



# PioNear

Corporate Responsibility  
Report 2022

**As one of the leading healthcare providers, we have a great responsibility – for our patients, our employees and society. Our actions are based on our guiding principles: medical quality, innovation and social responsibility.**



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## About this report

As a healthcare group, we take on corporate responsibility for our patients, for our employees and for the environment and society. In the Corporate Responsibility Report 2022, 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 April 2022. For transparency and comparison reasons, this CR Report is aligned with the structure and Universal Standards of the 2021 Global Reporting Initiative (GRI). With regard to determining material topics and disclosures on the management of material topic areas, the CR Report is aligned with GRI 3.

During the 2021 financial year, we conducted a materiality analysis (in line with the GRI Universal Standards 2021, GRI 3) 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 2021 GRI standards. In 2022, we validated the material topics. The GRI Universal 2021 Standard was taken into account in the validation of the material topics in the reporting year and in the preparation of the report content. A detailed description of this process can be found on page 11 of this CR report.

The Asklepios Corporate Responsibility Report is a separate non-financial consolidated report in accordance with the "Handelsgesetzbuch" (HGB – German Commercial Code). The 2022 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 on a voluntary basis in the 2022 financial year.

This separate non-financial consolidated report has been audited by PricewaterhouseCoopers (PwC) 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 2022 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 2021 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. 42). 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 2022 financial year. Where possible, comparative data from the previous year are included. Any different periods are clearly indicated.

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# Foreword by the Management Board

## Ladies and gentlemen,

As a leading private healthcare group in Germany, Asklepios has particular responsibility for environmental, social and governance (ESG) issues. We feel a particular sense of commitment to our patients and employees and have therefore been working to ensure sustainable, responsible business management for years.

2022 was a challenging year for Asklepios: The after-effects of the COVID-19 pandemic can still be felt throughout the healthcare sector. The escalating conflict in Ukraine and the global sanctions imposed on Russia impacted supply chains. This led to price increases and fluctuations that caused additional strain on the already overburdened healthcare system. Last but not least, inflation is putting pressure on all companies in the healthcare sector.

Despite these challenges, Asklepios Kliniken has a solid economic positioning as a healthcare group. We have established and continuously improved the necessary structures to integrate the topic of corporate responsibility in the Group. The results of our activities were summarised in a Group-wide ESG strategy and adopted by the Management Board in the fourth quarter of 2022.

Our ESG strategy comprises seven key topics: Asklepios is aiming to cut CO<sub>2</sub> emissions (Scope 1 and 2) by up to 45,000 tons by 2030 as compared to the base year 2022 and plans to operate on a climate-neutral basis by 2040. A reduction in both waste volumes and water consumption in relation to the number of patients is targeted by 2030. With regard to social issues, there will be a particular focus on employee health, patient safety and patient satisfaction. The governance aspect focuses on strengthening and complying with Asklepios's rules of conduct. In the 2023 financial year, we will validate the measures as part of our corporate responsibility roadmap.

This CR Report provides an overview of our progress on environmental, social and governance issues. You can also find out more about our commitment to sustainable business practices and about how we incorporate ESG in our day-to-day business. We hope that this report will give you a better understanding of who we are as a company and what we stand for.

We want to provide our stakeholders with transparent information that bears comparison. With this in mind, we prepare our CR Report in accordance with section 315c in conjunction with section 289c to 289e HGB. In addition, this report was prepared with reference to the Global Reporting Initiative (GRI) Universal Standards.



Hafid Rifi, CFO/Marco Walker, COO/Kai Hankeln, CEO / Dr med. Sara Sheikhzadeh, CMO/Joachim Gemmel, COO

**The Management Board of Asklepios Kliniken  
Hamburg, April 2023**

Kai Hankeln, CEO

Hafid Rifi, CFO

Marco Walker, COO

Dr med. Sara Sheikhzadeh, CMO

Joachim Gemmel, COO

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# Overview of Asklepios Kliniken

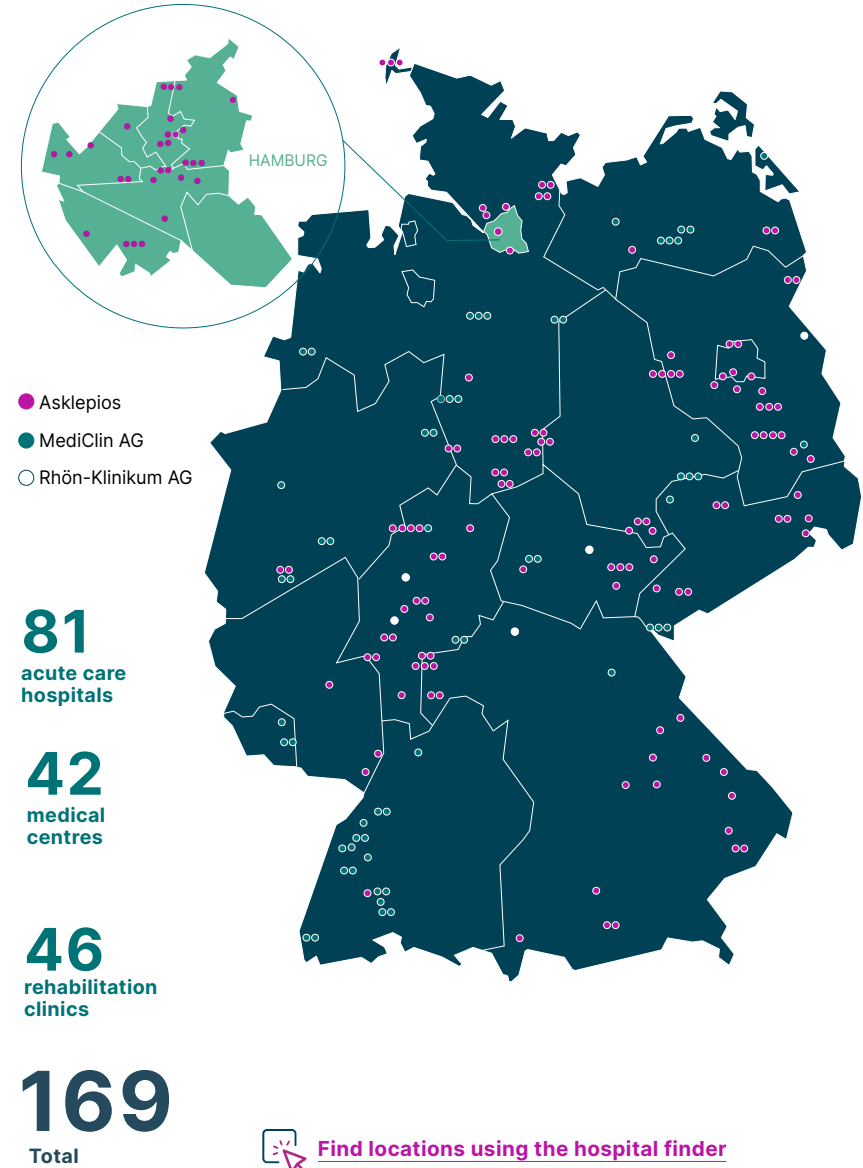
Since its foundation almost four decades ago, the family-owned company Asklepios has developed from a hospital operator to a future-oriented and digital company that embraces a holistic, integrated treatment approach. We see ourselves increasingly as a healthcare platform that offers new digital health 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.

## Shaping the future of medicine

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. 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 2022 from p. 12.

### Asklepios healthcare facilities



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**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<br>Anti-corruption 2016                | Sustainable corporate governance | Combating corruption and bribery          |
| Patient safety   | GRI-416<br>Customer health and safety 2016     | Patients                         | Social matters                            |
|  | GRI-418<br>Customer privacy 2016               |                                  |   |
| Patient satisfaction   | GRI-416<br>Customer health and safety 2016     | Patients                         | Social matters                            |
| Employee health  | GRI-403<br>Occupational health and safety 2018 | Employees                        | Employee matters                          |
| CO <sub>2</sub> reduction                                      | GRI-302<br>Energy 2016                         | Environment                      | Environmental matters                     |
|  | GRI-305<br>Emissions 2016                      |                                  |   |
| Reduction of waste (e.g. food)                                 | GRI-306<br>Waste 2020                          | Environment                      | Environmental matters                     |
| Reduction of water consumption                                 | GRI-303<br>Water and effluents 2018            | 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 and the Annual General Meeting. The Supervisory Board monitors and consults the management work by the general partner. Additional information about the governing bodies can be found in the Annual Report 2022 on p. 106.

