

21

CORPORATE
RESPONSIBILITY
REPORT

Vigilance



VIGILANCE
ASKLEPIOS
CORPORATE
RESPONSIBILITY
REPORT '21

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General information



About this report

As a healthcare group, we have taken responsibility for many years for our patients, for our employees, for the environment and society. We are now reporting about this corporate responsibility for the fourth time. In the Corporate Responsibility Report 2021, we describe our engagement in the areas of critical importance for us: Sustainable corporate governance, patients, employees and the environment. We document concepts, key figures for Asklepios as well as the goals and actions with which we guide our activities.

Reporting takes place annually since the 2018 financial year. We published the last Corporate Responsibility Report ("CR Report") in spring 2021. For transparency and comparison reasons, this CR report is aligned with the structure and standards of the 2016 and 2018 Global Reporting Initiative (GRI).

During the 2021 financial year, we conducted a materiality analysis and identified seven CR focus topics for Asklepios. They were defined in line with the requirements of the German CSR Directive Implementation Act (CSR RUG) and of the GRI standards. A detailed description of this process can be found on page 16 of this CR report. The results of the materiality analysis were approved by the Management Board.

The Asklepios Corporate Responsibility Report is a separate non-financial consolidated report in accordance with the Handelsgesetzbuch (HGB – German Commercial Code). The 2021 CR Report satisfies the requirements of a separate non-financial consolidated report in accordance with section 315b(3) HGB. This is a voluntary implementation of these requirements. The EU Taxonomy Regulation was not applied in the 2021 financial year.

This separate non-financial consolidated report has been audited by PricewaterhouseCoopers in accordance with the International Standard on Assurance (ISAE) 3000 (Revised) to determine with limited assurance whether the non-financial report of the company for the period from 1 January to 31 December 2021 has, in all material respects, been prepared in accordance with section 315c in conjunction with sections 289c to 289e HGB.

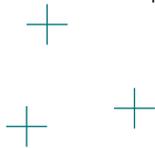
Information concerning fulfilment of the 2016 and 2018 GRI indicators is not a component of the separate non-financial consolidated report and was therefore not covered by the audit.

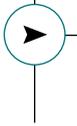
PwC has summarised the results of this audit in a final audit report (see Audit report p. 62). The Management Board of Asklepios was informed of the results of the audit and has also reviewed and approved the report.

Unless otherwise indicated, this report refers to all healthcare facilities operated in Germany by Asklepios Kliniken GmbH & Co. KGaA, which acts as the management company of the Asklepios Group with its headquarters in Hamburg. This does not include MediClin AG or Rhön-Klinikum AG. The reporting period is the 2021 financial year. Where possible, comparative data from the previous year are included. Any different periods are clearly indicated.

Editor's note

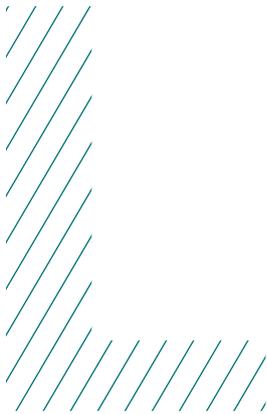
For reasons of readability, persons are generally referred to using the masculine form. These terms refer to all persons belonging to the corresponding group of people – irrespective of their (social) gender and gender identity.





Foreword by the Management Board

Ladies and gentlemen,



The 2021 financial year was defined from the outset by the ongoing COVID-19 pandemic. Although the nationwide vaccination campaign during the months from January to September did initially stabilise the seven-day incidence rate, leading to a slight improvement with regard to the pandemic, the number of COVID-19 patients rose rapidly once again in autumn 2021 and developments at our approximately 170 healthcare facilities mirrored the situation we faced a year ago.

For this reason, the 2021 financial year was once again characterised by stringent hygiene measures and bans on visits by relatives to guarantee the safety of our patients and our staff. After working incredibly hard throughout the pandemic, many of our employees were exhausted and increasingly disheartened when faced with the excessively high numbers of unvaccinated patients. Our Group-wide COVID task force, made up of colleagues from the areas of medicine, hygiene, pharmacy, procurement, communications as well as additional experts depending on the situation, continuously evaluated our COVID measures. Overall, we were very well prepared to continue fighting the pandemic and to fulfil our healthcare mandate and our responsibility to society.

Our Corporate Responsibility Report provides information about developments in the ESG area (Environment, Social, Governance) during the 2021 financial year. We have used the past months to further advance our CR management. In the summer of 2021, we carried out a structured materiality analysis to identify the most relevant CR topics for Asklepios. These can be assigned to our central action areas of corporate governance, patients, employees and the environment. For each topic, we have developed specific goals that are overseen by the ESG Board, which was also established in 2021. This report provides information about the strategic and operational control of our sustainability interests.

We want to provide our stakeholders with transparent information that bears comparison. With this in mind, our CR report conforms to the German CSR Directive Implementation Act (CSR RUG). It also adheres to the standards of the Global Reporting Initiative (GRI). Despite the ongoing challenges presented by the COVID-19 pandemic during the 2021 financial year, we successfully initiated important steps in the area of sustainability management.

open, respectful and honest dialogue with our

Protecting our patients and employees from the COVID-19
In summer



The Management Board of Asklepios Kliniken

From left to right:
 Joachim Gemmel, COO / Prof. Dr. Christoph U. Herborn, CMO /
 Kai Hankeln, CEO / Hafid Rifi, CFO / Marco Walker, COO

Video: Our corporate strategy



stakeholders is important to us

+

In the 2021 financial year, we advanced our CR management.

our top priority - In the 2021 financial year, we advanced our CR management.

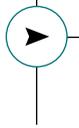
Transparent pandemic

2021, we defined seven key CR topics for Asklepios.

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Overview of Asklepios hospitals

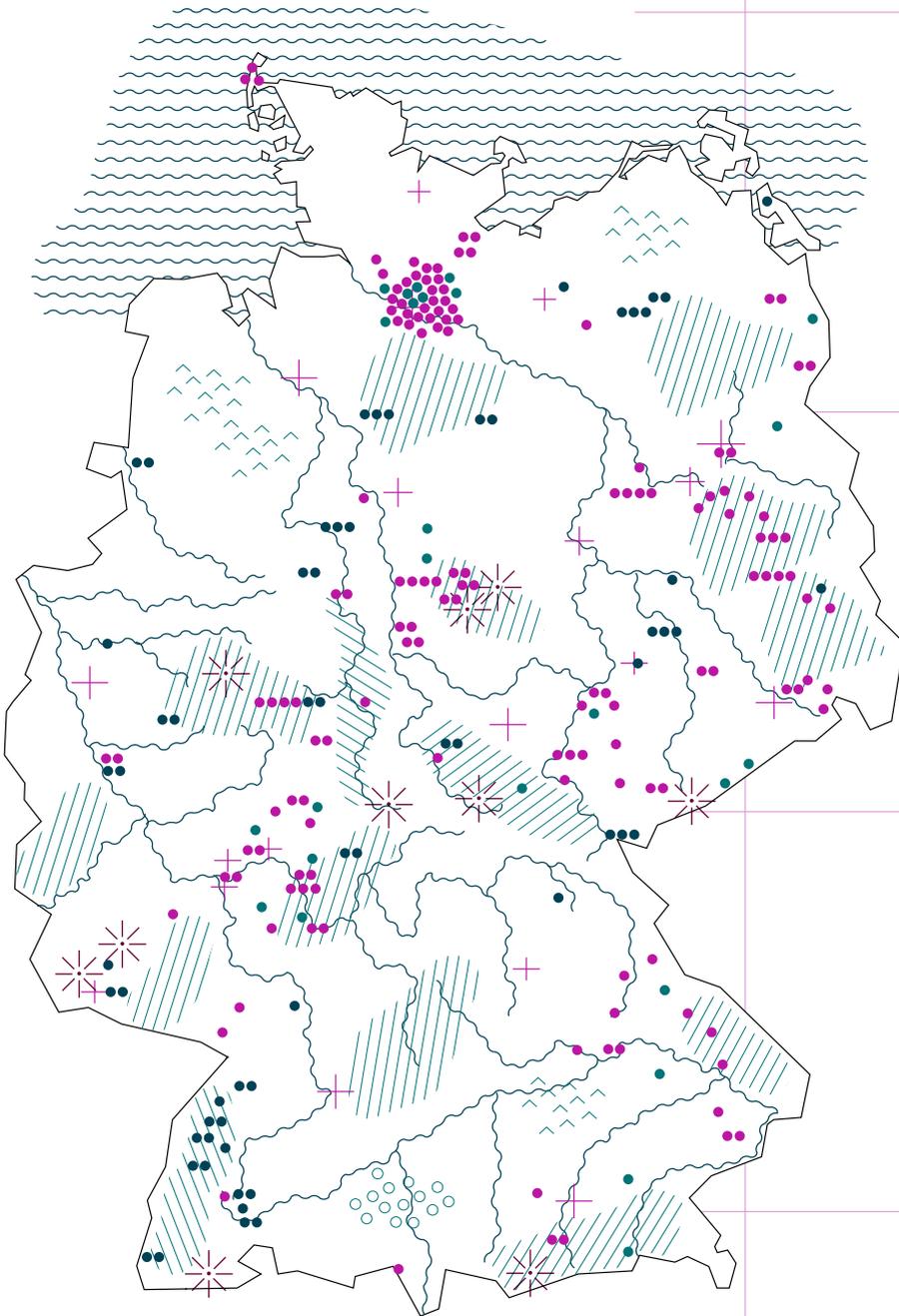
Since its foundation more than three decades ago, the family-owned company Asklepios has developed from a hospital operator to a future-oriented and digital company that embraces a holistic, integrated treatment approach. We see ourselves increasingly as a healthcare platform that offers new digital health formats alongside its traditional hospital operations. In cooperation with partners from the healthcare sector, we want to play an active role in shaping digitalisation and using it to improve healthcare in Germany. Our focus is on patient welfare at all times.

— From hospital operator to healthcare companion

Asklepios was established in 1985 and is now a leading operator of private hospitals in Germany with around 170 healthcare facilities in 14 German federal states. The Asklepios Group has been a majority shareholder of MediClin AG since 2011 and of Rhön-Klinikum AG since 2020. The Rhön hospitals supplement the Asklepios network with five excellent locations. In addition to university hospitals, providers of maximum, basic, standard and priority care as well as specialist hospitals and rehabilitation clinics, Asklepios operates medical centres (MVZ), software and e-health companies. The corporate values of medical quality, innovation and social responsibility have been in place since the company's foundation and continue to shape its development. The family-owned company is also committed to the digitalisation of the German healthcare system. Asklepios aspires to shape the future of medicine – and the key to this lies in digitalisation. The Asklepios vision of an integrated digital healthcare group is summed up by the term “Digital HealthyNear”. Additional information about the company profile can be found in the group management report 2021 from p. 16.

Healthcare facilities

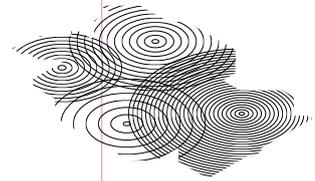
- Asklepios Kliniken
- Rhön-Klinikum AG
- MediClin AG



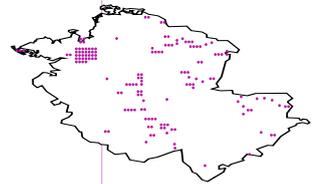
Networking



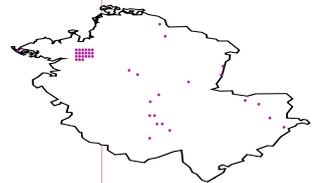
Digital networking



Nationwide care

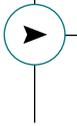


State-of-the-art medicine



Aftercare





Alignment of the CSR-RUG issues with the significant topics at Asklepios:

Topic at Asklepios	Assigned GRI aspect	Report section	Section 289c(2) HGB defines the concerns:
Raising awareness of the code of conduct/ principles of conduct	GRI 205 Anti-corruption	Sustainable corporate governance	Combating corruption and bribery
Patient safety	GRI 416 Customer health and safety GRI 418 Customer privacy 2016	Patients	Social matters
Patient satisfaction	GRI 416 Customer health and safety	Patients	Social matters
Employee health	GRI 403 Occupational health and safety	Employees	Employee matters
CO ₂ reduction	GRI 302 Energy GRI 305 Emissions	Environment	Environmental matters
Reduction of waste (e.g. food)	GRI 306 Waste	Environment	Environmental matters
Reduction of water consumption	GRI-303 Water and effluents	Environment	Environmental matters

— How we manage the Asklepios Group

The Management Board of Asklepios guides the company and defines the strategic orientation and its implementation. The other executive bodies of the company are the Supervisory Board, the Advisory Board and the Annual General Meeting. The Supervisory Board monitors and consults the management work by the general partner to the extent that this duty is not assigned to the Advisory Board. The Advisory Board is responsible for the consulting, controlling and monitoring of the management to the extent that these rights and duties are not assigned to the Supervisory Board or the Annual General Meeting. Additional information about the governing bodies can be found in the Annual Report 2021 on p. 128.

