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HELIOS COMPANY PROFILE

Since Helios was founded in 1994, the company has grown into the leading private healthcare provider in Germany and indeed Europe. Our hospitals offer the full spectrum of medical treatment – ranging from preventive medicine, through acute care to highly complex surgical procedures. We are also the biggest provider of outpatient care in Germany.

OUR SITES IN GERMANY AND INTERNATIONALLY

In 2023, we treated around 5.5 million patients at our healthcare facilities in Germany – out of these, 4.4 million were outpatients. Alongside our 86 hospitals in Germany, we also offer around 600 doctors providing outpatient treatments in our outpatient care centers at 230 sites throughout Germany. Helios has a workforce of 77,924 employees in Germany and generated revenue of around €7.3 billion in 2023.

We also offer our premium medical care to people in Spain and South America. Our sister company Quirónsalud operates 58 hospitals there, more than 100 outpatient care centers, and approximately 300 facilities for company healthcare management. Since 2018, Quirónsalud has been operating with Helios under the umbrella of the holding company Helios Health, with a dedicated management. Helios Health facilitates the transfer of knowledge between Germany and Spain, creates synergies between the two companies, and drives forward the international expansion of Helios.

This sustainability report relates exclusively to Helios Germany. Helios has been part of the global Fresenius healthcare group since 2005. You can find additional facts and figures about Helios [here](#) (German language only).

STRATEGY AND MANAGEMENT

CORPORATE GOVERNANCE AND STRUCTURE: HOW HELIOS GERMANY IS ORGANIZED

The management team of the company consists of four members:



ROBERT MÖLLER

Chairman of the
Management Board
(CEO)

Member of the
Management Board
of Fresenius
Management SE



CORINNA GLENZ

Chief Human
Resources Officer
(CHRO)



ENRICO JENSCH

Chief Operating
Officer (COO)

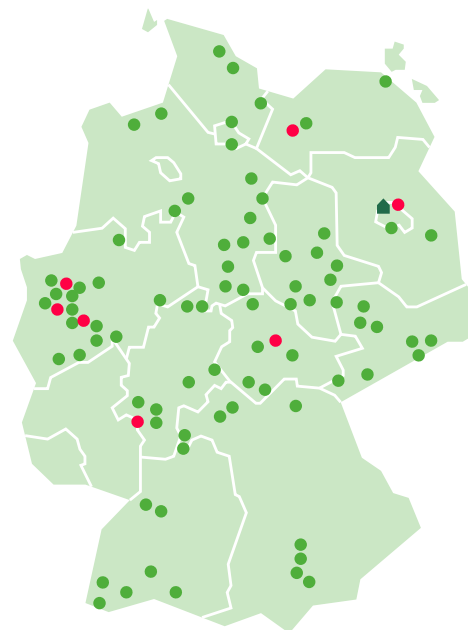


JÖRG RESCHKE

Chief Financial Officer
(CFO)

They make fundamental strategic decisions for the company. The team receives support in our four regions – North, South, West, and East – each led by a Regional Manager, and from management of the outpatient care centers in the outpatient sector. These managers look after the hospitals and outpatient care centers in their individual regions and drive forward development. The Helios management is also supported by six Medical Consultants, who report directly to the CEO in their capacity as staff functions. They advise the management teams and the regional management teams on all medical matters and support the management teams for the hospitals and the outpatient care centers on issues relating to human resource needs and other matters. The Regional Managers and the Helios management team make up the extended Helios management team (EMT).

LOCATIONS OF HELIOS HOSPITALS AT A GLANCE



- ▲ Company headquarters
- Hospitals
- Maximum care hospitals

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The decentralized structure has organizational and commercial advantages. Corporate responsibility for the hospitals rests with their Executive Directors and the Regional Managers. The extended Helios management team contributes the regional perspectives of the hospitals to central corporate decision-making.

The employees of the 16 Central Services support the management team and the hospitals in regional and in overarching functions – for example in Human Resources, Legal, Purchasing, and Corporate Communications.