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 information<sup>1</sup>**

| Parameter                         | Unit        | 2022        | 2021        | 2020        | GRI   |
|-----------------------------------|-------------|-------------|-------------|-------------|-------|
| Employees (annual average)        | Headcount   | 67,361      | 67,415      | 67,630      | 2-6   |
| Patients treated (reporting date) | Headcount   | 3,570,976   | 3,542,346   | 2,592,045   | 2-6   |
| Healthcare facilities             | Number      | approx. 170 | approx. 170 | approx. 170 | 2-6   |
| Revenue                           | EUR million | 5,290       | 5,118       | 4,343       | 201-1 |
| y-o-y                             |             | 3.4%        | 17.8%       | 22.8%       |       |
| Supervisory Board                 | Headcount   | 20          | 20          | 20          |       |
| Female                            |             | 9           | 5           | 6           |       |
| Male                              |             | 11          | 15          | 14          |       |

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



# Sustainable corporate governance

While advances in medical technology are opening up new opportunities, the acute shortage of qualified staff poses substantial challenges for the German healthcare system. By taking responsible action and focussing on digital health, our aim is not only to safeguard the future viability of Asklepios, but also to play our part in the sustainable development of the healthcare system and thus of society.



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# Sustainability management: Strategically controlling sustainability

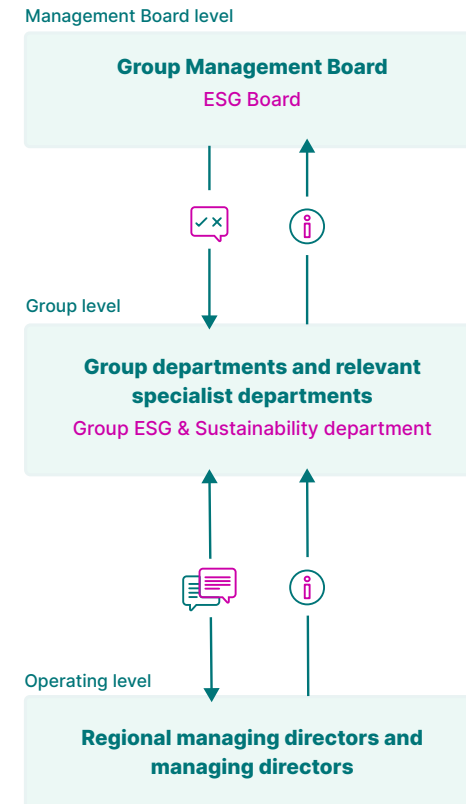
The Management Board is responsible for the topic of corporate responsibility. Strategic sustainability management falls within the remit of the ESG Board. The ESG Board was established as a decision-making committee in the fourth quarter of 2021. It is mainly responsible for the orientation and design 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. 13.

Another of the ESG Board's tasks is to monitor and support 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 heads of the Group departments and the specialist departments along with the Group ESG & Sustainability department act as a link between the ESG Board and those responsible for the operational implementation. The Group ESG & Sustainability department is in close contact with the working group on sustainability. The working group is 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 & Construction, Purchasing & Supplies, ESG & Sustainability, Infrastructure & Data Protection, Investor Relations, IT, Medical Law, Insurance & Compliance, Human Resources, Quality Management, Legal, Risk Management, Service & Technology and Corporate Communications.

The ESG Board will in future meet once a quarter 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 2022 financial year, the quarterly meetings of the working group on sustainability took place regularly. The ESG Board held three meetings.

ESG organisation



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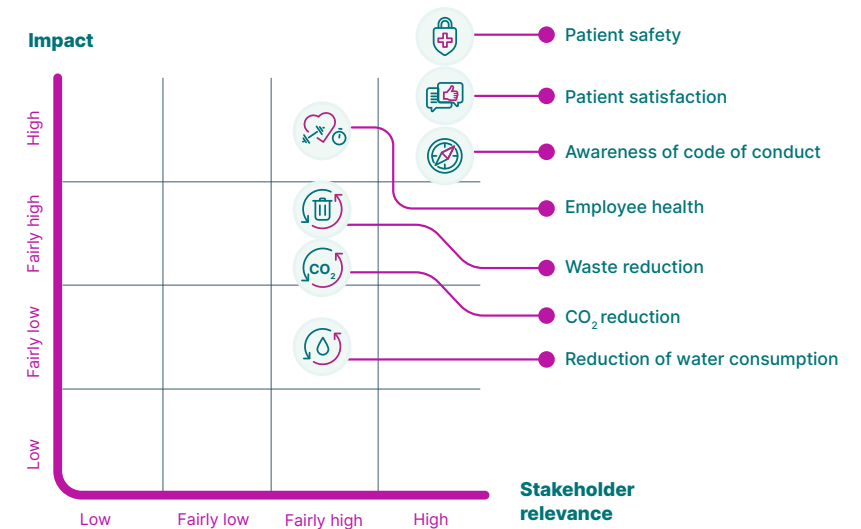
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Our focus topics and action areas

In order to focus on the most relevant CR topics for Asklepios and to develop a systematic approach for our CR activities, we conducted a materiality analysis in 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. The Management Board and the specialist departments evaluated the topics 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). The Management Board and the working group on sustainability accepted the results of our Asklepios materiality analysis.

In 2022, we validated the material topics identified in 2021. This involved examining whether it was necessary to adapt or add to the topics due to internal or external developments. We discussed the findings of this research in a workshop of the Group ESG & Sustainability department – with the result that the material topics remained unchanged. There are two additional topics that we intend to examine more closely in the next materiality analysis: "Consolidation on the healthcare market" and "Partnerships and cooperations". We also want to define the topic of "digital responsibility" more precisely for Asklepios. Final approval of the results was granted by the Management Board. We are planning to perform the next materiality analysis in 2023, taking account of the requirements of the Corporate Sustainability Reporting Directive (CSRD).

Graphic presentation of the materiality matrix



Seven material topics

The seven material CR topics forms the basis for our CR roadmap. These are: raising awareness for the code of conduct/principles of conduct, patient satisfaction, patient safety, employee health, reducing waste, reducing CO<sub>2</sub> and reducing water consumption.

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.

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As one of the leading healthcare providers in Germany, we have a special responsibility to our patients, our employees and the environment. In addition to responsible corporate governance, our sustainability strategy therefore focuses on these three action areas:

**• Patients**

The focus at Asklepios is on people. 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 waste and using water carefully.

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## 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 set ourselves goals in 2021 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. We introduced this tool in 2022 and will expand it further in 2023. An initial training course on compliance has already been carried out.



**Guaranteeing patient safety:**

We want to ensure consistently safe, high-quality patient care. In addition to the Critical Incident Reporting System used in all hospitals, Asklepios has been working for five years with the medical law prevention format "Sicher Arbeiten Vertrauen Erhalten" (Work Safely, Gain Trust – S.A.V.E.), which aims to ensure that all employees working in Asklepios delivery rooms are optimally prepared for rare obstetric emergencies.



**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 in the action areas of exercise, nutrition and stress management at all facilities.



**Reducing CO<sub>2</sub> emissions:**

We aim to steadily reduce the relative CO<sub>2</sub> emissions of our facilities by 2030. To this end, we record the percentage decrease in CO<sub>2</sub> emissions in tons each year as compared to the previous year. As part of the Group-wide ESG strategy, measures have been validated for this and will gradually be implemented at our healthcare facilities.



**Reducing waste:**

Our goal is to conserve resources as much as possible throughout the Group. By 2030 we aim to reduce the annual volume of waste in tons in relation to the number of patients at our facilities. Where appropriate, we plan to change over to 100% recycled bottles for the drinking water for our patients throughout the Group. The goal is to establish closed-loop material recycling.



**Reducing water consumption:**

Water is a precious resource, including for the operation of healthcare facilities. We aim to steadily reduce our annual clean water consumption in litres in relation to the number of patients throughout the Group by 2030. We have conducted a case study to reduce the water and energy consumed for cleaning – for example, by using thinner mop covers and filling washing machines higher.

Detailed measures for achieving our goals will be developed in 2023 on the basis of our CR roadmap.

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## Our contribution to the UN Sustainable Development Goals (SDGs)\*

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs) that the international community is aiming to achieve by 2030. The SDGs address the biggest economic, social and environmental challenges of our time. They trigger a change in society and call on governments, companies and civil society worldwide to take action. The objective is a life of dignity and opportunity for all people – within the scope of our planet's possibilities.

As a leading healthcare group in Germany, Asklepios wants to contribute to achieving these sustainability goals. We therefore take account of the SDGs in our sustainability strategy, focussing on the goals that are particularly relevant to our business activities. We identified these goals in 2022 and assigned our material topics and existing measures to them. The Group ESG & Sustainability department coordinated the selection process with the involvement of the Management Board. The SDG mapping was approved by the Management Board in November 2022.



### Asklepios will contribute as a company to the following seven SDGs in particular:

#### 3 – Good Health and Well-Being

The primary task of our healthcare facilities is to provide our patients with the best possible care – around the clock. With our services and medical research, we contribute to many people's health and well-being. At the same time, we look after our employees' physical and mental health. It is also important to us not to endanger the quality of life of our fellow human beings with our business activities. For this reason, we continuously reduce environmental impacts such as our CO<sub>2</sub> emissions and waste volume.