The organisational structure of Asklepios is based on the following centrally controlled Group departments: Outpatient Medicine, Architecture & Construction, Purchasing & Supply, Revenue Management, ESG & Sustainability, Information Technology, Hospital Financing, Medicine & Science, Medical Law, Human Resources, Care, Quality, Risk Management & Audit, Legal, Accounting, Taxes & Controlling, Corporate Communications as well as Insurance & Compliance.

The Group divisions develop goals and strategies for the entire Asklepios Group. Operational responsibility for achieving the goals rests with the regional units.

Key figures for the area of general information¹

Parameter	Unit	2021	2020	2019	GRI
Employees (annual average) ²	Headcount	67,415	67,630	48,415	102-8
Patients treated ³	Headcount	3,542,346	2,592,045	2,497,095	
Healthcare facilities	Number	approx. 170	approx. 170	approx. 160	102-7
Asklepios Group revenue	EUR million	5,118 (+17.8%)	4,343 (+22.8%)	3,537 (+3.8%)	201-1
Supervisory Board	Headcount	20	20	20	
Female		5	6	6	
Male		15	14	14	

¹ Figures relate to the entire Group (Asklepios Kliniken GmbH & Co. KGaA including MediClin AG and Rhön-Kliniken AG).

² Starting from FY 2020, the key figure is reported as an annual average and no longer as a reference date value.

You will therefore find different figures in the 2019 Asklepios CR report for that financial year.

³ Since FY 2020, the key figure has been reported more precisely than previously. You will therefore find different figures in the 2019 Asklepios CR report for that financial year.

Sustainable corporate governance

As one of the leading healthcare providers in Germany, Asklepios must strike a balance between the conflicting priorities of economic, environmental and social requirements and megatrends. If we are to live up to our corporate responsibility in future as well, we must think one step further. Only by taking sustainable action can we hope to achieve future viability.

For more than 35 years, we have carried great responsibility – for the care of our patients, for our employees and for society. Since then, our actions have been framed by our guiding principles of medical quality, innovation and social responsibility. Our principles of conduct are founded on the values of integrity, loyalty and trust, and they further strengthen our approach to sustainability.

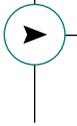
The challenges facing the German healthcare system are enormous and are further aggravated by the COVID-19 pandemic, which has been ongoing since March 2020. Demographic and social trends as well as changes to the illness spectrum as well as advances in medical technology and the current shortage of qualified staff are influencing the healthcare system. Our forward-looking business model and our focus on the areas of digital health allow us to meet these challenges head on. Asklepios and its partners advocate for the continuous improvement of and greater cooperation at a national level in the provision of healthcare.

By taking responsible action, our aim is not only to safeguard the future viability of Asklepios, but also to help achieve the sustainable development goals of the United Nations. The 17 Sustainable Development Goals (SDG) of Agenda 2030 represent a global plan for promoting sustainable peace and prosperity and for protecting our planet. In the 2022 financial year, a systematic analysis will be performed to determine how Asklepios works to achieve selected SDGs.

**ZIELE FÜR
NACHHALTIGE
ENTWICKLUNG**







Sustainability management: Strategically con- trolling sustainability

The Asklepios Management Board is responsible for the topic of corporate responsibility. Strategic sustainability management falls within

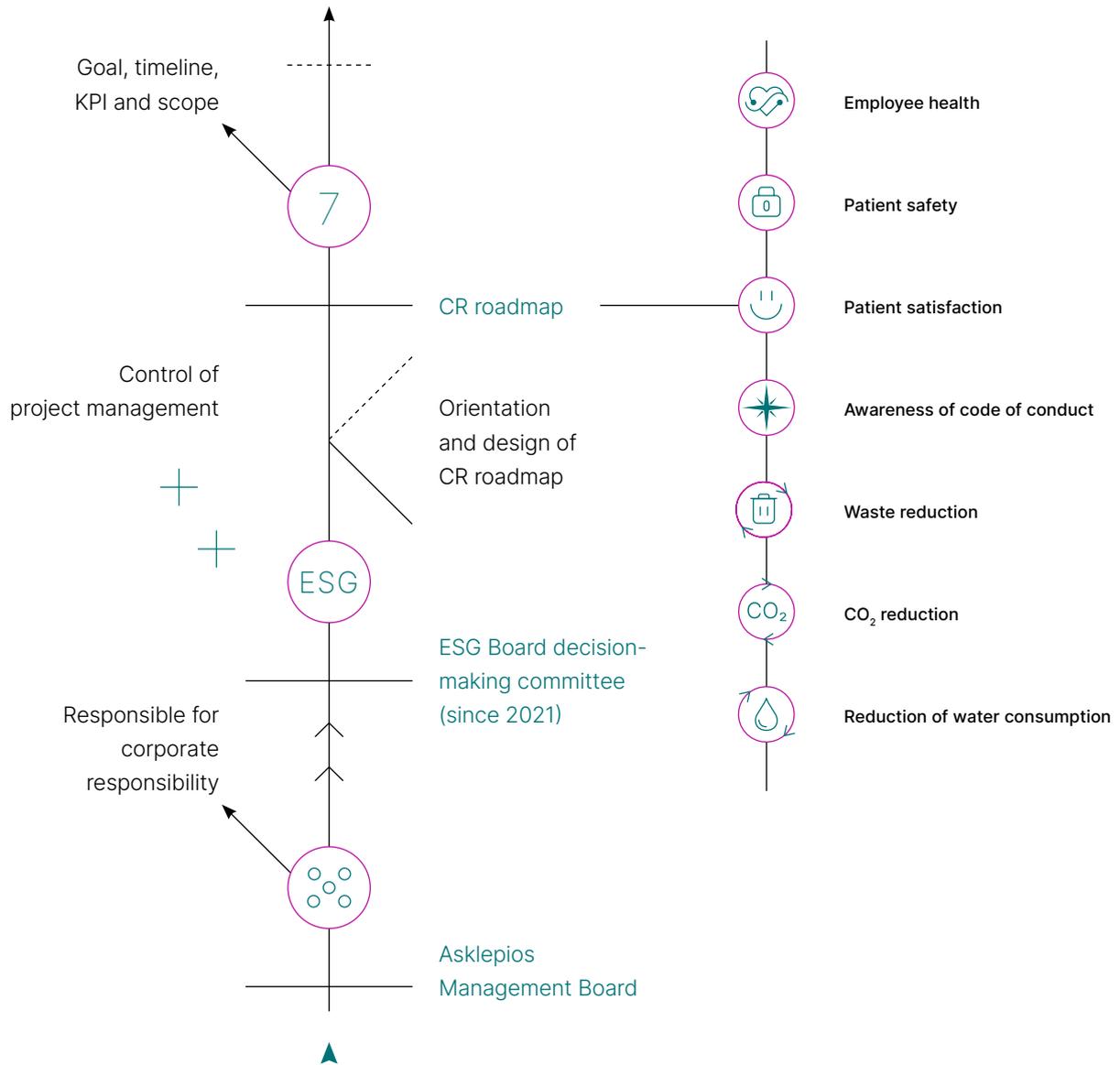
the remit of the ESG Board. The ESG Board was established as a decision-making committee at the start of the fourth quarter of 2021. It is mainly responsible for the orientation and design of the corporate responsibility roadmap ("CR roadmap"). With the CR roadmap, we are picking up on our seven key sustainability topics that we have identified as part of a systematic materiality analysis and have dealt with along with other matters in this report. The roadmap provides information on the goals, timeline, KPIs and scope of a respective issue and is described in more detail on p. 18. Another of the ESG Board's tasks is to exercise control through project management. The ESG Board is led by the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO) of the Asklepios Group. The managing director of an operational healthcare facility as well as a regional managing director are also represented on the Board.

The implementation of the CR roadmap along with the realisation of sustainability projects at individual clinics falls within the responsibility of the individual healthcare facilities. Responsibility for implementing the adopted resolutions lies with the relevant specialist departments for the Group's ESG topics, the regional managing directors and with managing directors and those in charge of ESG topics at the individual hospitals.

The ESG Board project manager, the ESG & Sustainability department and the sustainability working group act as a link between the ESG Board and those responsible for the operational implementation. The position of ESG Board project manager was created when the board was set up. The ESG Board project manager is in close contact with the working group on sustainability and is responsible for communication and control of the ESG Board. The working group on sustainability was formed in 2018. The working group is currently tasked with coordinating the systematic review for the Corporate Responsibility Report, formulating recommendations for the ESG Board and developing sustainability goals and actions. The working group consists of representatives from central organisational units of the Asklepios Group, including Architecture and Construction, Purchasing and Supplies, ESG & Sustainability, Infrastructure & Data Protection, Investor Relations, IT, Medical Law, Insurance and Compliance, Human Resources, Quality Management, Legal, Risk Management, Service & Technology and Corporate Communications.

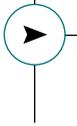
The ESG Board aims to meet three times annually to define measures and track the project's implementation. The working group meets on a quarterly basis with the CFO and the COO of the Asklepios Group. In the 2021 financial year, the quarterly meetings of the working group on sustainability as well as the first meeting of the ESG Board took place. In addition, bilateral discussions took place in 2021 between the





CFO, the project management of the working group on sustainability and individual specialist departments, during which advice regarding the further development of the Corporate Responsibility Engagement was shared.

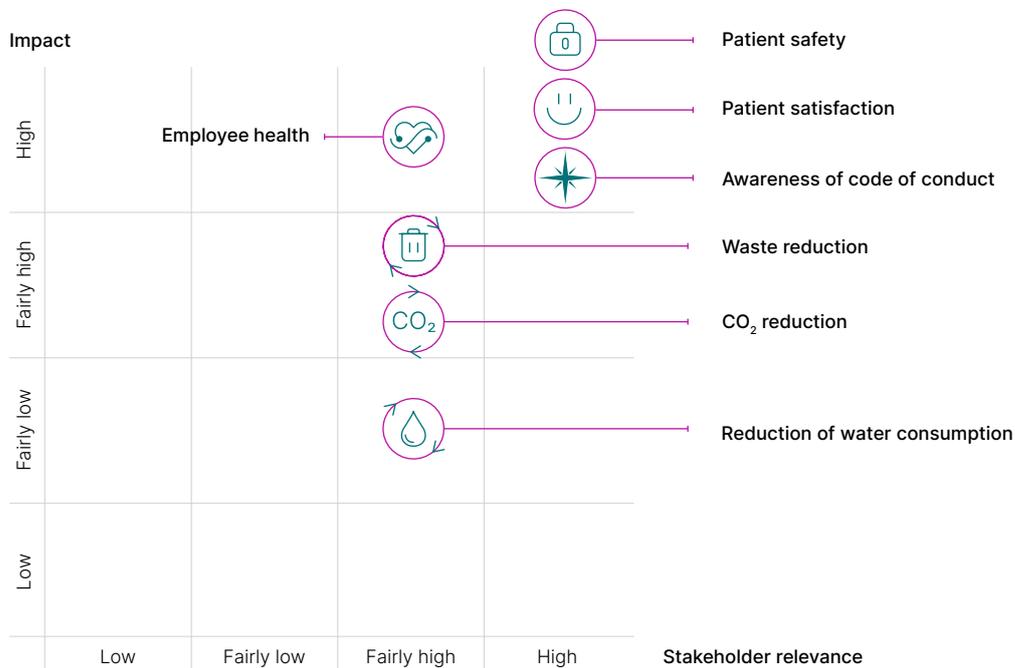
During the 2021 financial year, the Management Board and the working group on sustainability accepted the results of our Asklepios materiality analysis. Our goal in conducting the analysis was to identify the most relevant corporate responsibility topics for Asklepios. At the same time, we have developed methods and procedures for refining our governance structure. We want to continue pursuing and implementing these approaches during the 2022 financial year.



→ Our focus topics and action areas

In order to focus on the key CR topics for Asklepios and to develop a systematic approach for our CR activities, we conducted a materiality analysis during the second and third quarters of 2021. In this structured, multi-stage process, we identified substantive issues for our Group and our stakeholder groups. In selecting relevant topics, we considered factors such as sector-specific and sustainability standards as well as existing requirements and entity-specific conditions. This process resulted in the preparation of potential key topics, which were evaluated by the Management Board and the specialist departments based on three perspectives: ecological and social consequences emanating from Asklepios (inside-out perspective), economic effects for Asklepios (outside-in perspective) as well as the relevance from the stakeholders' viewpoint (outside-in perspective).

Based on the materiality analysis, we have identified seven CR topics that provide a foundation on which we can develop our CR roadmap. These are: raising awareness for the code of conduct/principles of conduct, patient satisfaction, patient safety, employee health, reducing waste, reducing CO₂ and water consumption. Graphic presentation of the materiality matrix:



These seven topics are the focus of this report. Other important topics for Asklepios will also be dealt with as part of a holistic presentation. These include supply chain management, digitalisation, data protection, training and education for our employees and promoting a family-friendly workplace.

