

**INTERIM UPDATE OF THE DECLARATION OF COMPLIANCE
IN ACCORDANCE WITH SECTION 161 OF THE
GERMAN STOCK CORPORATION ACT (AKTIENGESETZ, AKTG)
26 MARCH 2025**

In addition to the Declaration of Compliance submitted on 12 December 2024 in accordance with section 161 AktG, the Board of Management and the Supervisory Board of RHÖN-KLINIKUM Aktiengesellschaft, with regard to the recommendations of the German Corporate Governance Code as amended on 28 April 2022 ("**DCGK**"), declare as follows:

On the subject of remuneration of the Board of Management, the Board of Management and the Supervisory Board in the last Declaration of Compliance stated deviations from Recommendations G.1, G.2, G.3, G.4, G.6, G.7, G.10 and G.11 with regard to the Company's special ownership structure. Up to now, Recommendation G.12 was implemented.

According to Recommendation G.12, in the event of termination of a Board of Management contract the payment of still outstanding variable remuneration components attributable to the period up to termination of the contract is to be made in accordance with the originally agreed targets and benchmarks and in accordance with the due dates or holding periods defined in the contract.

Under the remuneration scheme for the members of the Board of Management adopted on 26 March 2025, which will be submitted to this year's Annual General Meeting of the Company for approval, the Supervisory Board has now decided that the Supervisory Board, when agreeing on the departure by mutual consent of members of the Board of Management, shall be entitled to provide that the payment of still outstanding variable remuneration components shall not be made in accordance with the due dates defined in the contract but where appropriate also together with any agreed severance compensation. The Supervisory Board holds the view that such approach is justified by the fact that a member of the Board of Management, on leaving the Company, loses the possibility of having an influence over the Company's business success, and that it may be in the interest of the Board of Management and the Company to wind up the contract expeditiously and completely. Such provision was also agreed by the Supervisory Board following the agreement reached with Prof. Dr. Tobias Kaltenbach on the early termination of his activity on the Board of Management, for which the Supervisory Board adopted a resolution at the same meeting.

For these reasons, the Board of Management and the Supervisory Board of the Company declare that Recommendation G.12 is no longer implemented.

Bad Neustadt a. d. Saale, 26 March 2025

For the Supervisory Board
Dr. Jan Liersch

For the Board of Management
Prof. Dr. Tobias Kaltenbach