#### 4 – Quality Education

Qualified employees are our most valuable asset – especially in times of demographic change and the current shortage of specialist staff. For this reason, we invest in high-quality training and education for our employees: We manage 12 training centres for nursing, medical and therapeutic training roles. In addition, we offer business and IT training and dual study programmes – as well as operating the Asklepios Campus Hamburg as a branch of the medical faculty of Semmelweis University in Budapest.



\* This represents additional information that does not form part of the limited assurance engagement performed in accordance with ISAE 3000 rev.

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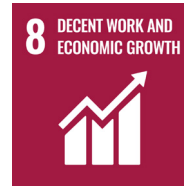
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**8 – Decent Work and Economic Growth**

At our facilities and along our supply chain, we attach great importance to safe and fair working conditions and respect for human rights. With our supplier management, we have a certain influence when it comes to setting social and environmental standards. We aspire to make efficient use of resources such as energy and water. As an employer and a training company, we contribute to creating jobs and supporting junior staff.



**12 – Responsible Consumption and Production**

To ensure a reliable supply for our healthcare facilities, we build on a global procurement network. By requiring our suppliers to comply with environmental and social standards, we promote sustainable production worldwide. We take care to ensure sustainable and resource-efficient consumption in day-to-day hospital work, for example by increasingly focusing on the circular economy and waste reduction.



**9 – Industry, Innovation and Infrastructure**

As one of Germany's leading private hospital operators, Asklepios is an important part of the nationwide healthcare infrastructure and supports all-encompassing healthcare. Our comprehensive risk management and high compliance standards make our company resilient. With research at our own Asklepios Campus and the expansion of digital health services, we promote sustainable innovation in the healthcare sector.



**13 – Climate Action**

Asklepios wants to contribute to limiting climate change. We therefore continuously reduce our CO<sub>2</sub> emissions in the areas of heating, ventilation and lighting. For example, current climate protection measures include optimising ventilation systems and replacing boilers.



**11 – Sustainable Cities and Communities**

With our approximately 170 healthcare facilities, we contribute to the provision of medical care throughout Germany, including in rural and poorly connected regions. We are also promoting the expansion of sustainable mobility at the company: We plan to switch our vehicle fleet to electric mobility and are expanding the charging structure accordingly. In this way, we are reducing emissions and improving the air quality in cities and communities.



In 2023, we want to deal more intensively with aligning our corporate strategy with the SDGs in order to strengthen the positive impact of our business activities and reduce negative effects. We intend to address this topic in a strategy workshop in the first half of 2023.

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## 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, in a patient newsletter and in the digital health magazine "Gesund werden. Gesund leben" (Get well. Live well). Since 2019, we have published the podcast "Die digitale Sprechstunde" (The Digital Consultation) jointly with German daily newspaper "Hamburger Abendblatt". In regular 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.



### 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 2022 together with investors and bank representatives. The event gave Asklepios an opportunity to report on business performance during the previous 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.



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## Compliance management: Ensuring integrity

Integrity is a prerequisite for us 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 at the company, we continuously further develop our compliance management system. The goal is to recognise 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 rests with the Head of Compliance, who is attached to the Group Medical Law, Insurance and Compliance division. He reports directly to the Chief Financial Officer (CFO) and shares information with the Management Board at regular intervals. The local management at the Asklepios hospitals and companies acts as a multiplier for compliance topics, especially when it comes to communicating standards and requirements to the employees. Those responsible for compliance at the hospitals support the local management teams.

**Raising awareness of compliance among employees**

Raising awareness of compliance topics among our employees also remains a key focus of our compliance management. With the slogan "Compliance protects – compliance supports", we draw attention to the importance of cooperation between the Group level and the hospitals in recognising risk-relevant matters early on and being able to respond appropriately. In addition to the procedural instructions with an organisational focus that were implemented in 2021, we also started to prepare the compliance guideline on general regulations for avoiding corruption in 2022. The aim of this guideline is to raise awareness among those responsible for compliance at Asklepios and to put compliance aspects and measures into the relevant context for Asklepios.

**Whistle-blowing system: reporting compliance violations anonymously**

At the beginning of 2022, we set up a tool-based whistle-blowing system: Employees have the option of contacting the Compliance division either anonymously or under their own name to report possible compliance violations. We systematically follow up all reports, while attaching great importance to confidentiality: Whistle-blowers do not have to fear any negative consequences for their job.

We have publicised the tool-based whistle-blowing system within the Group in the Management Board's information for the management and on the intranet. Basic information on its use is provided in the procedural instructions "The Asklepios whistle-blowing system – reports and rules". We also refer to the possibility to report violations in the chapter on "What to do in the event of violations" in the Asklepios principles of conduct. In addition, we draw attention to the tool in the compliance e-learning course "The Asklepios principles of conduct" and during classroom training and other events.

Compliance reports were received in the 2022 financial year and have been reviewed and processed. There has been no significant increase in reports as a result of the whistle-blowing system.

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## Raising awareness of the principles of conduct

The Asklepios principles of conduct implemented in January 2020 remain in place. The other decisions in connection with the principles of conduct also apply: 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 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.

### Managers set an example

New procedural instructions and other compliance measures and activities that are relevant to the employees are communicated on a top-down basis. Management staff thus carry a special responsibility in terms of implementing standards of conduct at Asklepios. Not least 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. The principles of conduct are available in our document control tool and can also be accessed by all employees on the compliance page of our intranet AskMe and by external parties on the internet.

### E-learning on principles of conduct

Compliance is a regular topic at various internal training, further education and information events. Since mid-2022, the goal of ensuring familiarity with the Asklepios compliance standards throughout the Group has also been supported by a corresponding e-learning course. In a pilot project, the compliance e-learning course "The Asklepios principles of conduct" has been uploaded and advertised on the AskNow training platform implemented by the Group. This mandatory compliance training has the aim of informing all employees. The AskNow training team is currently seeking to coordinate with the relevant divisions to find a solution for this administrative challenge in the context of the goal of our CR roadmap.

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## Risk management: opportunities and risks in focus

Asklepios pursues a comprehensive opportunity and risk management approach: We assess risks and opportunities in combination in order to identify, evaluate and control them at an early stage. The focus in this context is on financial and non-financial risks and opportunities that can influence the achievement of our goals – at both Group and hospital level. In this way, we aim to secure our long-term economic success and meet the requirements of our patients and society while also offering our employees secure jobs.

Since we follow a comprehensive risk management approach, we can also identify and evaluate non-financial risks based on the analysis of financial risks. We still did not include MediClin and Rhön in the non-financial risks recorded in the 2022 reporting year. We are currently preparing to implement suitable structures to enable the collective assessment of non-financial 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 according to section 315c in conjunction with section 289c to 289e HGB: environmental matters, employee matters, social matters, respect for human rights, as well as combating corruption and bribery.

**Standardised process for risk assessment**

In the 2022 financial year, we set up the software-based assessment of non-financial risks based on their probability and their possible effects (ESG risk reporting). The specified Group divisions and departments submit their assessment as at 30 September each year and an update as at 1 January of the following year. In doing so, they take account of established countermeasures and the key CR topics. Using this standardised process, we can centrally document and track both the risk assessment and the measures – and evaluate not only the development of non-financial risks over time, but also the effectiveness and efficiency of the measures initiated.

At the beginning of the 2023 financial year, we will transfer ESG risk reporting to the continuous improvement process. We have outlined our risk management approach and process as well as the responsibilities in detail in our CR Report 2022 on page 19 and in the Annual Report 2022 starting on page 71.

**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.

**COVID-19: still a risk**

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.

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# Supplier management: Ensuring the security of hospital supplies

As a healthcare group, we have major requirements for a various different products and services. These include goods and services for the medical area, administration and business requirements. In addition, we 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. We procure products mainly from Germany, other European countries and the USA. We manage the purchase of products and services by means of our company-wide supplier management, which is the responsibility of Asklepios Großhandelsgesellschaft (AGH, formerly Asklepios Service Einkauf und Versorgung GmbH). Strategic Purchasing is responsible for concluding Group-wide procurement strategies with binding framework agreements. Operational purchasing is carried out by the two central purchasing companies, which manage order processing and supplies to the hospitals and medical centres and provide assistance to users with the ordering procedure.

### Selection of suppliers based on strict criteria

The goals against which we measure our supplier management 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. Key criteria include adherence to statutory obligations, quality, innovation, cost efficiency and stable availability.

### Preparation for the German Supply Chain Act (“Lieferkettensorgfaltspflichtengesetz, LkSG”)

The German Supply Chain Act came into force as at 1 January 2023. It requires all companies with generally 3,000 (from 1 January 2024 onwards: 1,000) or more employees in Germany to observe the human rights and environmental due diligence requirements stipulated in this law appropriately, both in their own business area and along their supply chain. The goal is to prevent or minimise risks relating to human rights or the environment and to end any breaches of human rights or environmental duties.