The results of our materiality analysis indicate that, as one of the leading healthcare providers in Germany, we have a special responsibility to our patients, our employees and to the environment. This is why our sustainability strategy is focusing not only on ensuring responsible corporate governance, which is the prerequisite for long-term economic success at Asklepios and thus forms the basis for our sustainability management, but also specifically on these three action areas.

— Patients

The focus at Asklepios is on the person. We take responsibility for patient welfare and are committed to delivering the highest quality of treatment. Digitalised processes help us make patient care more efficient, faster and better. In doing so, we are also permanently focused on protecting patient data.

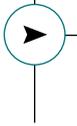
— Employees

Qualified, dedicated personnel are fundamental to guaranteeing the best treatment quality and patient satisfaction. As a result of the ongoing demographic change, we are confronted with increasing patient numbers and a simultaneous decline in the availability of qualified and skilled personnel. We want to increase our attractiveness as an employer and actively promote the health and education of our staff.

— Environment

As a hospital group, we are responsible for the energy supply for our approximately 170 healthcare facilities. We can make a significant contribution to protecting our climate by way of efficient energy consumption. To ensure that we also contribute our fair share towards achieving global climate targets, we must increase the energy efficiency of our hospitals and help reduce our greenhouse gas emissions. We strive to conserve natural resources by reducing our use of materials, cutting waste and using water carefully.

Furthermore, our hospitals at many locations enter into prevention sponsorship arrangements with local training facilities in order to implement joint projects in the areas of exercise and nutrition. Particularly noteworthy initiatives in this context include the involvement of our employees at the Asklepios Klinik Nord-Ochsenzoll in Hamburg in a project to support care-giving relatives as well as the participation of students from the Asklepios Medical School in the charitable project “CaFée mit Herz”, which provides medical care for predominantly homeless people in need. Both projects were presented in detail in our CR Report 2020 (p. 49). Individual initiatives are supported by the Dr. Broermann-Stiftung.



→ Our corporate responsibility roadmap

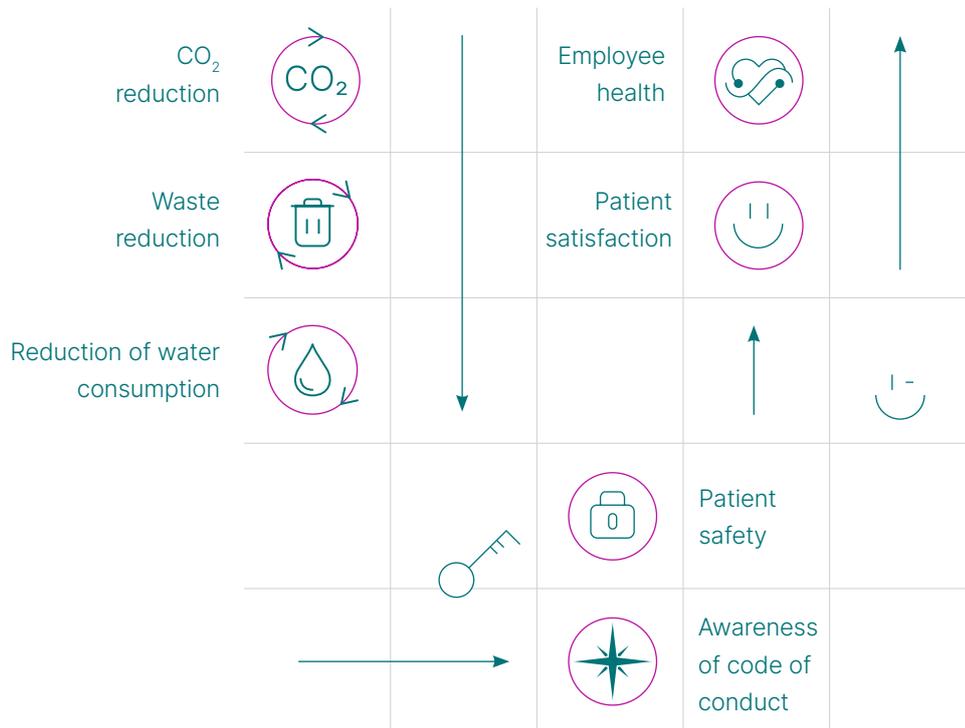
We firmly believe that we can achieve lasting success only by reconciling economic, ecological and social factors with one another. To satisfy this requirement, we have set ourselves goals that we plan to pursue with our corporate responsibility roadmap (“CR roadmap”) as part of our sustainability management.

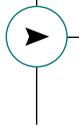
The program picks up on our seven key CR topics, which we identified as part of a systematic materiality analysis and which we describe in this report.

- **Raising awareness of the principles of conduct:** Integrity is a top priority for Asklepios. All employees are to be regularly informed about the Asklepios principles of conduct by the Management Board and trained in this using a new e-learning tool. The tool is to be introduced at the beginning of 2023 at the latest.
- **Guaranteeing patient safety:** We want to ensure consistently safe, high-quality patient care. To this end, we audit the results of our “Critical Incident Reporting System” in all hospitals in detail once a year.
- **Improving patient satisfaction:** We want our patients to be completely satisfied with their stay with us and with our healthcare services. We are aiming to achieve an annual recommendation rate of 90% by 2026.
- **Promoting employee health:** Our employees’ health is very important to us. To enable all employees to use the health promotion offers, we want to implement corresponding programmes at all facilities.
- **Reducing CO₂ emissions:** One major form of leverage for environment protection is low-CO₂ operation of our healthcare facilities. We aim to steadily reduce the relative CO₂ emissions of all facilities by 2026. To this end, we want to record the percentage decrease in CO₂ emissions in tons each year as compared to the previous year.

- **Reducing waste:** We see it as our responsibility to conserve resources as much as possible throughout the Group. By 2026 we aim to reduce the volume of waste in tons per year in relation to the number of patients at all facilities as far as possible. We measure our performance here in relation to the base year 2021.
- **Reducing water consumption:** Water is a precious resource – globally and for the operation of healthcare facilities. We aim to steadily reduce our clean water consumption in litres per year at all facilities in relation to the number of patients throughout the Group by 2026 (base year 2021).

To enable us to manage our goals internally, we have defined the timeline, KPIs and scope for the respective issue. More detailed measures to be used to pursue our goals will be decided in the current financial year 2022.





→ In dialogue with our stakeholders

Asklepios engages regularly with its key stakeholders. These include patients, employees and investors since they have a significant influence on business activities at Asklepios. This constant engagement with our stakeholders enables us to better understand and live up to their expectations from us. We use various channels to engage in dialogue with our stakeholders.

— Patients

We share information with our patients, for example, using our website and the disclosures published there from our healthcare facilities, through our social media channels, at patient events on specific health topics and in the digital health magazine “Gesund leben mit Asklepios” (Live well with Asklepios). Since 2019, we have published the podcast “Die digitale Sprechstunde” (The Digital Consultation) jointly with German daily newspaper “Hamburger Abendblatt”. In the total of more than 100 episodes, our doctors share information about medical symptoms and offer health advice. We also use a range of complaint mechanisms such as questionnaires or electronic feedback systems to engage with our patients.

Employees

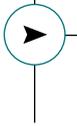
We share information with our employees throughout the company through our staff magazine and our intranet ASKME. There, they can stay abreast of important news about current developments at our hospitals, prevention or health options or the current COVID-19 situation at Asklepios healthcare facilities. We also use ASKME to encourage our employees to submit their own suggestions for projects that are deserving of our support. Selected ideas that our employees submitted in 2019 as part of the innovative “Idea Pop-up Store” participation format were implemented in 2020 and 2021. During the 2021 financial year, an ideas competition entitled “Gesunder Campus” (healthy campus) was held at the Asklepios Klinikum Harburg. Dialogue between employees and hospital management takes place at the ad hoc employee meetings organised by the management.

— Investors

We provide regular, prompt and transparent information to our investors regarding our business development, assets, liabilities, financial position and financial performance. We do this by publishing consolidated quarterly and interim reports from the Group, our annual report and corporate news. Our long-established banking day was hosted once again in May 2021 together with investors and bank representatives. The event gave Asklepios an opportunity to report on business performance during the 2020 financial year and to hold transparent and detailed discussions with its stakeholders. We also informed our investors and business partners about our half-year results in a virtual investor conference.

— Memberships

In addition, we consult with other companies, organisations, networks as well as associations and clubs on economic, social and environmental matters. These include Deutsche Krankenhaus Gesellschaft e.V., Bundesverband Deutscher Privatkliniken e.V., Hessische Krankenhausgesellschaft e.V., Hamburger KHG, Wirtschaftsrat der CDU e.V, Wirtschaftsforum der SPD e.V. or Grüne Wirtschaftsdialog. As part of these memberships, Asklepios advocates strongly for public debate around health topics, the mutual exchange of experience and support for scientific research.



Compliance management: ensuring integrity

Integrity is a prerequisite in order to be considered a reliable partner. For this reason, we regard compliance as a cornerstone of responsible corporate governance. We follow strict anti-corruption policies that go beyond the legal requirements and adhere to high ethical standards. The leadership style and way we do business at Asklepios are built on the values of integrity, trust, loyalty, quality, innovation and social responsibility. To ensure compliant conduct, our system of compliance management is subject to ongoing development. The goal is to identify relevant risks early on, establish actions to minimise these risks and thus support and protect both management and employees in making decisions to take action.

Overall responsibility for compliance at Asklepios rests with the Head of Compliance, who is attached to the Group Medical Law, Insurance and Compliance division. He reports directly to the CFO and shares information with the Management Board at regular intervals. The local management at the Asklepios hospitals and companies acts as the first point of contact and multiplier for compliance, especially when it comes to communicating standards and requirements. Local hospital management is supported in this task by the established compliance contacts in the hospitals.

Raising awareness of compliance was also a central compliance focus in 2021. In addition to our communicative measures – such as the Asklepios Declaration of Human Rights, continued development of our compliance Internet and intranet presence as well as a compliance interview – we created several compliance procedural instructions with an organisational focus. The goal of these procedural instructions is to further refine the “compliance guidelines”, thereby minimising compliance risks.

Employees of Asklepios have the option of contacting the Head of Compliance either anonymously or under their own name to report information relating to possible compliance violations. All tips are systematically investigated and worked through. Great importance is attached to safeguarding confidentiality in this case. Whistle-blowers who act in good faith – that is, to the best of their knowledge and belief – need have no fear of negative consequences for their working relationships. The existing reporting options for whistle-blowers as well as the provisions for their protection will be audited and expanded taking into account the new Whistleblowing Directive of the European Union (Directive (EU) 2019/1937). Reference is made to the reporting possibility under the heading “Correct behaviour in the event of breaches” in the Asklepios principles of conduct. Compliance reports were received in the 2021 financial year and have been reviewed and processed.



To the Asklepios Declaration of Human Rights website



→ Raising awareness of the principles of conduct

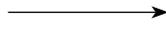
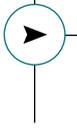
In January 2020, the code of conduct that previously applied was replaced by the new Asklepios principles of conduct. As part of the materiality analysis conducted in 2021, raising awareness of the principles of conduct was defined as a key CR topic and incorporated as such into the CR roadmap. The key message behind this change is that compliance at Asklepios is not merely a matter of adhering to legal requirements but rather a question of attitude and the basis of responsible corporate governance.

The Asklepios principles of conduct contain stipulations regarding general business conduct as well as topics such as compliance with legislation, avoiding conflicts of interest, data protection, taking on social responsibility and environmental protection. They apply to all employees, management staff and members of the executive bodies at the Asklepios hospitals and its subsidiaries. The rules of conduct ensure that uniform benchmarks apply throughout the group of companies to help our employees make the right decisions during their everyday work.

Management staff carry a special responsibility in terms of implementing standards of conduct at Asklepios. For this reason, we have also incorporated binding leadership principles into our principles of conduct throughout the company. These emphasise the exemplary function of the management staff and require them to treat employees with fairness and respect, to communicate transparently, to promote internal cooperation and to act in a target-oriented and results-driven manner.

Communication of the principles of conduct by the Management Board aims to reach all employees. To this end, the principles of conduct have been communicated by e-mail to all business directors, managing directors and to all compliance contacts. In addition, they were communicated by the Management Board in the weekly e-mail sent to all employees and advertised on flyers and Z-Cards. The document is stored on the linked compliance page in our ASKME intranet, which is mandatory for all employees, and can be accessed by external third parties on the Internet.

Training is a key component of compliance. In future, all employees will receive training in the Asklepios principles of conduct. During the 2021 financial year, staff members including the senior hospital consultants received training in the principles of conduct. Training for additional employee groups will continue in 2022 and will be supported by an e-learning tool.



Risk management: opportunities and risks in focus

Asklepios pursues a comprehensive opportunity and risk management approach, which enables a combined assessment of risks and opportunities

in order to identify, evaluate and control them at an early stage. The focus in this context is on those financial and non-financial risks and opportunities that can influence the achievement of our goals – at both Group and hospital level. By taking this approach, we aim to secure long-term economic success, fulfil the expectations of our patients and of society while also offering our employees secure jobs. Since the Asklepios Group follows a comprehensive risk management approach, non-financial risks can also be identified and possibly evaluated based on the analysis of financially evaluated risks. The non-financial risks recorded during the 2021 reporting year again do not include MediClin and Rhön. We are currently preparing to implement suitable structures to enable the collective assessment of opportunities and risks for all Asklepios healthcare facilities in the future.