The Supervisory Board of Fresenius SE & Co. KGaA acts as the governance body of Helios Germany.

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ACTING RESPONSIBLY: SUSTAINABILITY AT HELIOS

Offering more advanced medicine for more and more people – acting responsibly is a top priority for our company. In order to meet the challenges posed by sustainability in our era, we intend to develop effective concepts, raising awareness for protection of the environment, climate, resources, and social aspects, and involving our employees in the process.

OUR UNDERSTANDING OF SUSTAINABILITY

As a healthcare company with around 360 healthcare facilities across Germany, we bear responsibility for the health and well-being of many thousands of people every day. Our aim is to provide the best possible care for each and every one of them – from routine to complicated operations, from prevention to preparatory consultation and surgery, through to inpatient and outpatient aftercare. We always want to meet the highest medical standards – while at the same time operating within an increasingly regulated landscape.

In our quest to live up to these aspirations, we attach great importance to ensuring the premium quality of our medical treatment. Transparency, diligence, and expertise are key attributes in all areas. Our objective is to deal openly with errors and to cooperate together to avoid their occurrence.

Alongside transparency, we regard a culture of lifelong learning as the foundation for our future-proof capability. We address global megatrends like climate change, digitalization, urbanization, and demographic change by analyzing and critically assessing technical developments and innovations. This approach is intended to assist us in setting up new methodologies in the course of day-to-day clinical practice, and implementing new technologies in order to develop our provision in medicine and service. This is our pathway to being better at meeting the needs of our patients.

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PIONEERING FOR OUR SUSTAINABILITY ACTIVITIES: ESG LOGIC

Our understanding of sustainability is based on the three ESG sustainability dimensions (Environmental, Social, Governance) and thereby covers environmental, social and issues relating to responsible corporate governance concerns.

ENVIRONMENTAL

Environment

There is a close connection between a healthy environment and human health. We believe that health protection is based on consistent environmental and climate protection. That's why we are carrying out intensive work on establishing what more environmentally friendly, resource-conserving hospital operations might look like in the future.

SOCIAL

Patients

Premium medical care and safety for our patients are our top priority. Equally important are their subjective satisfaction with their care and the service we provide.

Employees

Our employees provide our patients with excellent medical care and thoughtful attention throughout the day and night. This is why we do everything in our power to offer our employees a job that they can identify with and that motivates them to develop individually and within their teams.

GOVERNANCE

Responsibility

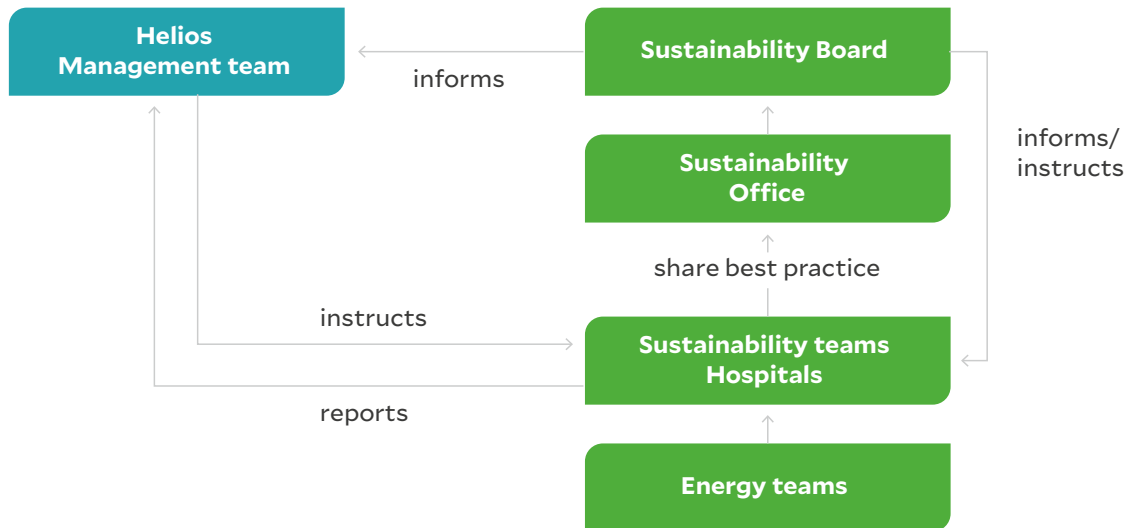
As operators of hospitals and medical care centers, we carry a great mantle of responsibility toward society. So that we can live up to this responsibility, we consider ethical and legally compliant behavior to be a foundation stone for all our activities. We have therefore established strict compliance rules and rigorously pursue any violations of them. Our view is that being incorruptible and acting independently are of paramount importance.