### Increased requirements for our suppliers

With the introduction of the LkSG in 2023, we will start having our suppliers evaluated by the rating agency EcoVadis from 1 January 2023. EcoVadis is an international, cloud-based online platform for determining sustainability along the entire supply chain, with the aim of creating more transparency between business partners. Using an online questionnaire, it asks about various criteria from four categories – the environment, labour rights and human rights, ethics and sustainable procurement – depending on the size, sector and location of the company.

At the same time, we are reorganising supplier management and supplier evaluation at Asklepios Großhandelsgesellschaft mbH and automating this to a greater extent. The preparation and implementation of the corresponding processes is planned for the beginning of 2023.

In 2022, we revised and updated our standard for strategic framework agreements in view of the current legal requirements – particularly with regard to the Medical Device Regulation (MDR) and the German Supply Chain Act. This also includes the company-wide Supplier Code of Conduct (SCoC) and a requirement for our business partners to support the EcoVadis rating. The Supplier Code of Conduct has been submitted to the Management Board for approval. In addition, we rearranged the general terms and conditions of purchasing at AGH. They now likewise include a reference to the CoC and the compliance regulations applicable throughout the company.

### Key figures for the area of sustainable corporate governance

| Parameter                                   | Unit                  | 2022          | 2021          | 2020          | GRI |
|---|-----------------------|---------------|---------------|---------------|-----|
| Procurement volume                          | EUR million           | approx. 845   | approx. 800   | approx. 740   | 2-6 |
| Suppliers                                   | Number                | approx. 1,800 | approx. 1,330 | approx. 1,300 | 2-6 |
| Number of Principles of Conduct distributed | Headcount (new hires) | 8,851         | 8,284         | 7,200         |     |

Due to the pandemic, the war in Ukraine and global supply chain disruptions, the supplier base was deliberately diversified in some areas in the reporting year to ensure the necessary security of supplies for our facilities and to cushion price increases as best possible.

# Patients

The well-being of our patients is our top priority at Asklepios. We want to provide them with excellent medical care. Ideally, we support them until they are completely healthy again. We therefore continuously scrutinise and improve the quality and safety of our work. We see digitalisation as an opportunity, since it opens up new avenues for optimising our structures and processes and developing innovative services for our patients.



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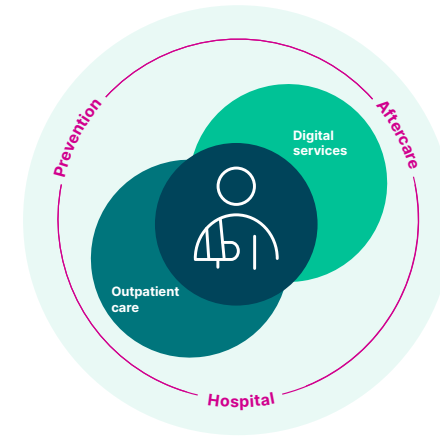
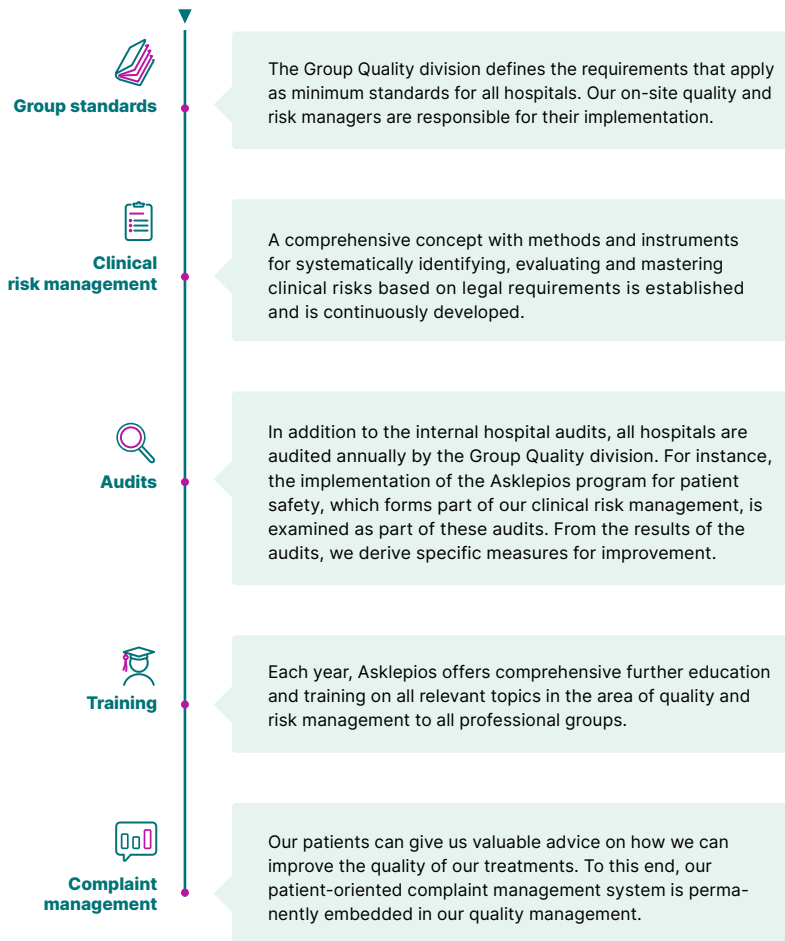
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# Quality management: Creating verifiable standards for all hospitals

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



## 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. To provide the best possible treatment, we increasingly integrate digital solutions such as the Asklepios Online Clinic.

### 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 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 endeavour to achieve the best possible treatment outcomes at our Centres of Excellence.

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### Optimised processes and digital services

In deploying digital solutions, we cooperate with partners from the healthcare sector. Together with Minddistrict, for example, we developed the Asklepios Online Clinic. This offers digital therapy programmes for people with mental health problems, which are combined with video calls and personal contact.

To ensure that we can guarantee the best possible treatment to our patients in the future as well, the hospitals in Hamburg use the hospital information system M-KIS. The treatment process is documented and presented transparently in the digital patient record. Since 2022, all hospitals in Hamburg have been working with M-KIS, and in the future all Asklepios hospitals will document their key processes digitally.

In addition, we are making increasing use of digital communication formats for prevention. In the 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.

### Health offers for companies

With our "Corporate Health" business segment, we help companies to boost the productivity and health of their employees. In cooperation with our subsidiaries the Fürstenberg Institute, INSITE-Interventions and Pulso Europe, we offer counselling programmes such as the Employee Assistant Programme (EAP), various work-life services, health coaching and medical check-ups. Our own employees can also use these programmes.

## 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 employees, but also our patients as vital sources of feedback.

To ensure high-quality patient care at all Asklepios hospitals, we use comprehensive quality management. The core component is the established programme for patient safety, which includes methods, tools and standards that allow us to detect clinical risks early on and to analyse and avoid them. A clinical risk includes everything that may endanger the safety of patients during their treatment.

Based on risk analyses and in the recommendations of the World Health Organisation (WHO) and the German Coalition for Patient Safety, we have developed appropriate standards and derived recommended actions and prevention measures. These include an operation safety checklist in accordance with the WHO, counting checks during surgery as well as patient identification armbands in all hospitals. The "Stop-Inject: Check!" method helps us avoid medication errors during intravenous injections. In 2021, it was awarded second place in the "German Prize for Patient Safety".

### Quality management system developed further

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 the QM guidelines set out by the Federal Joint Committee and to the standards the Group has outlined for improving patient safety.

### Internal audits improve patient care

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 are audited each year by the Group Quality division. In addition to this, the Asklepios audit program includes internal hospital audits and risk audits on priority issues

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

- Development of a Group-wide standard for indication-specific pain management
- Provision of new printed media on complaint management at the hospitals, with the aim of informing patients about the existing options and channels for making complaints
- Continuation and further development of spot checks of patient records for compliance with the structural requirements from the Federal Joint Committee's quality guidelines and documentation quality in the context of statutory quality assurance
- Ongoing optimisation of clinical processes

**Patient safety as a key CR goal**

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 safety is now firmly anchored in our CR roadmap. To improve our ability to track progress, we have expanded our KPI set to include key figures for the Critical Incident Reporting System (CIRS) as well as the "Sicher Arbeiten Vertrauen Erhalten" (S.A.V.E.) prevention format.

**CIRS reporting system: learning from mistakes**

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 passing on cases of general relevance along with specific prevention recommendations to all Asklepios hospitals.

Since 2010, more than 15,600 reports have been submitted, from which over 12,000 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 2022 financial year, our employees submitted 829 reports via CIRS and 393 measures were implemented. For the first time since this year, we have combined the CIRS key figures already developed in a process-oriented key figure. When interpreting this, it should be noted that generally one key figure alone – such as the number of reports – is not informative, but rather only an assessment of all relevant results for the process.

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.

**S.A.V.E. prevention format**

Obstetric emergencies are rare but highly dramatic events. Decisions have to be made extremely quickly and implemented under great stress and time pressure. In such emergency situations, it is crucial for the interdisciplinary team of gynaecologists, midwives, anaesthesiologists, neonatologists and nurses to work together hand in hand.