Asklepios summarises the non-financial risks according to section 289c(3) of the German Commercial Code (HGB), as well as additional possible CSR risks that may affect third parties, under the heading of ESG or sustainability risks and allocates them in line with the five aspects (environmental matters, employee matters, social matters, respect for human rights, as well as combating corruption and bribery) stipulated in the German CSR Directive Implementation Act (CSR RUG). As part of the quarterly workshops held by the working group on sustainability, possible risks to sustainability are identified, evaluated, documented and controlled. Our goal for the 2022 financial year is to achieve software-based integration of ESG or sustainability risks in the same way as the existing risk management process at the Asklepios Group with an associated evaluation of the probability and consequences of these non-financial risks while taking active countermeasures into account. We outlined our risk management approach and process as well as the responsibilities in detail in our CR Report 2021 on p. 19 and in the Annual Report 2021 on p. 84.

— Assessment of sustainability risks

The period under review in accordance with section 289c(3) HGB covers the current financial year and a five-year outlook.

In relation to the **environmental concerns** referred to by section 289c(2) HGB, we consider the risk to the Asklepios Group to be minor at this time.

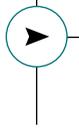
At present, there are no significant non-financial risks for the company in the area of **employee matters**. In addition, no significant non-financial risks were identified with regard to **social matters** that have an impact at company level.

We also consider the protection of **human rights** to be a part of our business operations. The topic of anti-corruption and bribery matters is managed by the compliance function at the Asklepios Group. No significant and thus no reportable risks were identified in either area.

Generally speaking, the Asklepios Group is still exposed to the risk that the spread of the coronavirus (COVID-19) will have consequences for internal procedures, processes and also for patients and employees. Due to the current dynamic environment, supply bottlenecks for medical products may arise in connection with COVID-19. Asklepios carries out ongoing and intensive checks on the effects.

Thanks to the diverse measures implemented in different areas of our company, we believe we are in a strong position to significantly reduce the COVID-19 risk for patients and employees. Generally speaking, adverse effects on patients (and on the population as a whole) are possible in the event of a sharp deterioration in the COVID-19 situation. Taking the current state of affairs into account, our mitigation measures can bring about an appropriate reduction in these effects. Subject to ongoing developments and based on the current state of affairs, we do not currently envisage any significant negative consequences in the Asklepios Group as regards the non-financial risks defined in 289c (2) HGB.

At the present time, we do not see any non-financial risks with a high likelihood of serious consequences.



Supplier management: ensuring the security of hospital supplies

As a healthcare group with approximately 170 facilities, we have major requirements for a wide range of products and services.

These include goods and services for the medical area, business requirements and administration. We continue to procure products and services from the areas of technology, medical technology, food, energy as well as waste disposal and laundry management.

Our procurement network is as diverse as our requirements. The products are procured primarily in Germany, Europe and the USA. Due to the COVID-19 pandemic, the Asian market has also increasingly come to the fore. We manage the purchase of products and services by means of our company-wide supplier management, which is the responsibility of Asklepios Service Einkauf und Versorgung GmbH. In addition, Strategic Purchasing is responsible for concluding Group-wide procurement strategies with binding framework agreements. Operational purchasing is managed by the two central purchasing companies, which look after everyday operational order processing and supplies to the hospitals and provide assistance to users with the ordering procedure. The goals against which our supplier management is measured are an efficient procurement process, maximum quality of the purchased products and services plus security of supplies to all facilities.

To achieve these goals, we rely on discipline-specific working groups and expert groups that define the manufacturer-independent quality that we expect from our suppliers. We also develop product strategies that apply to all suppliers. Suppliers are evaluated and selected on the basis of negative research. This is performed on the basis of the adherence to statutory obligations and based on the criteria of quality, innovation, cost efficiency and stable availability. An evaluation according to social and ecological criteria does not yet take place. To steer the selection processes increasingly towards sustainable offerings, the Group Purchasing & Logistics division started to create a suitable evaluation catalogue in 2019. Given that the years 2020 and 2021 were dominated by the COVID-19 pandemic, which forced us to pool all our resources to guarantee continuity of supply to our hospitals this catalogue remains incomplete for the time being. As a general rule, however, we expect our suppliers to adhere to all statutory regulations. The framework agreements concluded by Strategic Purchasing with all our suppliers include corresponding compliance policies.

Centrally coordinated logistics processes, for instance, with regard to transport and warehousing help to conserve resources, optimize packaging and guarantee the security of supplies to our hospitals. We managed to progress with our goal of centralising our purchasing operations in 2021 by linking a further six facilities throughout Germany. The expansion of our outpatient follow-up care has already enabled the close integration of the outpatient and inpatient operations at our facilities over the past year. This development is not yet complete, and additional synergy effects will result as part of the value chain.

Key figures for the area of sustainable corporate governance:

Parameter	Unit	2021	2020	2019	GRI
Procurement volume	EUR	approx. 800 million	approx. 740 million	approx. 750 million	
Total number of suppliers	Number	approx. 1,330	approx. 1,300	approx. 1,200	
Number of Principles of Conduct distributed	Headcount (new hires)	8,284	7,200	no data	

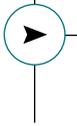
Patients

The welfare and satisfaction of our patients are our top priorities. By consolidating all our efforts, we work every day at Asklepios to make our healthcare facilities as comfortable and safe as possible and to provide comprehensive care for our patients. Medical excellence is our primary goal – always backed by the determination to support the people that we care for in our hospitals all the way through to recovery.

Against this background, we are continuously scrutinising and optimising the medical quality and safety of our work. Here, too, patients are at the centre of our attention – not only as recipients of treatments, but also as critical quality auditors. Their feedback helps us to improve constantly.

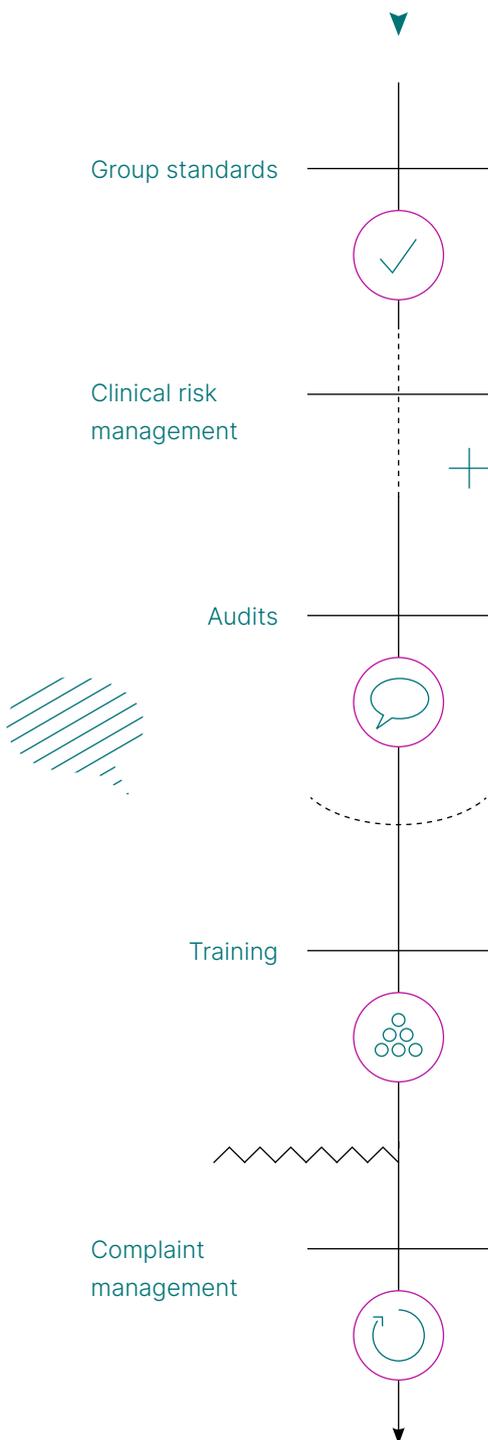
To ensure that we can also guarantee the best possible treatment quality in the future, we continue to expand our business segments. In this context, digitalisation opens up many new avenues for improving existing structures and processes and developing innovative services for patients.





Quality management: creating verifiable standards for all hospitals

The systematic quality management at Asklepios consists of the following building blocks:



The Group Quality division defines the requirements that apply as minimum standards for all hospitals. Our on-site quality and risk managers are responsible for their implementation.

A comprehensive concept with methods and instruments for systematically identifying, evaluating and mastering clinical risks based on legal requirements is established and is continuously developed.

In addition to the internal hospital audits, all hospitals are audited annually by the Group Quality division. For instance, the implementation of the Asklepios program for patient safety, which forms part of our clinical risk management, is examined as part of these audits. From the results of the audits, we derive specific measures for improvement.

Each year, Asklepios offers comprehensive further education and training on all relevant topics in the area of quality and risk management to all professional groups.

Our patients can give us valuable advice on how we can improve the quality of our treatments. To this end, our patient-oriented complaint management system is permanently embedded in our quality management.

→ Holistic healthcare

Our healthcare facilities and services are integrated to a degree that enables us to provide our patients with comprehensive inpatient and outpatient care. In our Centres of Excellence, we specialise in the treatment of specific symptoms. We are making increasing use of digital media as a means of providing effective support for treatment and to enable us to expand our service offering.

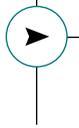
— From prevention to rehabilitation

As part of its commitment to holistic healthcare, Asklepios provides a comprehensive treatment infrastructure for patients that offers support throughout the treatment process – from prevention and outpatient treatment all the way to inpatient treatment and rehabilitation. We provide basic, standard, maximum and priority care and participate in prevention and educational projects aimed at promoting general health in line with the precautionary principle. Our patients can avail themselves of a range of services including outpatient support at our medical centres.

In our hospitals and specialist clinics, we use established specialities – the Centres of Excellence – to cater for all care levels of inpatient treatment. We have defined a total of 39 departments as Centres of Excellence. They stand out thanks to special features such as the large numbers of patients with specific diseases as well as an infrastructure adapted to particular symptoms. Thanks to multi-professional treatment teams, targeted care delivery using remedies and aids as well as the comprehensive rehabilitation services for our patients as part of their medically prescribed treatments, we can achieve excellent treatment outcomes at our Centres of Excellence.

— Optimised processes and digital services

To ensure that we can guarantee the best possible treatment to our patients in the future as well, we continue to expand our business segments. In this context, we use digitalisation to strengthen and reinforce our existing structures and processes. In the area of patient management, for instance, we use the samedia® online appointment booking system to optimise workflows. By implementing and further developing hospital information systems at all our hospitals, we are working towards the introduction of fully digital documentation, which will also improve user-friendliness for personnel. The complete process from the outpatient clinic to the integration of preclinical data from the emergency services and the healthcare documentation all the way to the management of patient data and medication is currently being digitalised at all hospitals in what is known as a blueprint procedure.



Around 20 hospitals are already operating fully digitally. When the project is completed at the end of 2024, it is planned that all hospitals will be able to document the key clinical processes digitally without paper in the hospital information system.

In deploying additional digital solutions, Asklepios is focused on cooperating and exchanging information with partners from the healthcare sector. Together with Minddistrict, an e-mental health platform, we offer psychotherapeutic prevention and treatment, for example, as online therapy in our hospitals.

In addition, we are making increasing use of digital formats for preventive purposes. In the weekly health podcast “Die digitale Sprechstunde” (The Digital Consultation) jointly issued by German daily newspaper “Hamburger Abendblatt” and Hamburg’s Asklepios hospitals, doctors explain one medical topic or symptom in each episode and provide tips on prevention. The podcast marked its 100th episode in November 2021. The audio podcasts are 15 to 30 minutes long and are published fortnightly – sometimes subject to delays due to COVID-19. The accompanying reports in the Hamburger Abendblatt (print and online editions) alone are read by more than 400,000 people. Furthermore, our private divisional television channel Health TV continues to provide information about health, nutrition, well-being and medicine.