Digital transformation

The future viability of Helios depends on our ability to play a proactive role in the transformation of the healthcare market. Our capacity to develop innovative medical procedures is therefore in high demand. Faster communication, more efficient administrative workflows, and innovative use of patient data – all these factors contribute to the quality of care for our patients and the productivity of our hospitals. We continually focus on the evolution of requirements for data protection and information security.

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ACROSS ALL LEVELS: OUR SUSTAINABILITY MANAGEMENT



OUR SUSTAINABILITY MANAGEMENT

The CEO of Helios Germany, Robert Möller, is responsible for the topic of sustainability within the company. He is in charge of overarching concepts relating to sustainability and he is supported in the implementation of these concepts by the Helios Sustainability Board and the Sustainability Office. The Helios Sustainability Office simultaneously works closely together with the sustainability team at Fresenius SE.

The Helios Sustainability Board meets every two months. It discusses, considers, and takes decisions on measures and projects relating to sustainability. Alongside the Helios management team and the Helios Sustainability Office, the permanent members of the Board include the experts from the Central Services Procurement and Logistics, Compliance, Hygiene, the Infrastructure Business Unit, and a Medical Consultant.

At the level of the hospitals, the hospital's own sustainability teams have an important function as the operational interface:

- They implement the decisions of the Sustainability Board,
- independently develop the sustainability activities on the ground, and
- regularly share successful projects on a dedicated network with their colleagues so as to make them available to other hospitals.

Dedicated energy teams are responsible for energy management at the hospitals. These ensure the robust implementation of processes such as certification in accordance with ISO 50001 and draw up the binding energy reports necessary for that at hospital level.

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All employees at Helios are also able to present proposals on the topic of sustainability to the staff unit at any time. Since 2023, we have saluted the commitment of our employees at the hospitals with the Helios Green Awards – an award for special sustainability projects, and for the biggest energy-saving achievement in the hospitals.

SUSTAINABILITY AS A NON-FINANCIAL SUCCESS GOAL

We strive to sustainably enhance the awareness and sensitization of employees for environmental protection throughout the entire organization. Since May 2023, ESG goals have therefore been part of the compensation system for members of the Management Board of Fresenius Management SE. The focus for Short-Term Incentives (STI) is on the topics of medical quality / patient satisfaction and employees. The reduction of our CO₂ emissions is included in the appraisal of members of the Management Board with respect to the Long-Term Incentive (LTI).

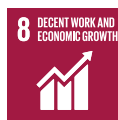
Further information on the ESG methodology and on the determination of target attainment is published on the website of [Fresenius SE & Co. KGaA](#).

HELIOS SUSTAINABLE DEVELOPMENT GOALS

In 2023, we analyzed the United Nations 17 Sustainability Development Goals (SDGs) under the leadership of the Sustainability Office. The aim of the in-depth analysis was to identify which of the goals Helios can make the biggest contribution to and how these targets can be addressed in our sustainability strategy.

THE HELIOS SUSTAINABLE DEVELOPMENT GOALS

CLICKABLE



Representatives of the management team, the hospitals, and Central Services analyzed and prioritized the goals. They identified the SDGs 3, 4, 8, 10 and 13 as being central for Helios and defined these targets as the starting point for additional measures. On the basis of these five SDGs, Helios developed a wide range of projects in 2023 which have been implemented since the start of 2024.



RELATED LINKS

[Sustainable Development Goals](#)

[Facts and figures](#)

(German language only)