Since 2017, Asklepios has been implementing the medical law format "Sicher Arbeiten Vertrauen Erhalten" (Work Safely, Gain Trust – S.A.V.E.) with the aim of ensuring that all employees working in delivery rooms are optimally prepared for emergency situations during childbirth. The basic principle is to take a structured approach to the extensive informative on birth defects and their causes provided by liability cases by way of targeted emergency training combined with legal training.

This training is provided at the Institute for Emergency Medicine in Hamburg and on site in the Asklepios delivery rooms.

S.A.V.E. relies on networking, promotes dialogue between professional groups and locations, supports the optimisation of emergency structures and standards, raises teams' awareness of legal issues and increases safety for patients and employees at the Asklepios hospitals. The S.A.V.E. format comes under the responsibility of the Group Medical Law, Insurance and Compliance division.



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In 2020, this prevention format was rolled out to the company's central emergency departments, leading to an increase in the number of employees trained in 2021 and 2022 overall.

**Hours of training in delivery rooms and central emergency departments**

| Year         | Employees trained | Hours of training |
|--------------|-------------------|-------------------|
| 2017         | 155               | 1,704             |
| 2018         | 268               | 2,724             |
| 2019         | 265               | 2,572             |
| 2020         | 244               | 2,540             |
| 2021         | 472               | 4,724             |
| 2022         | 525               | 5,508             |
| <b>Total</b> | <b>1,929</b>      | <b>19,772</b>     |

We measure the success of the birth defect prevention format (S.A.V.E.) based on the number of birth defects with a medium or high liability risk in relation to the number of births (rolling three-year average). In the reporting year, this key figure was one in 2,988 births, based on the rolling three-year average for 2019 to 2021.

**Strict hygiene regulations**

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.

**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 and are 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.

**Preventing privacy breaches**

Despite high security standards, isolated privacy breaches can still occur. In 2022, we documented 47 cases of breaches in the protection of personal data that were also reported to the relevant supervisory authority. All cases were recorded and analysed. From all incidents, we derived measures and documented these internally at the hospitals to prevent any future recurrence. The hospital in question informs the authorities of the implementation of these measures.

**Own data centre in Hamburg**

To provide the necessary IT infrastructure, Asklepios operates its own data centre with around 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 issued only with the rights that they actually need.

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## 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. 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.

### Regular patient surveys

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%. The recommendation rate across all Asklepios hospitals was 91% in 2022. The surveys are currently conducted in writing and we have appointed a service provider to evaluate the results. In 2022, we also conducted the survey electronically at several hospitals in a pilot phase and identified potential for improvement. In all hospitals, complaints officers are responsible for optimising hospital processes and procedures based on the complaints submitted.

### Patient-reported outcome measurement

As part of our stated objective to continuously improve our treatment quality, we use instruments such as patient-reported outcome measures (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 the medical outcome and quality of life after the intervention. Recently, quality contracts for hip and knee endo-prosthetics have been concluded at several hospitals with various health insurance funds. In this context, an assessment of the medical outcome will routinely be performed that also includes asking patients about their quality of life and measuring this as part of the patient-reported outcome measurement. These data will be sent in an anonymised form to the Institut für Qualität und Transparenz im Gesundheitswesen (Institute for Quality and Transparency in Healthcare, IQTIG).

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 are based on the legal requirements and are reviewed during the annual audit by the Group Quality division.

### Key figures for the area of patients

| Parameter   | Unit            | 2022          | 2021          | 2020                 | GRI   |
|---|-----------------|---------------|---------------|----------------------|-------|
| Critical Incident Reporting System (CIRS)                                     |                 |               |               |                      |       |
| Processed CIRS reports  | %               | 80.3          | 78.0          | No data              | 416-2 |
| CIRS reports with derived measures <sup>1</sup>                               | %               | 80.5          | 78.5          | No data              |       |
| Implemented measures from CIRS <sup>2</sup>                                   | %               | 79.4          | 75.6          | No data              |       |
| Hospital audits by the Group Quality division <sup>4</sup> (performance rate) | %               | 95.8          | 92.8          | 88.0                 |       |
| Recommendation rate in questionnaires   | %               | 91.8          | 91.4          | No data <sup>3</sup> |       |
| Breaches in the protection of personal data                                   | Number of cases | 47            | 100           | 61                   | 418-1 |
| Servers with data protection and data security standard ISO 27001             | Number          | approx. 3,000 | approx. 3,000 | approx. 3,000        |       |

<sup>1</sup> CIRS reports with derived measures in relation to the number of usable CIRS reports in percent

<sup>2</sup> Implemented measures from CIRS in relation to the number of derived measures in percent

<sup>3</sup> Key figures could be collected for the first time in the period from Q4 2020 to Q3 2021 (somatic care and rehabilitation hospitals not including psychiatry)

<sup>4</sup> Including Klinik Oschatz and Klinik Melsungen

# Employees

Health at Asklepios is all about teamwork. By pooling their efforts and skills, our employees dedicate themselves every day to the welfare of our patients. But their work is demanding: The shortage of qualified staff, increasing legal regulation, a heavy workload and the best possible integration of international colleagues are among the issues that we face.

Only with healthy, well-rested and motivated employees can we ensure the highest quality of treatment. We therefore want to offer our employees optimal support – with attractive working conditions, professional health management, training and education opportunities and a good work-life balance.



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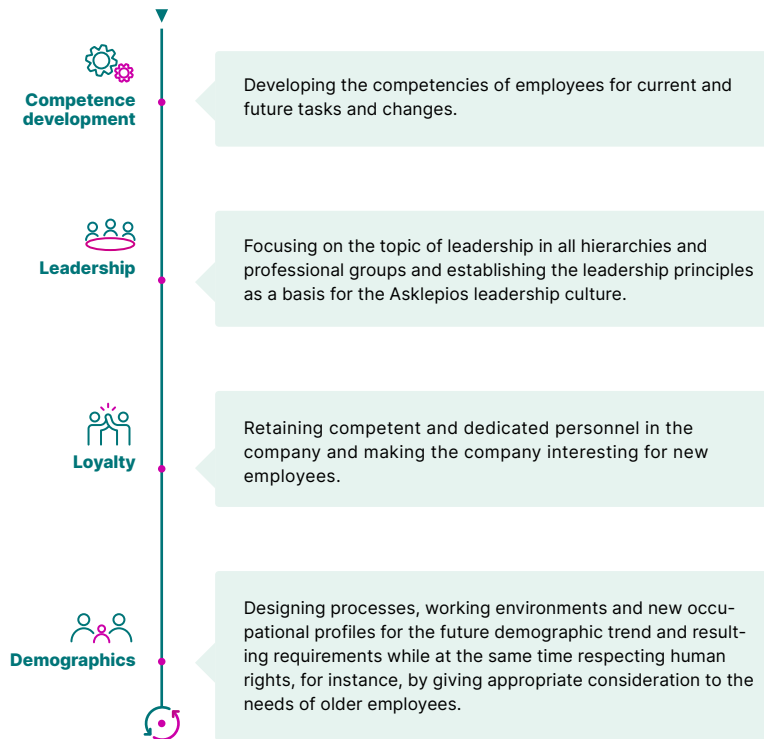
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# HR management: Remaining an attractive employer

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 the following 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 healthcare facilities 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.

Popular employer

Our efforts to be a good employer and to create an attractive working environment are also gaining external recognition. In 2022, we won the following awards:

Awards in 2022



**Best Managed Companies Award 2022**

Deloitte Private, Credit Suisse, Frankfurter Allgemeine Zeitung, Federation of German Industries (BDI)

**Companies of the Year 2022**

Focus/Focus Money

**Very High Corporate Responsibility 2022**

Die Welt/Service Value

**Health Champions 2022**

Die Welt/Service Value

**Top Fairness at Work 2022**

Focus/Focus Money

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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. Difficult and constantly changing working hours make working in hospitals particularly stressful.

### “Asklepios Active”: occupational health management

Our occupational health management measure “Asklepios Active” supports the employees in our hospitals and aims to create a healthy workplace and offer incentives to encourage a well-balanced 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. 88% (previous year: 96%) of all Asklepios hospitals offer health options relating to exercise, while 93% (previous year: 93%) support their employees with healthy eating and 68% (previous year: 64%) with stress management. In 2023, we want to supplement these action areas with “Other health offers” such as influenza vaccinations, company doctor consultation hours, opportunities to donate blood and seminars on health-oriented management.

We measure our success based on the number of hospitals with at least one offer in three of the four specified action areas. In the reporting year, 35 hospitals/facilities provided offers in at least three of the action areas.

We want to provide our employees with opportunities to boost their health at the workplace as well. Due to COVID-19 and illness, however, fewer resources were available in the action area of exercise in 2022.