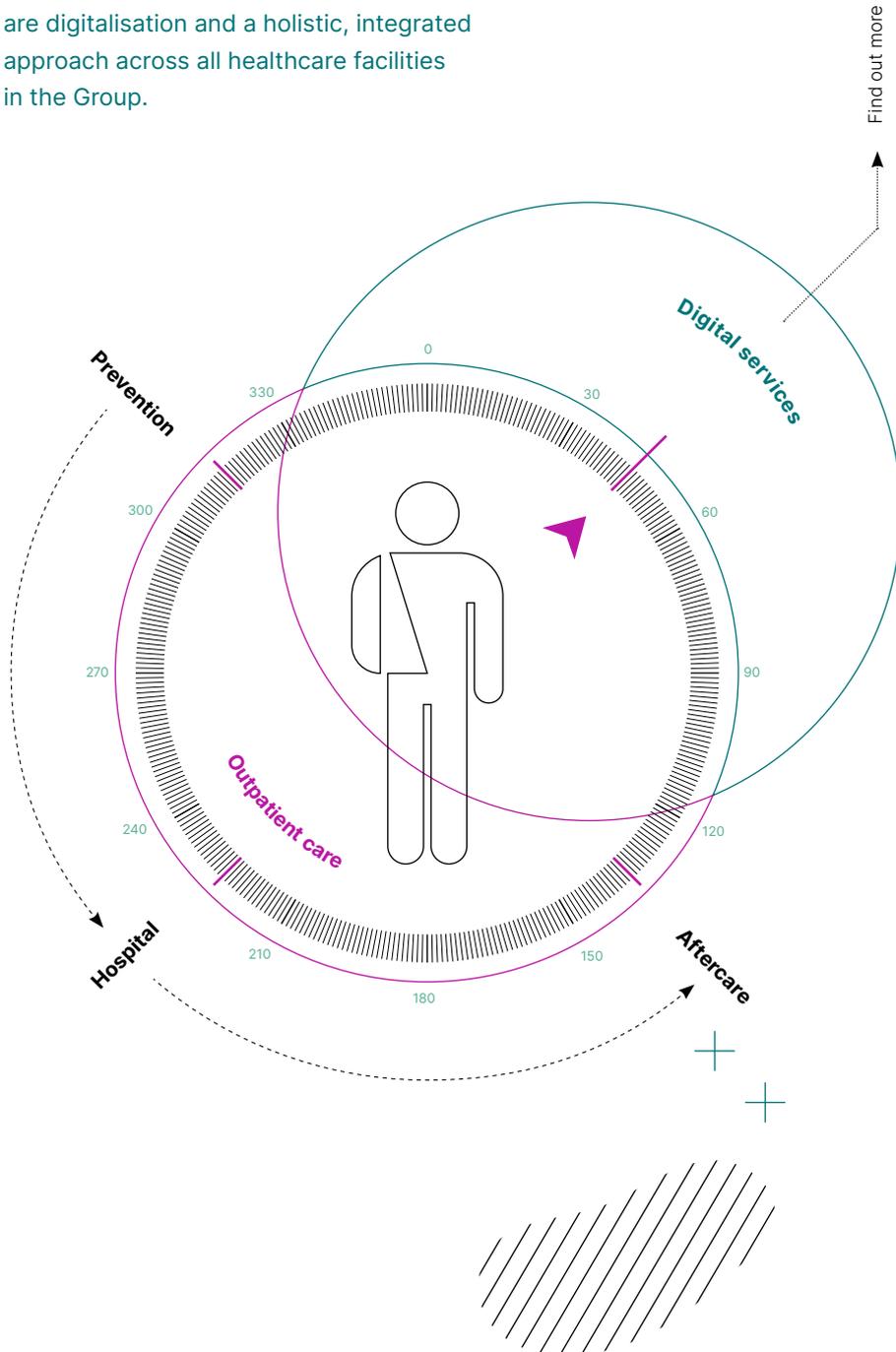
Our “Corporate Health” business segment is dedicated to companies as customers. In cooperation with the Fürstenberg Institute, INSITE-Interventions and Pulso Europe, we offer a range of services that companies can use to boost the productivity and health of their employees. These include consulting services such as the Employee Assistant Program (EAP), work-life services, health coaching and medical check-ups. Naturally, we also offer these programs from the “Corporate Health” business segment to our own employees. During the particularly challenging pandemic period, we also made our comprehensive consulting services available to employees in hospitals where the program had not yet been fully implemented. Pulso Europe is already active in cooperation with INSITE at several of the Group’s hospitals and has initiated steps that include employee surveys in the context of psychological stress analyses.

Digital HealthyNear / 360° care

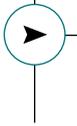
Be it outpatient or inpatient care, analogue or digital, in the city or in the countryside – we are where our patients need us most. Our company is founded on quality, innovation and social responsibility. Our driving forces on the road to the future of medicine are digitalisation and a holistic, integrated approach across all healthcare facilities in the Group.



Digital HealthyNear – the future of medicine is already a reality at Asklepios



Find out more



→ Guaranteeing patient safety

Top medical quality and safety are essential prerequisites to enable us to provide the best possible care for our patients.

We understand that guaranteeing both in the long term is an ongoing process. In so doing, we consider not only our team, but also our patients as vital sources of feedback.

Asklepios operates a comprehensive quality and risk management system that aims to ensure exceptional standards of medical, nursing and therapeutic patient care in all Asklepios hospitals. Consequently, all Asklepios hospitals have a structured quality management system in place, which is continuously developed and adapted to current legal requirements. This system conforms to the legally required QM tools in accordance with QM guidelines set out by the Federal Joint Committee and the standards the Group has outlined for improving patient safety. The Group Quality division defines the specific requirements that apply as minimum standards for all hospitals. Internal quality and risk managers at the hospitals are responsible for their implementation. To ensure exceptional standards of medical, nursing and therapeutic patient care, all Asklepios hospitals should be audited each year by the Group Quality division and the results reported to the Management Board. In addition to this, the Asklepios audit program includes internal hospital audits and risk audits on priority issues

The following examples are just some of the measures for improvement we derived from the audits:

- Optimisation of clinical processes for handling medical products
- Further development of measures to support employee training
- Establishing a system to ensure the implementation of requirements pertaining to structural quality in the hospitals

Responsibility for our patients is the top priority for all Group divisions – including the Group ESG division. As part of the materiality analysis, we have defined patient safety as a key CR topic. The central goal of guaranteeing consistently excellent patient care is now firmly anchored in our CR roadmap. To improve our ability to track progress in the future, we have broken down the roadmap into sub-goals and expanded our KPI set to include key figures for the Critical Incident Reporting System (CIRS).

The **Critical Incident Reporting System (CIRS)** is a key component of our clinical risk management. With the help of CIRS, all employees can submit anonymous reports of mistakes and undesirable events in the clinical process. The system enables cross-departmental and inter-hospital learning from mistakes by communicating

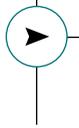
cases of general relevance along with specific prevention recommendations to all Asklepios hospitals. Since 2010, more than 14,800 reports have been submitted, from which over 10,400 measures for improvement have been derived. These include measures to prevent medications that look similar from being mixed up, improvements to emergency equipment on wards as well as measures to prevent the misuse of equipment. In the 2021 financial year, 800 reports were submitted via CIRS and 400 measures were implemented.

In the event of a medical claim, the Group Quality division conducts an intensive investigation. **Systemic case analyses** are conducted with the employees involved in order to identify errors and their contributory factors as well as to implement targeted measures to prevent recurrence.

The **"Asklepios Programme for Patient Safety"**, which includes methods, tools and standards for the early detection of clinical risks as well as for their analysis and prevention, has been a core component of our clinical risk management strategy for many years. A clinical risk includes everything that can impair or endanger the safety of patients during their treatment. Based on the results of risk analyses and in keeping with the recommendations of the World Health Organisation and the German Coalition for Patient Safety, appropriate Group standards are developed and recommended actions and prevention measures to minimise risk are derived. These include an operation safety check-list (in accordance with the WHO), counting checks during surgery as well as patient armbands in all hospitals. The "Stop-Inject: Check!" method to prevent medication errors during intravenous injections was awarded 2nd place in the "German Prize for Patient Safety" in 2021. This procedure is characterised by exceptional ease of implementation and clearly demonstrable improvements in patient safety.

Furthermore, hygiene is a key element of patient safety. For this reason, our hospitals are bound by strict hygiene regulations. These include internal Group training measures for specialist hygiene personnel, involvement in surveillance surveys and participation in the "Clean Your Hands campaign" of the World Health Organisation. The implementation of these standards is monitored in conjunction with quality management by means of internal and external audits.

Well-trained personnel are the foundation for a high degree of patient safety. Each year, Asklepios offers voluntary further education and training on relevant topics in the area of quality and risk management to all professional groups. Special simulator training enables employees to practice work procedures in a realistic environment and as part of a team in order to broaden their knowledge. The topic of patient safety is also a component of the training and orientation concepts used for all professional groups.



— Protecting patient data – analogue and digital

We also care for our patients in the digital domain. Our focus here is on protecting sensitive patient data. For this reason, digitalisation in our hospitals is closely monitored in terms of data protection. In this context, we create structures that allow data to be processed for the intended purpose in a secure environment, thereby increasing the level of data protection. We use a range of security standards to guarantee integrity, confidentiality and a high level of overall security:

- As part of a data protection management system, we monitor the implementation of data protection requirements. The management teams at the individual hospitals are responsible for implementing data protection. They are supported at operational level by the local data protection officers at the hospitals and Group companies, assisted in some cases by local data protection coordinators. The Group Legal division acts as the central point of contact for advice regarding data protection.
- A series of procedural instructions create binding instructions on the handling of data in the company. They specify, for instance, that patient data can be processed only with the patient's consent if processing is necessary to comply with applicable laws and regulations or if another legal basis for this exists. We have agreed uniform standards throughout the company for evaluating risks during processing operations. If risks are identified, a binding catalogue of measures including specific time-lines for the implementation of improvement measures is defined. We inform our employees about the security standards that apply to data processing in mandatory training courses that we hold at regular intervals.

Despite high security standards, isolated privacy breaches can still occur. The checklists distributed throughout the company in 2020 were further expanded in 2021 and documented 100 cases during the reporting year, which involved breaches in the protection of personal data during the reporting year that were also reported to the relevant supervisory authority. The increase as against the previous year (61 cases) is due to the systematic review in the reporting year. All cases were documented and analysed. From all incidents, measures were derived and documented internally at the hospitals to prevent any future recurrence. The implementation of these measures is communicated to the authorities by the hospital in question.

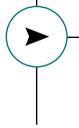
To provide the necessary IT infrastructure, Asklepios operates its own data centre with more than 3,000 virtualised servers in Hamburg-Barmbek. The data centre is certified to the data protection and data security standard ISO 27001, and also performs independent internal and external audit-penetration tests. To prevent data loss in the event of hardware malfunctions or failures, all data is stored redundantly and monitored by virus scanners and other security systems. Asklepios also adheres to the principle of minimality, which means that every user is only issued with the rights that they actually need.

→ Improving patient satisfaction

A functioning, patient-centric complaint management system improves the care, safety and therefore the satisfaction of patients. A high level of patient satisfaction is of central importance to Asklepios and was integrated as a key CR topic in the CR roadmap developed during the 2021 financial year. To identify and continuously improve weak points, we offer our patients a range of easily accessible ways to submit complaints on topics such as cleanliness, waiting times, the accessibility of channels for submitting complaints and the medical quality of complaint handling. We are making progress across a range of indicators such as the recommendation rate among our patients. We have expanded our KPI set accordingly during the reporting year.

With the help of standardised questionnaires, we regularly ask our patients at the somatic care and rehabilitation hospitals whether they would recommend us to others. Patients can answer “yes” or “no” and can provide reasons if they wish. We strive to achieve values greater than 90 percent. The recommendation rate across all somatic care and rehabilitation hospitals (not including psychiatry) was 91.4% in 2021. The surveys are currently conducted in writing and we have appointed a service provider to evaluate the results. We plan to introduce electronic surveys in the future. In all hospitals, complaints officers are responsible for optimising hospital processes and procedures based on the complaints submitted.

As part of our stated objective to continuously improve our treatment quality, we use instruments such as the Patient Reported Outcome Measure (PROM). This method evaluates the success of a treatment from the patient’s perspective. In this context, patients are asked about their quality of life before the operation as well as six months, one year, three years, five years and ten years afterwards. The purpose of these surveys is to gain a long-term view of quality of life after the intervention. Since 2017, approximately 2,000 patients who received prosthetic hip or knee implants have provided information, for example, about pain and their ability to walk or climb steps. The results point to a significant improvement in quality of life after the operation.



Whereas around 55 percent of patients reported significant or severe pain prior to the surgery, just three percent of patients reported similar pain symptoms three years later. After this successful pilot project at the Asklepios hospital in Bad Harzburg, PROM will be expanded in 2022 to include other hospitals and different symptoms and medical procedures. We will use the information collected in this way to further optimise our therapies to guarantee patients the best possible treatment at our hospitals.

All complaint management systems at the Asklepios locations meet the requirements of the German Act on Patients' Rights and are checked during the annual audit.

