systematically assessed and then presented and discussed by the chairman of the Supervisory Board in the plenary session at the meeting on 8 June 2022. Overall, the survey revealed a positive picture of the work performed by the Supervisory Board; at the same time, however, some issues showing room for improvement in terms of the cooperation and work in the body and its committees were also identified. The findings obtained have since been taken into account by the full Supervisory Board, the committees as well as by the Supervisory Board chairman and committee chairpersons in their work.

Corporate Governance and issue of the Declaration of Compliance

Pursuant to section 161 AktG, the management board and supervisory board of a German exchange-listed stock corporation are required to state each year in a Declaration of Compliance to what extent the company complies with the recommendations of the GCGC and where it deviates from such recommendations.

In November 2022, the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft had approved the Declaration of Compliance prepared by the Audit Committee. Subsequently, the Declaration of Compliance had therefore been regularly revised and replaced by a Declaration of Compliance issued on 17 November 2022 by the Board of Management and the Supervisory Board.

Since the Declaration of Compliance is always to be issued in the same month as the previous year and the last ordinary meeting of the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft in 2023 is due to be held in the month of December, the Supervisory Board, at its meeting on 15 December 2022, updated the Declaration of Compliance once again – with a content identical to the Declaration of Compliance of 17 November 2022.

Examination and approval of the 2022 financial statements

The Board of Management adopted the financial statements of the Company and the management report for the year ended 31 December 2022 in accordance with the provisions of the HGB, while the consolidated financial statements as at 31 December 2022 and Group management report for financial year 2022 were adopted pursuant to section 315e HGB in accordance with the principles set out in the International Financial Reporting Standards (IFRS). The auditor, KPMG, examined the annual financial statements and the management report of the Company for financial year 2022 as well as the consolidated financial statements and Group management report for financial year 2022. The statutory auditor issued an unqualified auditor's report in each case.

The financial statements and management report of the Company, the consolidated financial statements and Group management report as well as the reports of the auditor KPMG as statutory auditor on the result of its audit were received by all members of the Supervisory Board together with the Board of Management's proposal for the appropriation of the net distributable profit for the year. These documents were examined by the Supervisory Board and extensively discussed by the Audit Committee and by the Supervisory Board with representatives of the auditor at the respective balance sheet meetings. As part of the audit, the Audit Committee and the Supervisory Board examined both the accounting findings and the procedures and processes relating to the accounting findings. Based on the findings of the preliminary review by the Audit Committee, the Supervisory Board concurred with the findings of the auditor and, having conducted its own review, determined that it also sees no grounds for objections.

On recommendation of the Audit Committee, the Supervisory Board approved the annual financial statements of the Company and the consolidated financial statements prepared by the Board of Management at the meeting on 29 March 2023; the annual financial statements of the Company are thus adopted as final. The Supervisory Board approved the Board of Management's proposals for the appropriation of net distributable profit.

Moreover, the Supervisory Board, together with the Board of Management, adopted the remuneration report for financial year 2022 in accordance with section 162 AktG.

Review of separate condensed non-financial report

The Audit Committee and the Supervisory Board has furthermore examined the separate condensed non-financial report prepared with the Board of Management for 2022. KPMG has conducted a review to obtain limited assurance and has issued an unqualified report. The documents were carefully reviewed by the Audit Committee at its meeting on 28 March 2023 and by the Supervisory Board at its meeting on 29 March 2023. The Board of Management thoroughly explained the report at both meetings. Representatives of the auditor attended the meetings and reported on the key results of their review and answered additional questions from the Supervisory Board members. After its review, the Supervisory Board had no objections.

Audit of the Report on Relations to Affiliates

Since the takeover by Asklepios Kliniken GmbH & Co. KGaA in 2020 and in the absence of a controlling agreement, a Report on Relations to Affiliates (also known as dependent company report) pursuant to section 312 AktG was to be prepared by the Board of Management of the Company annually. This report must state all legal transactions effected by the Company in the past financial year with the controlling enterprise or an enterprise affiliated with it or at the request or in the interests of such enterprises, and all other measures it has taken or refrained from taking in the past financial year at the request or in the interests of such enterprises. The performance effected and consideration paid for the legal transactions, and the reasons for the measures and their advantages and disadvantages entailed for the Company and, in the case of disadvantages, how such disadvantages have been offset, must be stated.

KPMG, as statutory auditor, audited the Report of the Board of Management on Relations to Affiliates and issued the following auditor's opinion:

"Based on our duly performed audit and assessment, we hereby confirm that

1. the factual statements of the Report are true,
2. for the legal transactions as specified in the Report, the consideration paid by the Company was not unduly high."

The Supervisory Board examined the Report of the Board of Management on Relations to Affiliates. At our meeting on 29 March 2023, which was attended by KPMG as statutory auditor, we discussed the Report with the Board of Management thoroughly. Questions put to the Board of Management on individual legal transactions and measures specified in the Report were answered by the Board of Management fully and to the satisfaction of the Supervisory Board. Based on its review the Supervisory Board takes the view that the Report of the Board of Management on Relations to Affiliates satisfies the legal requirements. Following the conclusive findings of the reviews conducted by the Supervisory Board, no objections are to be raised against the declaration by the Board of Management at the end of the Report. Moreover, the Supervisory Board approved the audit report of the statutory auditor.