### Distribution of health options



### Prevention: regular dialogue

A total of 51 (previous year: 60) prevention officers are responsible for 57 hospitals and thus for coordinating and implementing our health management measures. At the invitation of the Group Human Resources division, the prevention officers meet once a year to network and share their experiences. The meeting did not take place in 2022 due to the pandemic, but was instead held in January 2023. The prevention officers report regularly to their respective hospital management and once annually to the Group Human Resources division.

### External employee counselling provides support with problems

All of our employees have access to the Employee Assistance Programme (EAP) offered by the Asklepios subsidiary INSITE. External employee counselling supports our employees going through difficult situations – anonymously and without the knowledge of Asklepios. The support offered ranges from arranging appointments with medical specialists to help with mental health problems or caring for family members, as well as debt counselling, legal assistance and team coaching. In addition, our employees can find extensive information on health topics and offers on the Asklepios intranet.

### Occupational health and safety

We align specific measures to ensure occupational health and safety with regulatory requirements and labour law standards. 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.

### Reporting hazardous situations

Employees can use the Critical Incident Reporting System (CIRS) to report critical incidents, processes or events that could pose a danger to patients or staff members. For particular hazardous situations in our psychiatric facilities, we have mandatory emergency plans in place that are specific to each location.

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**Promoting training and education**

With a total of around 3,600 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 twelve women and ten 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.

**International specialist staff**

In addition to recruiting from our own junior staff, we also train and recruit specialist staff from abroad. Asklepios has taken on international nurses from 39 countries, including 260 from the Philippines.

**Education offerings – digital and on-site**

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 introduced a digitalised platform for e-learning and event management in 2022. The system serves as an all-in-one solution for planning and implementing training courses and conferences. It provides labour-saving, automated processes and reports for the organisation, administration and implementation of training courses and events – whether for online, hybrid or face-to-face formats. AskNow helps us improve the quality, reach, availability, efficiency and documentation of education, training and events. See page 18, paragraph on “E-learning on principles of conduct”.

In the coming year, we intend to expand our range of digital training and events further using the AskNow platform.

**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.

**Flexible work**

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.

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| Parameter <sup>1</sup>  | Unit       | 2022   | 2021   | 2020    | GRI   |
|---|------------|--------|--------|---------|-------|
| Total employees (including trainees) <sup>2</sup>   | Head-count | 67,361 | 67,415 | 67,630  | 2-7   |
| Employees covered by collective agreements (not including Medi-Clin AG and Rhön-Klinikum AG) <sup>3</sup> | Head-count | 20,493 | 22,951 | 23,119  | 2-7   |
| Total employees with permanent contracts  | %          | 82.7   | 80.2   | 85.1    | 2-7   |
| Female  |            | 73.2   | 73.2   | 73.4    | 2-7   |
| Male  |            | 26.8   | 26.8   | 26.6    | 2-7   |
| Total employees with temporary contracts  | %          | 17.3   | 19.8   | 14.9    | 2-7   |
| Female  |            | 68.3   | 69.1   | 66.1    | 2-7   |
| Male  |            | 31.7   | 30.9   | 33.9    | 2-7   |
| Total full-time employees (not including trainees)  | %          | 51.9   | 56.6   | 54.1    | 2-7   |
| Female  |            | 58.2   | 63.1   | 61.7    | 2-7   |
| Male  |            | 41.8   | 36.9   | 38.3    | 2-7   |
| Total part-time employees   | %          | 48.1   | 43.4   | 45.9    | 2-7   |
| Female  |            | 81.8   | 84.6   | 84.9    | 2-7   |
| Male  |            | 18.2   | 15.4   | 15.1    | 2-7   |
| Management positions <sup>4</sup>   | %          |        |        |         |       |
| Female  |            | 32.7   | 29.9   | No data |       |
| Male  |            | 67.3   | 70.1   | No data |       |
| Trainee positions   | Number     | 3,583  | 3,752  | 3,752   |       |
| Trainees in the Asklepios junior management training programme  | Head-count | 26     | 25     | 27      |       |
| Female  |            | 15     | 14     | 16      |       |
| Male  |            | 11     | 11     | 11      |       |
| Occupational profiles (initial training)  | Number     | 14     | 14     | 14      |       |
| Time absent <sup>5</sup> (absence due to illness with continued pay)                                      | %          | 6.6    | 5.5    | 5.5     | 403-2 |
| Medical service   |            | 3.7    | 2.6    | 2.7     | 403-2 |
| Medical-technical service   |            | 6.2    | 4.7    | 5.2     | 403-2 |
| Functional service  |            | 7.6    | 6.3    | 6.5     | 403-2 |
| Nursing service   |            | 7.7    | 6.6    | 6.3     | 403-2 |

| Parameter <sup>1</sup>                                 | Unit | 2022 | 2021 | 2020    | GRI   |
|--|------|------|------|---------|-------|
| Employee turnover <sup>6</sup> (by professional group) | %    |      |      |         |       |
| Medical service  |      | 28.1 | 27.0 | 25.4    | 401-1 |
| Nursing service  |      | 19.7 | 18.1 | 17.1    | 401-1 |
| Medical-technical service                              |      | 25.8 | 25.1 | 21.6    | 401-1 |
| Functional service                                     |      | 19.1 | 17.6 | 18.6    | 401-1 |
| Hosp. maintenance staff                                |      | 28.2 | 24.0 | 25.6    | 401-1 |
| Financial/supply service                               |      | 30.4 | 24.2 | 24.9    | 401-1 |
| Technical service                                      |      | 18.5 | 18.2 | 15.8    | 401-1 |
| Administrative service                                 |      | 25.4 | 23.1 | 25.6    | 401-1 |
| Special services                                       |      | 16.5 | 15.4 | 9.0     | 401-1 |
| Training centre staff                                  |      | 22.0 | 18.2 | 15.3    | 401-1 |
| Other staff  |      | 46.6 | 59.8 | 85.8    | 401-1 |
| Joining the company (by age and gender)                | %    |      |      |         |       |
| Female   |      | 70.5 | 70.1 | No data | 401-1 |
| Male   |      | 29.5 | 29.9 | No data | 401-1 |
| <20  |      | 8.7  | 8.9  | 5.1     | 401-1 |
| Female   |      | 9.7  | 10.0 | 5.4     | 401-1 |
| Male   |      | 6.3  | 6.4  | 4.5     | 401-1 |
| 20-29  |      | 34.1 | 36.8 | 35.3    | 401-1 |
| Female   |      | 35.1 | 37.0 | 35.7    | 401-1 |
| Male   |      | 31.9 | 36.2 | 34.3    | 401-1 |
| 30-39  |      | 28.8 | 26.9 | 27.7    | 401-1 |
| Female   |      | 27.3 | 26.0 | 25.6    | 401-1 |
| Male   |      | 32.4 | 29.1 | 32.4    | 401-1 |
| 40-49  |      | 15.0 | 14.2 | 16.4    | 401-1 |
| Female   |      | 14.7 | 13.9 | 17.0    | 401-1 |
| Male   |      | 15.6 | 15.0 | 14.9    | 401-1 |
| 50-59  |      | 9.9  | 9.9  | 12.0    | 401-1 |
| Female   |      | 10.1 | 10.2 | 12.9    | 401-1 |
| Male   |      | 9.4  | 9.0  | 9.9     | 401-1 |
| >=60   |      | 3.5  | 3.3  | 3.6     | 401-1 |
| Female   |      | 3.1  | 2.9  | 3.4     | 401-1 |
| Male   |      | 4.4  | 4.4  | 4.0     | 401-1 |

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| Parameter <sup>1</sup>   | Unit         | 2022    | 2021                 | 2020  | GRI     |
|--|--------------|---------|----------------------|-------|---------|
| Age structure  | %            |         |                      |       |         |
| <20  |              | 2.4     | 2.5                  | 0.8   | No data |
| 20-29  |              | 18.9    | 18.7                 | 15.8  | No data |
| 30-39  |              | 24.2    | 23.2                 | 24.0  | No data |
| 40-49  |              | 20.7    | 21.0                 | 22.4  | No data |
| 50-59  |              | 23.0    | 24.7                 | 26.8  | No data |
| >=60   |              | 10.7    | 9.9                  | 10.2  | No data |
| Training expenses  | EUR million  | 20.3    | 14.1                 | 12.6  | 404-1   |
| EAP expenses   | EUR thousand | 1,152.0 | 1,166.0 <sup>7</sup> | 402.4 |         |
| Prevention officers  | Head-count   | 55      | 60                   | 62    |         |
| Number of hospitals that provided offers in the action area of exercise          | Number       | 50      | 53                   | 53    |         |
| Number of hospitals that provided offers in the action area of nutrition         | Number       | 53      | 51                   | 49    |         |
| Number of hospitals that provided offers in the action area of stress management | Number       | 39      | 35                   | 46    |         |
| Newly hired specialist staff from the Philippines                                | Head-count   | 260     | 267                  | 139   | 203-2   |

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

<sup>2</sup> Employees of Asklepios Kliniken GmbH & Co. KGaA, including MediClin and Rhön