Key figures for the area of patients:

Parameter	Unit	2021	2020	2019	GRI
Critical Incident Reporting System (CIRS)					416-2
Processed CIRS reports	%	78.0	no data	no data	
CIRS reports with derived measures ¹	%	78.5	no data	no data	
Implemented measures from CIRS ²	%	75.6	no data	no data	
Hospital audits by the Group Quality division (performance rate)	%	92.8	88.0	no data	
Recommendation rate in questionnaires ³	%	91.4	no data	no data	
Breaches in the protection of personal data	Number of cases	100	61	103	418-1
Servers with data protection and data security standard ISO 27001	Number	approx. 3,000	approx. 3,000	no data	

¹ CIRS reports with derived measures in relation to the number of usable CIRS reports in percent

² Implemented measures from CIRS in relation to the number of derived measures in percent

³ Key figures could be collected for the first time in the period Q4 2020 – Q3 2021. Somatic care and rehabilitation clinics (not including psychiatry)

⁴ The data was requested from 100% of Asklepios units in the reporting year. 13 of the 59 hospitals asked (22%) and 15 of the 20 medical centres asked (75%) did not report any data. The project to automate data collection has already been initiated. The aim is to request and report data for all units.

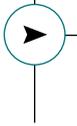


Employees

Health at Asklepios is all about teamwork. By pooling their efforts and skills, the employees at Asklepios dedicate themselves every day to the welfare of our patients. In so doing, they are faced with a constant stream of new challenges, such as the growing number of multimorbid patients or the onward march of digitalisation. We want to provide our employees with the best possible support for their demanding work and keep them on a long-term basis. After all, only with qualified and motivated employees can we guarantee the highest standards of treatment and patient satisfaction.

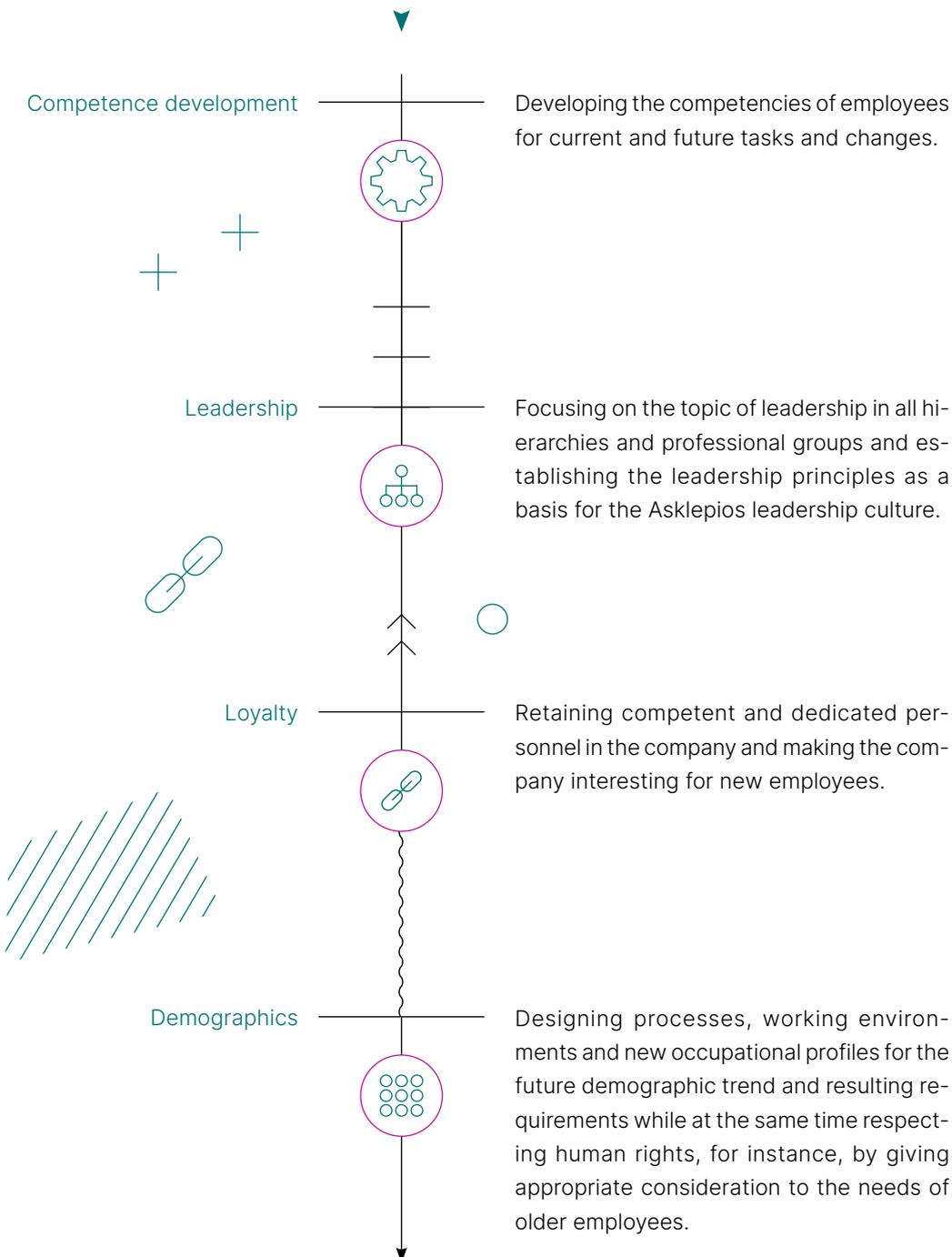
Changing demographics and the high workload of healthcare employees present major challenges for the healthcare sector – and therefore for Asklepios – in the area of human resources. Increasing competition to secure qualified employees is placing growing demands on Asklepios, forcing us to make continuous improvements to our working conditions, our health management as well as our training and further education opportunities.





HR management: remaining an attractive employer

The human resources strategy at Asklepios is derived from the Group strategy and the associated target of becoming one of the leading players in the private hospital sector. To secure specialist staff for the long term, we have defined human resources action areas on this basis that apply throughout the Group:



We determine key figures across all dimensions in order to measure and compare the success of our efforts. The individual hospitals and operations can turn to the Group Human Resources division with its departments for personnel development, personnel administration, personnel controlling, personnel marketing and labour law as a service provider. The Group Care division also offers expertise and support. Both divisions jointly develop personnel concepts, initiate projects for standardising personnel management processes and cooperate with works councils and parties to collective agreements.

Our efforts to be a good employer and to create an attractive working environment are also gaining external recognition. According to the F.A.Z.-Institut, Asklepios was one of Germany's most popular employers again in 2021. We were also awarded the titles "Company with a Future", "Germany's Best Jobs with a Future 2021" and "Digital Champion 2021" by the Stern and Fokus institutes.

F.A.Z.

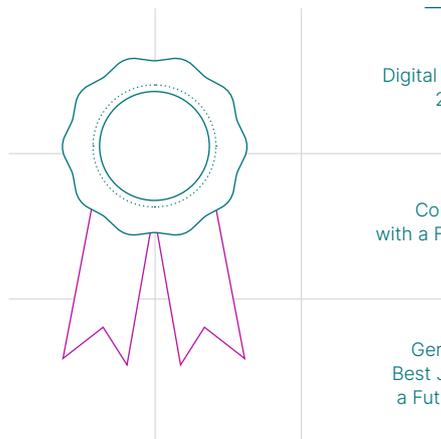
Germany's
Most Popular
Employers

Stern and Fokus

Digital Champion
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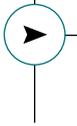
Company
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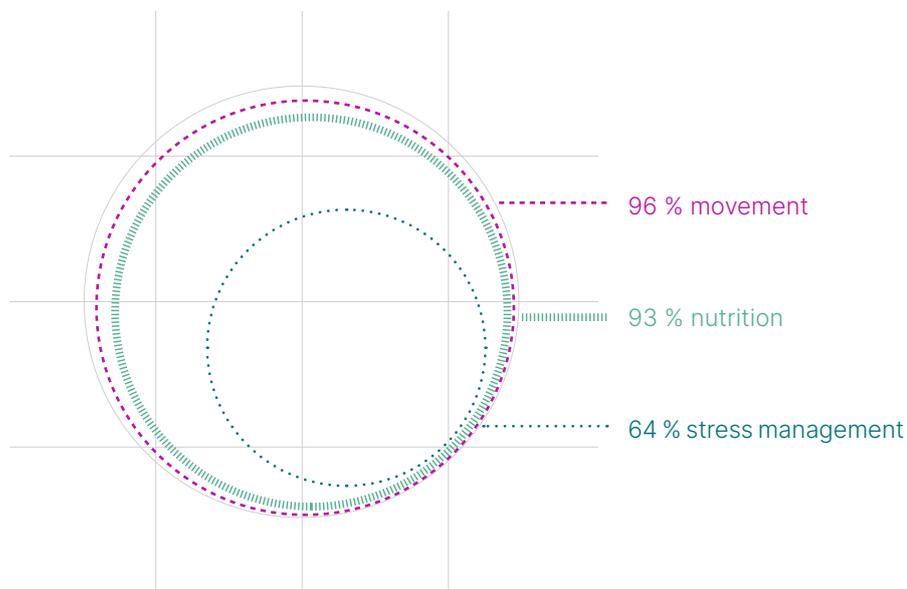


Boosting employee health

With active health management and prevention measures covering all aspects of occupational health and safety, we want to play our part in keeping our employees fit and healthy in a sector that is characterised by increasing workloads. Inconvenient and constantly changing working times are the main factors that make working in hospitals particularly stressful. Against this background, we have defined promoting employee health as a key CR topic and have added it to CR roadmap.



Our occupational health management measure “Asklepios Active” covers all employees in our hospitals and aims to create a safe workplace and offer incentives to encourage a healthy lifestyle. We are targeting the nationwide implementation of offers to promote the health of our staff – especially in our action areas of movement, nutrition and stress management. Asklepios hospitals that provide health options for their employees: 96% movement, 93% nutrition, 64% stress management.



The results are generally slightly worse than in the previous year. Fewer resources were available in the 2021 reporting year, social distancing made many offers impossible and overarching events (e.g. company runs) did not take place in many locations. We want to provide our employees with opportunities to boost their health at the workplace as well. We align specific measures to ensure occupational health and safety with regulatory requirements and labour law standards. These include gym memberships, bike leasing offerings, running events and sports classes. We continuously adapt these offerings to cater for as many of our employees as possible. All staff members have access to the EAP offering of our subsidiary INSITE. Comprehensive information about health topics and offerings are available to employees in the Asklepios intranet ASKME.

The total of 60 prevention officers at the hospitals, who are responsible for coordinating and implementing the health management measures, gather once each year at the invitation of the Group Human Resources division to share their experiences. This meeting took place virtually in 2021 due to the pandemic. The prevention

officers report regularly to their respective hospital management and once annually to the Group Human Resources division. We carry out regular checks of our hospitals through systematic workplace inspections, stress analyses and risk assessments. Newly hired staff members are mentored by experienced colleagues and attend mandatory training courses to guarantee safe interaction with patients and medical equipment. Employees can use the long-established “Critical Incident Reporting System (CIRS)” to report critical incidents, processes or events that could pose a danger to patients or staff members. On a regular basis, a particularly relevant case is published so that all employees can learn from critical situations and avoid repeating the errors. For particular hazardous situations in our psychiatric facilities, we have mandatory emergency plans in place that are specific to each location.

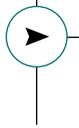
To give our employees additional protection against coronavirus infection, we have further developed our plans and actions, which include visitor regulations, staff testing strategies as well as switching from in-person events to digital formats. Since March 2020, we have offered online self-help courses on topics such as mindfulness and relaxation to address the huge burden imposed by the pandemic. We have also offered the option of mobile working to more than 1,000 employees.



Promoting training and education

With a total of around 3,800 training places nationwide, Asklepios is one of the largest training providers in the German healthcare system. In twelve training centres, we offer nursing, medical and therapeutic training roles as well as dual study programmes. Added to this are the various business and IT training roles. Doctors-to-be can gain an officially recognised university qualification in medicine at the Asklepios Campus Hamburg (ACH).

Our goal is to satisfy a significant portion of the growing demand for personnel with our own junior staff. This is why we give a binding commitment to all nursing trainees who complete their probationary period to offer them a full-time position. To attract qualified management staff, we set up a trainee programme a few years ago, on which eleven women and twelve men are currently enrolled. As part of this programme, the prospective management staff will, among other things, work for three to six years as (junior) hospital managers to support the hospital management. In addition to recruiting from our own junior staff, we also train and recruit specialist staff from abroad. In 2021, 267 nurses from the Philippines started work in our hospitals.



For our business to succeed, it is essential that our employees continue to undergo further training that will equip them for ever-changing work requirements. Our education offerings include measures to maintain and expand professional expertise in the medical, nursing and administrative fields as well as measures for self-management and developing management skills. Education and further training are offered by the individual hospitals as well as centrally by the Asklepios training centres, technical schools or, for example, the Institute for Emergency Medicine. With the ASKNow software solution, Asklepios is currently introducing a fully digitalised platform for e-learning and event management. In addition, all employees enjoy access to a comprehensive online library dedicated to specialist medical and nursing topics. We also plan to implement annual performance reviews during which all managers can give their employees feedback about their work and personal development. Based on assessments of the need for further training, the management staff determine the type and scope of the individual further training measures.



Ensuring a good work-life balance

Ensuring a good work-life balance is a top priority for us at Asklepios. We want to create the conditions that enable our employees to meet their work and family commitments equally. Only by providing family-friendly working conditions can we hope to retain qualified personnel in the long term.