Composition of the Board of Management and changes in the Board of Management

Pursuant to section 7 (1) of the Company's Articles of Association, the Board of Management is made up of three persons unless expressly stipulated otherwise by the Supervisory Board.

By expiry of 31 October 2022, the Board of Management of RHÖN-KLINIKUM Aktiengesellschaft was composed of four persons – Dr Christian Höftberger, Dr Stefan Stranz, Dr Gunther K. Weiß and Prof. Dr Bernd Griewing. As a result of personnel changes on the Board of Management (in this regard see "Work of the Supervisory Board in the plenary session" above), the Board of Management of the Company has now been made up of only three persons since 1 November 2022: Prof. Dr Tobias Kaltenbach (CEO), Dr Stefan Stranz (CFO) and Dr Gunther K. Weiß (COO).

The personal details, functions and duties of the individual members of the Board of Management are presented in detail under the heading "Corporate bodies of the Company".

Composition of the Supervisory Board and changes in the Supervisory Board

Pursuant to Section 10 (1) of the Articles of Association of RHÖN-KLINIKUM Aktiengesellschaft in conjunction with the requirements of the Co-Determination Act (MitBestG), the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft is comprised of 16 members. Eight Supervisory Board members are elected by the shareholders and eight Supervisory Board members by the employees. In accordance with section 96 (2) 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 must be met by the Supervisory Board as a whole, since neither the shareholder nor employee representatives raised any objections regarding the issue of overall compliance.

After Nicole Mooljee Damani left the Supervisory Board with effect from 8 January 2022, the Local Court (Amtsgericht) of Schweinfurt by decision of 2 March 2022 appointed Dr Cornelia Sufke as member of the Supervisory Board of the Company. Dr Sufke was then elected as member of the Supervisory Board by the Annual General Meeting on 8 June 2022 for the period until conclusion of the Annual General Meeting resolving on formal approval of actions for financial year 2024.

The personal details of the members of the Supervisory Board in 2022 are set out in the notes to the consolidated financial statements. The section also provides information on the professional qualifications of the Supervisory Board members as well as their further mandates. The organisational structure of the Supervisory Board and the composition of the committees during the past financial year are set out in the overview provided following this Report.

The Supervisory Board thanks the members of the Board of Management, all employees of the Group as well as the employee representatives of all Group companies for their tremendous commitment and work performed during the past financial year which presented huge challenges for everyone.

The Supervisory Board

Dr Jan Liersch
Chairman

Bad Neustadt a. d. Saale, 29 March 2023

OVERVIEW OF THE ORGANISATIONAL STRUCTURE OF THE SUPERVISORY BOARD AND COMPOSITION OF THE STANDING COMMITTEES (AS AT 31 DECEMBER 2022)

1. Composition of the Supervisory Board

Dr Jan Liersch
Chairman

Georg Schulze
1st Deputy Chairman

Hafid Rifi
2nd Deputy Chairman

Members	Number of meetings: 7	
	Attendance	
Peter Berghöfer	7	100%
Nicole Mooljee Damani (until 8 January 2022)	/	/
Dr Julia Dannath-Schuh	6	86%
Regina Dickey	7	100%
Peter Ducke	7	100%
Prof. Dr Leopold Eberhart	7	100%
Irmtraut Gürkan	6	86%
Kai Hankeln	6	86%
Dr Jan Liersch	7	100%
Dr Martin Mandewirth	7	100%
Dr Thomas Pillukat	7	100%
Christine Reißner	7	100%
Hafid Rifi	7	100%
Oliver Salomon	7	100%
Georg Schulze	7	100%
Dr Cornelia Sufke (from 2 March 2022)	6	100%
Marco Walker	6	86%

2. Composition of the standing committees

Personnel Affairs Committee

Chairman Dr Jan Liersch

Members	Number of meetings: 3	
	Attendance	
Peter Ducke	3	100%
Kai Hankeln	3	100%
Dr Jan Liersch	3	100%
Dr Thomas Pillukat	3	100%

Nomination Committee

Chairman Dr Jan Liersch

Members	Number of meetings: 0	
	Attendance	
Kai Hankeln		
Dr Jan Liersch		
Hafid Rifi		

Mediation Committee

Chairman Dr Jan Liersch

Members	Number of meetings: 0	
	Attendance	
Kai Hankeln		
Dr Jan Liersch		
Dr Thomas Pillukat		
Georg Schulze		

Committee for Decisions on Related-Party Transactions

Chairman Dr Jan Liersch

Members	Number of meetings: 0	
	Attendance	
Nicole Mooljee Damani (until 8 January 2022)		
Irmtraut Gürkan (from 23 March 2022)		
Dr Jan Liersch		
Oliver Salomon		
Georg Schulze		

Audit Committee

Chairman Hafid Rifi

Members	Number of meetings: 4	
	Attendance	
Peter Berghöfer	4	100%
Regina Dickey	4	100%
Prof. Dr Leopold Eberhart	4	100%
Irmtraut Gürkan	4	100%
Dr Jan Liersch	4	100%
Hafid Rifi	4	100%

Medical Innovation and Quality Committee

The Supervisory Board dissolved the Medical Innovation and Quality Committee by resolution of 23 March 2022. Before its dissolution, the Committee did not hold any meetings during financial year 2022.