<sup>3</sup> 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 2022 and does not include trainees

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

<sup>5</sup> Reference period: Oct. 2021-Oct. 2022/days absent that were recorded by the HR system

<sup>6</sup> Oct. 2021-Oct. 2022/including all exit types

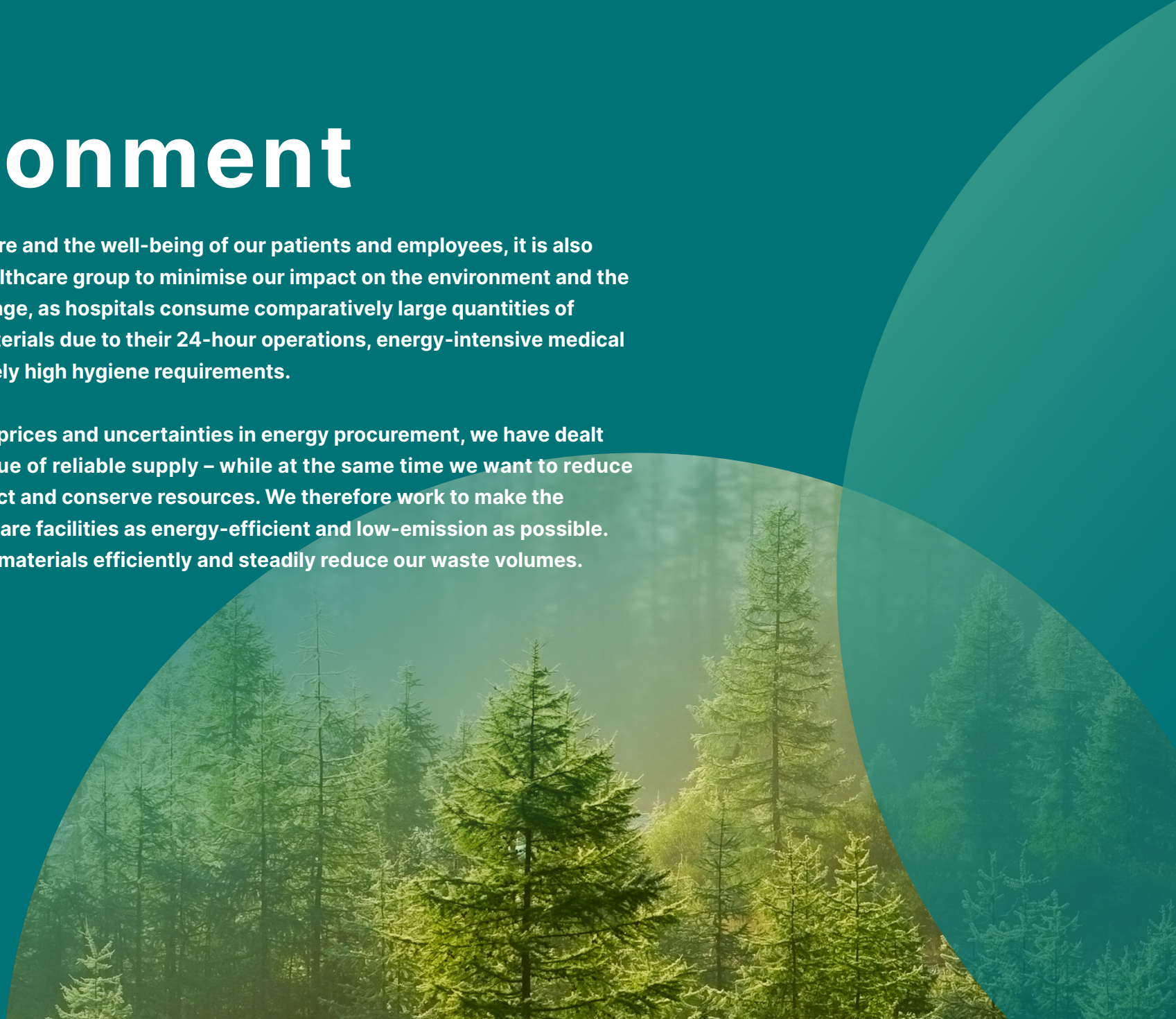
<sup>7</sup> 2020 excluding revenue from critical incident stress management (CISM), 2021 increase on previous year results from expansion of EAP to healthcare facilities



# Environment

In addition to reliable care and the well-being of our patients and employees, it is also important to us as a healthcare group to minimise our impact on the environment and the climate. This is a challenge, as hospitals consume comparatively large quantities of electricity, heat and materials due to their 24-hour operations, energy-intensive medical technology and extremely high hygiene requirements.

In view of rising energy prices and uncertainties in energy procurement, we have dealt intensively with the issue of reliable supply – while at the same time we want to reduce our environmental impact and conserve resources. We therefore work to make the operation of our healthcare facilities as energy-efficient and low-emission as possible. We use water, food and materials efficiently and steadily reduce our waste volumes.



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# Environmental management

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 identified the action areas in which Asklepios has the greatest leverage and validated these in 2022. These action areas are: energy and emissions, waste as well as water. To optimise our environmental management in these areas, we automate the compilation of our set of key figures so that we can systematically pursue our stated goals and explain our progress transparently in the future.

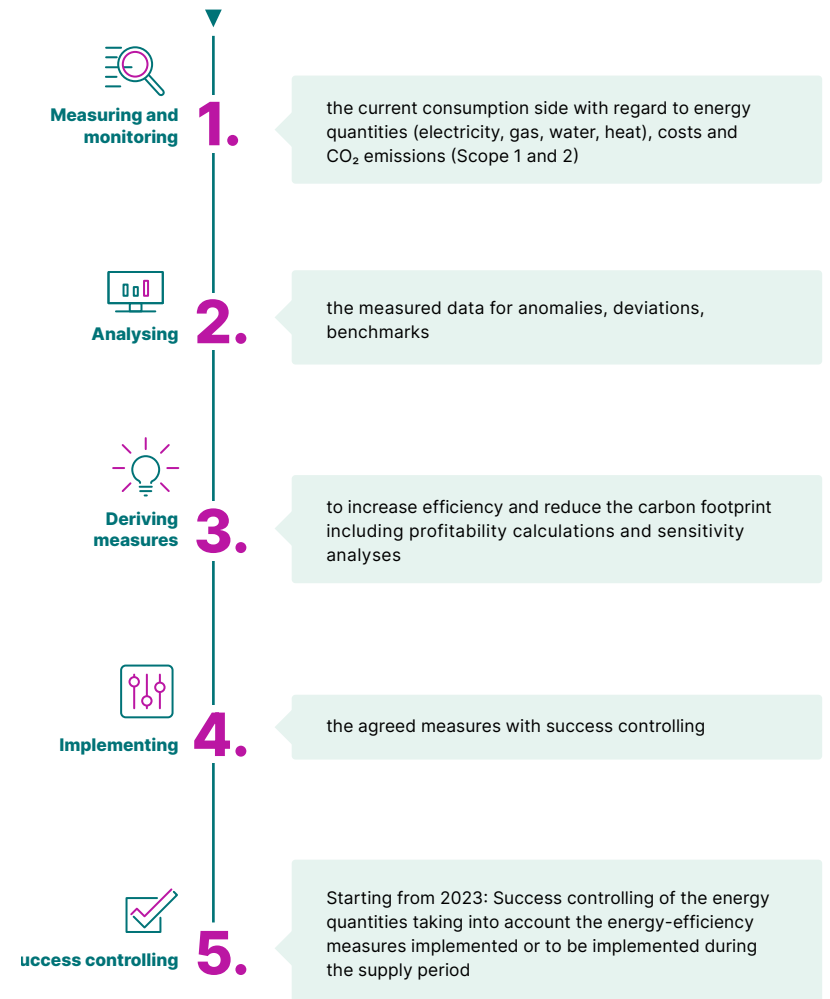
Overall responsibility for environmental management rests with the Asklepios Management Board. The ESG Board, which was established in 2021 and meets as part of the regular Management Board meetings, is responsible for strategic organisation and project management. The Service Technology division handles strategic and operational environmental management centrally. After approval by the ESG Board, the technical management at the respective healthcare facilities deals with implementation. Support for specific questions is provided by the Service Technology and Purchasing & Supply divisions. Technical management monitors the operation of all equipment and devices. It also oversees various construction and renovation projects. In relation to the latter, advice is given by the Group Architecture and Construction division, which is also responsible for developing company-wide standards for new buildings and renovations.

## Reducing CO<sub>2</sub> emissions

As a healthcare group, Asklepios is aware of its responsibility to protect and conserve natural resources. One major lever here is energy-efficient, low-emission operation of our roughly 170 healthcare facilities. Central goals include continuously reducing CO<sub>2</sub> 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, which we intend to implement at all locations by the end of 2023. In 2022, we carried out inspections at a total of 52 locations, developed meter concepts at 39 locations and introduced the energy management software at seven locations.