For this reason, the Group Human Resources division together with the Group Works Council established an inter-disciplinary working group on the topic of “Work and Family” in 2016. This working group published a guide that gives the responsible contact persons in the hospitals a range of possible actions and ideas for improving the work-life balance. As a member of the company network “Success Factor Family”, we also engage with other companies on this topic on a regular basis.



To support our employees who are caring for their children and relatives, we offer part-time models as well as special holidays. We promote tailored, flexible work time models, for example, with the project “Autonomous Teamwork” (SAT). To give employees greater control over their personal plans, we support the use of reliable duty rosters and associated management of personnel shortages. At some of our hospital locations, we have also set up day-care centres or more advanced child-care facilities for the children of our employees. During the COVID-19 pandemic, our Employee Assistance Program developed by INSITE helped us set up childcare facilities at short notice for employees who were affected by the closure of schools and day-care centres.

Key figures for the area of employees:

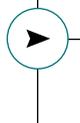
Parameter ¹	Unit	2021	2020	2019	GRI
Total employees (including trainees) ²		67,415	67,630	48,415	102-8
Employees covered by collective agreements (not including MediClin AG & Rhön-Klinikum AG) ³	Headcount	22,951	23,119	no data	102-41
Total employees with permanent contracts	Percent	80.2	85.1	84.6	102-8
Female		73.2	73.4	73.2	102-8
Male		26.8	26.6	26.8	102-8
Total employees with temporary contracts	Percent	19.8	14.9	15.4	102-8
Female		69.1	66.1	62.0	102-8
Male		30.9	33.9	38.0	102-8
Total full-time employees (not including trainees)	Percent	56.6	54.1	53.9	102-8
Female		63.1	61.7	61.2	102-8
Male		36.9	38.3	38.8	102-8
Total part-time employees	Percent	43.4	45.9	46.1	102-8
Female		84.6	84.9	83.4	102-8
Male		15.4	15.1	16.6	102-8
Management positions ⁴	Number	107	no data	no data	
Female	Percent	29.9	no data	no data	
Male	Percent	70.1	no data	no data	

¹ Due to the calculation method, there may be rounding differences of +/- 0.1%

² The values for 2019 include the employees of Asklepios Kliniken GmbH & Co. KGaA, including MediClin. Starting from 2020, the employees of the Rhön hospitals were also recorded.

³ The granulation in accordance with GRI cannot be derived from the Group-wide data warehouse system. The key figures are therefore based on the Hamburg SAP HR system and were extrapolated for the total number of employees. The total number of employees was determined as of October 2021 and does not include trainees.

⁴ Management positions relate to the level of senior consultants and senior physicians as well as the management and Group department management



Key figures for the area of employees:

Parameter	Unit	2021	2020	2019	GRI
Trainee positions ⁵	Number	3,752	3,752	approx. 2,600	
Trainees in the Asklepios junior management training programme	Headcount	25	27	28	
Female		14	16	no data	
Male		11	11	no data	
Occupational profiles (initial training)	Number	14	14	14	
Prevention officers	Headcount	60	62	approx. 60	
Days absent ⁶ (Absence due to illness with continued pay)	Percent	5.5	5.5	5.4	403-2
Medical service		2.6	2.7	2.8	403-2
Medical-technical service		4.7	5.2	5.0	403-2
Functional service		6.3	6.5	6.6	403-2
Nursing service		6.6	6.3	6.3	403-2
Employee turnover ⁷ (By professional group)	Percent				
Medical service		27.0	25.4	no data	401-1
Nursing service		18.1	17.1	no data	401-1
Medical technical service		25.1	21.6	no data	401-1
Functional service		17.6	18.6	no data	401-1
Hosp. maintenance staff		24.0	25.6	no data	401-1
Financial/supply service		24.2	24.9	no data	401-1
Technical service		18.2	15.8	no data	401-1
Administrative service		23.1	25.6	no data	401-1
Special services		15.4	9.0	no data	401-1
Training centre staff		18.2	15.3	no data	401-1
Other staff		59.8	85.8	no data	401-1

⁵ Following the reform of the traineeships in 2019, there are many medical assistance roles and therapeutic jobs that are subject to remuneration and are also reported. In this respect, the number is not comparable with that from our 2019 CR report.

⁶ Reference period: Oct. 2020 – Oct. 2021/days absent that were recorded by the HR system

⁷ Oct. 2020 – Oct. 2021/including all exit types

Key figures for the area of employees:

Parameter	Unit	2021	2020	2019	GRI
Joining the company (By age and gender)	Percent				
Female		70.1	no data	no data	
Male		29.9	no data	no data	
<20		8.9	5.1	5.3	401-1
Female		10.0	5.4	5.8	
Male		6.4	4.5	3.9	
20 - 29		36.8	35.3	44.4	401-1
Female		37.0	35.7	47.5	
Male		36.2	34.3	37.2	
30 - 39		26.9	27.7	26.3	401-1
Female		26.0	25.6	24.1	
Male		29.1	32.4	31.5	
40 - 49		14.2	16.4	13.1	401-1
Female		13.9	17.0	12.3	
Male		15.0	14.9	15.0	
50 - 59		9.9	12.0	8.9	401-1
Female		10.2	12.9	8.9	
Male		9.0	9.9	8.9	
>=60		3.3	3.6	2.0	401-1
Female		2.9	3.4	1.4	
Male		4.4	4.0	3.5	
Age structure	Percent				
<20		2.5	0.8	no data	
20 - 29		18.7	15.8	no data	
30 - 39		23.2	24.0	no data	
40 - 49		21.0	22.4	no data	
50 - 59		24.7	26.8	no data	
>=60		9.9	10.2	no data	
Training expenses	EUR million	14.1	12.6	15.8	404-1
EAP expenses Internal INSITE revenue	EUR thousand	1,166.0 ⁸	402.4	0	
Newly hired specialist staff from the Philippines	Headcount	267	139	no data	

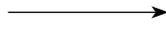
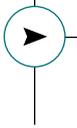
⁸ 2020 excluding revenue from critical incident stress management (CISM) 2021 increase on previous year results from expansion of EAP to healthcare facilities

Environment

As a healthcare provider, we are focused not only on the well-being of our employees and patients, but also on delivering sustainable healthcare that helps secure the future for subsequent generations. This is a difficult balancing act to achieve with regard to climate and environmental protection. After all, the fact that hospitals operate around the clock and have to use energy-intensive medical technology and hygienically flawless products means that they consume comparatively high amounts of electricity, heat, water and other materials. The digitalisation of processes helps conserve resources but also leads to higher energy consumption.

Reliable and uninterrupted supplies of energy are essential to enable hospitals to operate and to ensure the best possible care for our patients around the clock. At the same time, we want to reduce our environmental impact, conserve resources and cut costs by making environmentally sound investments in the future. This is why we advocate energy-efficient and low-emission operation of our healthcare facilities as well as a responsible approach to materials, food and natural resources.





Environmental management: using our leverage

The environmental management policy at Asklepios aims to reduce the negative impacts of our business activities on the environment, thereby making a contribution to environmental and climate protection. As part of our materiality analysis, we have therefore identified those action areas in which Asklepios has the greatest leverage. These action areas are: energy and emissions, waste as well as water. To optimise our environmental management in these areas, we have significantly expanded our set of key figures so that we can pursue our stated goals even more consistently and explain our progress transparently in the future.

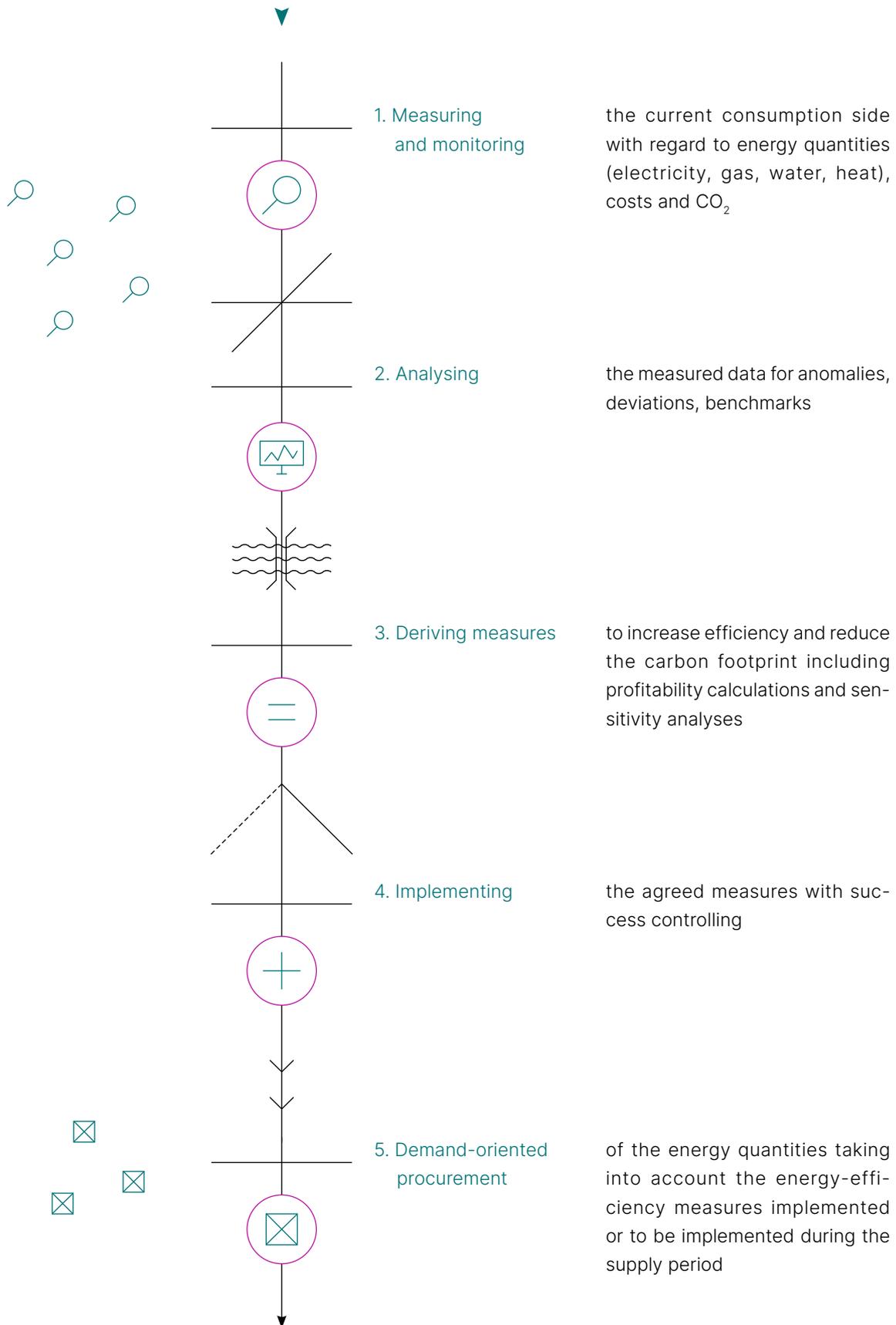
Overall responsibility for environmental management rests with the Management Board. The ESG Board established in 2021 is directly responsible for strategic organisation and project management. Operational implementation is the responsibility of the technical management at the respective healthcare facilities, for whom the ESG Board – in the form of the ESG Board project manager and the inter-departmental working group on sustainability – act in an advisory capacity. Support for specific questions and tasks is provided by the service companies Purchasing & Supply and Technology. Technical management at the respective hospitals monitors the operation of all technical equipment and devices. It also oversees various construction and renovation projects. In relation to the latter, it sometimes receives advice from the Group Architecture and Construction division, which is also responsible for developing new company-wide standards for new buildings and renovations.

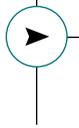
→ Reducing CO₂ emissions

As a healthcare group, Asklepios is aware of its responsibility to protect and conserve natural resources. The greatest leverage available to us in this context is the energy-efficient and low-emission operation of our total of approximately 170 healthcare facilities, which is why Asklepios has defined CO₂ reduction as part of the materiality analysis as a relevant sustainability topic and has integrated it into the Group-wide CR roadmap. Central goals include continuously reducing CO₂ emissions as well as increasing the purchase of energy from renewable sources. We want to achieve through measures such as renovations to improve energy efficiency, reducing electricity consumption and promoting sustainable mobility.

Our sustainability activities in the area of energy and emissions are based on an intelligent, comprehensive energy and building management system. The energy and building management system will go live at 21 locations in 2022.

In five steps, we want to utilise the greatest CO₂ savings and cut costs but without impairing our security of supply.





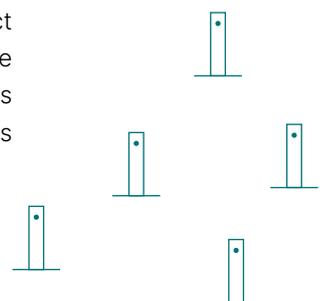
In 2021, we have already defined measures to reduce CO₂ and implemented smart energy management software at 20 locations. While this was being implemented, 20 locations were examined for savings and efficiency potential. This work will form the basis for the next energy audit due in 2023. These audits identified three primary areas that offered high savings potential: lighting, ventilation and heating technology. Based on this, we derived recommendations and actions that had already been implemented at numerous locations by the end of 2021.

Some examples from the three areas: we optimised ventilating plants by installing fans and components to recover heat. We also replaced inefficient heating boilers and installed high-efficiency heating pumps. We were also able to reduce the cooling requirements in our buildings by fitting outdoor blinds and protective films for improved protection against the sun. We have reduced electricity consumption by switching to LED lighting and by using motion detectors in public zones.

We are aware that having a data pool that is as exact as possible forms the basis for all measures to save CO₂. For this reason, we prepared a CO₂ assessment at Group level in 2021. In the first step, CO₂ emissions in Scope 1 (direct emissions, e.g. from boilers, cogeneration plants, vehicle fleets, etc.) and Scope 2 (indirect emissions from external procurement of energy) were calculated. In the second step, we want to design and continuously implement detailed, controllable measures on this basis in order to reduce our CO₂ footprint verifiably. We have thus laid important foundations to be able to fulfil our responsibility for climate protection even better in the future.

Measures to reduce CO₂ that Asklepios has been pursuing for some time include the green data centre project and the project “KLIK green - Hospitals meet Climate Protection”: As part of the green data centre project that has been up and running since 2014, the Group IT division has pursued a policy of switching to power-saving thin clients in order to reduce annual energy consumption. For the year 2022, we plan to optimise energy supplies and air conditioning in the data centre, which is associated with a further reduction in electricity consumption.

In 2021, different Asklepios hospitals have once again participated in the project “KLIK green - Hospitals meet Climate Protection” of the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety. The aim of the project is to collectively reduce greenhouse gases from hospitals and rehabilitation clinics throughout Germany by 100,000 tonnes of CO₂ equivalents.



→ Reducing waste

As a hospital operator, we often use sterile instruments and disposable materials due to the strict hygiene requirements that apply in our sector, which leads to high material consumption. In addition, the delivery of food to our patients also results in large quantities of food waste, which adds to our overall waste volumes. Since we have a responsibility to conserve resources as much as possible throughout the Group, we have defined the reduction of waste as a key sustainability topic and have included it in our CR roadmap.

To continuously reduce our waste volumes, we focus on optimising our use of food and invest – wherever it is feasible to do so – in the introduction of re-usable concepts:

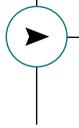
For example, a majority of our healthcare facilities have switched their patient catering services to 'cook and freeze' in an effort to reduce food waste. System optimisations in our set-menu reservation system enable us to calculate food quantities precisely and reduce excess production to a minimum. Furthermore, we are supplying reusable dishes or biodegradable plates, cutlery and mugs for the disposable to-go business.

We are also recording initial successes in the area of recycling. During the reporting year, the hospitals in Altona, Barmbek and Harburg continued the project to recycle surgical instruments that was launched in 2020. Together with Ethicon, a division of Johnson & Johnson, as well as the start-up Resourcify, the hospitals in Hamburg are using a digitally supported return system for powered staplers. In contrast to the incineration process normally used, valuable raw materials are not lost in this process but are professionally recycled.

→ Reducing water consumption

As part of the materiality analysis conducted in 2021, Asklepios identified the reduction of water consumption as another key sustainability topic. Water is a precious resource that is indispensable for the operation of healthcare facilities. Our hospitals use water to supply patients in the hospital wards, for washbasins for hand hygiene in all areas and for conversion into technical water in the technical centres. Our water consumption is highest in the kitchens and in the preparation unit for medical products. Therefore, we must pay special attention to reducing our consumption of clean water. Starting from next year, we should be able to provide a detailed breakdown of consumption figures for individual areas of our healthcare facilities.

We are already implementing measures to reduce water consumption. These include the regular replacement of aerators as well as developing and implementing flushing concepts. We are also using resource-efficient and, in some cases, automated washing machines to consume less clean water in this area as well.



The monthly water meter readings at the Bad Tölz location enabled the prompt detection of leaks in the supply network. We are currently examining whether and to what extent this insight can be applied to other locations. Even during the planning stage for water points, we pay particular attention to ensure that they are designed in a manner appropriate for their intended use. This not only has a positive impact on consumption but is also important with regard to water hygiene. Since 2020, we have been training our own experts in the field of water hygiene, who then develop what are called Water Safety Plans (WSP) for their hospitals that not only guarantee the safety of the drinking water but also ensure a swift and targeted response should the need arise.

We also make provision for the control of technical water parameters. Measures already implemented include the taking of water samples for hydro-chemical analysis, dismantling seldom used tapping points and water pipes that are no longer required in the system as well as arranging regular training by expert partners from the area of water engineering for our employees.

We also take responsibility for the delivery of our clean water and for the disposal of our effluents. Asklepios sources water from local utility companies. At some locations, we also use our own wells. The effluents are collected and directed into the public sewer system. For water treatment, Asklepios uses suitable filter media such as grease separators as well as decay plants for radioactive wastewater from nuclear medicine departments.

Key figures for the area of the environment:

Parameter ¹	Unit	2021	2020	2019	GRI
Total energy consumption	GWh	518.3 ²	425.1 ³	no data	302-1
External procurement	GWh				
Electricity consumption (not including cogeneration plant ⁴ and PV power ⁵)		127.2	131.0	141.0	302-1
Natural gas consumption (not including cogeneration plant and PV power)		229.1	258.0 ⁶	248.0	302-1
District heating		48.0	36.1 ⁷	no data	302-1

¹ Key figures were determined on the basis of an extrapolation in some cases

² The data was requested from 100% of Asklepios units in the reporting year. 6 of the 59 hospitals asked (10%) and 5 of the 20 medical centres asked (25%) did not report any data. The project to automate data collection has already been initiated. The aim is to request and report data for all units.

³ Includes all locations supplied by the primary energy supplier MVV.

⁴ Cogeneration plant

⁵ Photovoltaic power

⁶ The value for 2020 is based on the available consumption figures of all locations supplied by MVV except for: Borsteler Chaussee 85-89a, Alphonsstr. 14, Alphonsstr. 4, Wördemannsweg 27, Tangstedter Landstr. 400/15. For these locations, the consumption of a total of 1.1 GWh was simulated and included in the overall consumption of all locations.

⁷ The value for 2020 includes the following locations: Asklepios Klinik Barmbek, Asklepios Rissen, Bad Oldesloe, Asklepios Fachklinikum Stadtroda, Regional Office Greiz (Wichmannstr. 12), Regional Office Pöbneck (Kurzackerstr. 12), Regional Office Gera (W.-Petzold-Str. 17)

Parameter	Unit	2021	2020	2019	GRI
Self-generated					
Cogeneration plant	Number	40	36	34	302-1
Electric output produced by cogeneration plant	GWh	48.3	34.4 ⁸	no data	302-1
Heating produced by cogeneration plant	GWh	65.0	no data	no data	302-1
Photovoltaic power	GWh	0.7	no data	no data	302-1
Energy consumption per hospital bed ⁹					
Renewable energy sources	Percent	no data	65.4	61.1	302-1
Nuclear power		no data	7.0	10.8	302-1
Hard coal/lignite and natural gas		no data	26.8	27.1	302-1
Other fossil fuels		no data	0.8	0.9	302-1
Direct emissions (Scope 1)	Tons of CO ₂	74,723.4 ¹⁰	no data	no data	305-1
Indirect emissions from purchased electricity (Scope 2)	Tons of CO ₂	45,171.4 ¹¹	30,101 ¹²	33,077 ¹²	305-2
Waste, total weight	Tons	19,626.6 ¹³	8,067.0 ¹⁴	no data	306-3
Water withdrawal (clean water)	Millions of litres	1,453.3 ¹⁵	551.9	no data	303-3

⁸ The value for 2020 includes the total output of electricity generated by all cogeneration plants, excluding Asklepios Klinik Goslar, Asklepios Klinik Nord-Heidelberg (1) and Asklepios Klinik Nord-Heidelberg (2).

⁹ The information was not available by the end of the report preparation period and can therefore only be provided retrospectively for the previous year.

¹⁰ Scope 1 emissions factor in 2021: If no individual emissions factors were available, the average factors for Germany were used: fuel used in cogeneration plant, natural gas 182 g/kWh, heating oil 2.665 kg/l

¹¹ Scope 2 emissions factor in 2021: If no individual emissions factors were available, the average factors for Germany were used: electricity 310g/kWh, district heating mix 182 g/kWh

¹² Indirect emissions from purchased electricity: emissions factor in 2020: 230g/kWh, emissions factor in 2019: 235g/kWh

¹³ The data was requested from 100% of Asklepios units in the reporting year. 3 of the 59 hospitals asked (5%) and 6 of the 20 medical centres asked (30%) did not report any data. The project to automate data collection has already been initiated. The aim is to request and report data for all units.

¹⁴ The value for 2020 includes the locations St. Georg, Barmbek, Altona, Wandsbek, Nord (both locations), Rissen, Harburg

¹⁵ The data was requested from 100% of Asklepios units in the reporting year. 4 of the 59 hospitals asked (7%) and 5 of the 20 medical centres asked (25%) did not report any data. The project to automate data collection has already been initiated. The aim is to request and report data for all units.



GRI index

This report was prepared in line with the information contained in the GRI standards (2016) and GRI standards (2018) listed in the table.

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GRI 307 Environmental compliance 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	22 - 23 24 - 25
GRI 307-1	Non-compliance with environmental laws and regulations Remark: For organisational reasons, it is not possible to provide information for the financial year.	
GRI 308 Supplier environmental assessment 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	26 - 27
GRI 308-1	New suppliers that were screened using environmental criteria Remark: For organisational reasons, it is not possible to provide information on the percentage of new, screened suppliers for the financial year.	
GRI 401 Employment 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	42 - 43
GRI 401-1	New employees and employee turnover	48 - 49

GRI 403 Occupational health and safety 2018		Page
GRI 403-1	Occupational health and safety management system	45
GRI 403-2	Hazard identification, risk assessment, and incident investigation	45
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	45
GRI 403-5	Worker training on occupational health and safety	45
GRI 403-6	Promotion of worker health	45
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45
GRI 403-8	Workers covered by an occupational health and safety management system	45
GRI 404 Training and education 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	42 - 43
GRI 404-1	Average hours of training per year per employee Remark: Instead of this indicator, Asklepios records the training expenses because we believe that this key figure is more suitable for control purposes.	49
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	43
GRI 414 Supplier social assessment 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	26 - 27
GRI 414-1	New suppliers that were screened using social criteria Remark: For organisational reasons, it is not possible to provide information on the percentage of new, screened suppliers for the financial year.	
GRI 416 Customer health and safety 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	34 - 37 37 - 38
GRI 416-1	Incidents of non-compliance concerning the health and safety impacts of products and services	38
GRI 418 Customer privacy 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	34 - 37
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	38
GRI 419 Socioeconomic compliance 2016		
GRI 103	Management approach (including GRI 103-1, 103-2, 103-3)	22 - 23
GRI 419-1	Non-compliance with laws and regulations in the social and economic area Remark: For organisational reasons, it is not possible to report quantitative, topic-specific information for the financial year.	

Independent Practitioner's Report



On a Limited Assurance Engagement on Non-financial Reporting¹

To Asklepios Kliniken GmbH & Co. KGaA, Hamburg

We have performed a limited assurance engagement on the separate non-financial group report of Asklepios Kliniken GmbH & Co. KGaA, Hamburg, (hereinafter the "Company") for the period from 1 January to 31 December 2021 (hereinafter the "Separate Non-financial Group Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

— Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Separate Non-financial Group Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB ("Handelsgesetzbuch": "German Commercial Code").

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as the executive directors consider necessary to enable the preparation of a Separate Non-financial Group Report that is free from material misstatement whether due to fraud or error.

¹ PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the Separate Non-financial Group Report and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

— Independence and Quality Control of the Audit Firm

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

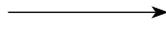
Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors (“Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer”: “BS WP/vBP”) as well as the Standard on Quality Control 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality control for audit firms (IDW Qualitätssicherungsstandard 1: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis - IDW QS 1) – and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

— Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Separate Non-financial Group Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company’s Separate Non-financial Group Report, other than the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB.

In a limited assurance engagement the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.



In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Separate Non-financial Group Report about the preparation process, about the internal control system relating to this process and about disclosures in the Separate Non-financial Group Report
- Identification of likely risks of material misstatement in the Separate Non-financial Group Report
- Analytical procedures on selected disclosures in the Separate Non-financial Group Report
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and group management report
- Evaluation of the presentation of the Separate Non-financial Group Report
- Inquiries on the relevance of climate-risks

— Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Separate Non-financial Group Report of the Company for the period from 1 January to 31 December 2021 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB.

We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

— Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

— Frankfurt am Main, 12 April 2022

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

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Due to our hygiene requirements, we have not used up-to-date photographs. Most of the illustrations contained in this report come from our archives or were purchased from image publishers.

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