In five steps, we want to utilise the greatest CO<sub>2</sub> savings and cut costs but without impairing our security of supply:



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**CO<sub>2</sub> footprint for Scope 1 and 2**

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

**CO<sub>2</sub> reduction measures at many locations**

In 2022, we already defined measures to reduce CO<sub>2</sub> and implemented smart energy management software at 30 locations, including those covered in 2021. At the same time, we examined the locations for savings and efficiency potential. This work will form the basis for the next energy audit in 2023. We have identified three areas that offer high savings potential: lighting, ventilation and heating technology. Based on this, we have derived recommendations and actions that have already been implemented at numerous locations – such as lowering the temperature in server rooms and optimising the alignment between flow and return temperatures when heating buildings.

**Recommended actions for employees**

By way of an information campaign, we raised awareness of the responsible use of resources among our employees. Posters were put up in the hospitals and stickers were distributed.

**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.



**Surgical instruments can also be recycled**

In 2022, the hospitals in Altona, Barmbek, Heidberg and Harburg continued the project to recycle surgical instruments that was launched in 2020. The hospitals use a digitally supported return system for powered staplers, which for hygiene reasons have to be disposed of after being used once. In contrast to the incineration of these instruments as usual, valuable raw materials are not lost in this process. Instead, metals and plastics are recycled and returned to the material cycle. Together with Ethicon, a division of Johnson & Johnson, and the start-up Resourcify, we intend to roll out the pilot project as a standard process at the Asklepios hospitals in Hamburg.

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## Reducing water consumption

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 wash-basins 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. A detailed breakdown of our hospitals' consumption figures is planned for 2023.

### Using water responsibly

We pursue various approaches to ensure that we use the resource water responsibly:

- **Detecting leaks:** By documenting water meter readings at the hospitals on a regular basis, we can detect leaks in the supply network promptly.
- **Digital water meters:** By the end of 2023, we are aiming to digitalise our water meters and monitor them with our software. In some cases, their replacement is tied to the legal time limits for replacing hot and cold water meters.
- **Control of technical water parameters:** We dismantle seldom used tapping points and water pipes that are no longer required, and we regularly train our employees.
- **Clean water from the region:** We source our clean water from local utility companies.
- **Water treatment:** To treat wastewater for the sewage system, we use suitable filter media such as grease separators and decay plants for radioactive wastewater from nuclear medicine departments. This is in line with the regulatory requirements.

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| Parameter  | Unit                        | 2022     | 2021                   | 2020                   | GRI   |
|--|-----------------------------|----------|------------------------|------------------------|-------|
| Cogeneration plant   | Number                      | 41       | 40                     | 36                     | 302-1 |
| Total energy consumption   | GWh                         | 534.4    | 518.3 <sup>1</sup>     | 425.1 <sup>2</sup>     | 302-1 |
| External procurement   |                             |          |                        |                        |       |
| Electricity consumption <sup>3</sup> (not including cogeneration plant and PV power <sup>4</sup> ) | GWh                         | 157.7    | 127.2                  | 131.0                  | 302-1 |
| Natural gas consumption <sup>5</sup> (not including electricity/heat cogeneration plant)           | GWh                         | 207.0    | 229.1                  | 258.0 <sup>6</sup>     | 302-1 |
| District heating   | GWh                         | 60.9     | 48.0                   | 36.1 <sup>7</sup>      | 302-1 |
| Self-generated   |                             |          |                        |                        |       |
| Electric output produced by cogeneration plant   | GWh                         | 47.1     | 48.3                   | 34.4 <sup>8</sup>      | 302-1 |
| Heating produced by cogeneration plant   | GWh                         | 61.3     | 65.0                   | no data                | 302-1 |
| Photovoltaic power   | GWh                         | 0.3      | 0.7 <sup>9</sup>       | no data                | 302-1 |
| Mix of energy sources (according to energy providers) <sup>10</sup>                                |                             |          |                        |                        |       |
| Renewable energy sources   | %                           | no data  | 57.2                   | 65.4                   | 302-1 |
| Nuclear power  | %                           | no data  | 8.4                    | 7.0                    | 302-1 |
| Hard coal/lignite and natural gas  | %                           | no data  | 32.9                   | 26.8                   | 302-1 |
| Other fossil fuels   | %                           | no data  | 1.5                    | 0.8                    | 302-1 |
| Direct emissions (Scope 1)   | Tonnes of CO <sub>2</sub> e | 66,365.3 | 74,723.4 <sup>11</sup> | no data                | 305-1 |
| Indirect emissions from purchased electricity (Scope 2)  | Tonnes of CO <sub>2</sub> e | 54,460.8 | 45,171.4 <sup>12</sup> | 30,101.0 <sup>13</sup> | 305-2 |
| Waste <sup>14</sup>  | Tonnes                      | 19,391.0 | 19,626.6 <sup>15</sup> | 8,067.0 <sup>16</sup>  | 306-3 |
| Water withdrawal <sup>17</sup> (clean water)   | Millions of litres          | 1,471.8  | 1,453.3 <sup>18</sup>  | 551.9                  | 303-5 |

<sup>1</sup> The data was requested from 100% of Asklepios units in 2021. 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.

<sup>2</sup> Includes all locations supplied by the primary energy supplier MVV.

<sup>3</sup> In 2022, data was requested from 100% of the units. This corresponds to 129 properties (65 hospitals and 64 other facilities). We can report an electricity figure for 100% of the hospitals (65). We can also report an electricity figure for 45% of the other facilities (29).

<sup>4</sup> Photovoltaic power

<sup>5</sup> In 2022, data was requested from 100% of the units. This corresponds to 129 properties (65 hospitals and 64 other facilities). We can report a natural gas figure for 98% of the hospitals (64). We can also report a natural gas figure for 22% of the other facilities (14).

<sup>6</sup> 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.

<sup>7</sup> 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)

<sup>8</sup> 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)

<sup>9</sup> The figure for 2021 is reported too high due to a measurement error.

<sup>10</sup> The information was not available by the end of the report preparation period and can therefore only be provided retrospectively for the previous year.

<sup>11</sup> 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

<sup>12</sup> 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 182g/kWh

<sup>13</sup> Indirect emissions from purchased electricity: emissions factor in 2020: 230g/kWh

<sup>14</sup> In 2022, data was requested from 100% of the facilities. This corresponds to 129 properties (65 hospitals and 64 other facilities). We can report a waste figure for 86% of the hospitals (56). Among the other facilities, we can report this for 28% (18).

<sup>15</sup> The data was requested from 100% of Asklepios units in 2021. 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

<sup>16</sup> The value for 2020 includes the locations St. Georg, Barmbek, Altona, Wandsbek, Nord (both locations), Rissen, Harburg

<sup>17</sup> In 2022, data was requested from 100% of the facilities. This corresponds to 129 properties (65 hospitals and 64 other facilities). We can report a water figure for 83% of the hospitals (54). Among the other facilities, we can report this for 33% (21).

<sup>18</sup> The data was requested from 100% of Asklepios units in 2021. 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

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# GRI index<sup>1</sup>

Asklepios Kliniken GmbH & Co. KGaA reported on the information presented in this GRI index for the period from 1 January 2022 to 31 December 2022 with reference to the 2021 GRI standards.

## Universal Standards

| GRI standard  | Name  | Chapter   Sub-chapter   Section in the CR Report  | Page    |
|---|---|---|---------|
| <b>GRI 1: Foundation 2021</b>                       |   |   |         |
| <b>GRI 2: General Disclosures 2021</b>              |   |   |         |
| <b>The organisation and its reporting practices</b> |   |   |         |
| GRI 2-1   | Organisational details  | General information   Overview of Asklepios Kliniken   Shaping the future of medicine   | 7       |
| GRI 2-2   | Entities included in the organisation's sustainability reporting            | General information   About this report   | 5       |
| GRI 2-3   | Reporting period, frequency and contact points                              | General information   About this report   | 5       |
| GRI 2-4   | Restatements of information   | Note: No changes requiring restatements were made   |         |
| GRI 2-5   | External assurance  | General information   About this report   | 5       |
| <b>Activities and workers</b>                       |   |   |         |
| GRI 2-6   | Activities, value chain and other business relationships                    | General information   Overview of Asklepios Kliniken   Shaping the future of medicine<br>Sustainable corporate governance   Supplier management: ensuring the security of hospital supplies | 7<br>20 |
| GRI 2-7   | Employees   | Employees   Parameters  | 31      |
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<sup>1</sup> Unaudited

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# Independent Practitioner's Report<sup>1</sup>

## Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting

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 2022 (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 Non-financial Group Statement, which are marked as unassured.

### 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.

### 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 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 organization 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

<sup>1</sup> 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.

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- 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 2022 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, which are marked unassured.

**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, 5 April 2023

PricewaterhouseCoopers GmbH  
Wirtschaftsprüfungsgesellschaft

|                         |                         |
|-------------------------|-------------------------|
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