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The Company



Quirónsalud Hospital Group:

Trusted brand

Background

In 2017, Quirónsalud was incorporated into the German company Helios (owned by the Fresenius Group), resulting in the leading hospital operator in Europe and one of the largest in the world. The new group has over 100,000 employees, manages over 150 health centres and maintains both brands, **Quirónsalud** in Spain and **Helios** in Germany.

The main Fresenius shareholder is a non-profit foundation called Else Kröner-Fresenius-Stiftung, which aims for medical research and the development of medical-humanitarian projects.

Companies and services

Different business lines are included in the Quirónsalud Group, through various companies:

- Provision of healthcare services.
- Provision of residential and complementary (non-healthcare) services at hospitals (including maintenance, cleaning, laundry, security, accommodation and catering).
- Occupational risk prevention.
- Laboratories, consultation, diagnosis and treatment services, and social care for older people and those with physical or mental disabilities.



Companies and services

Always close to our patient

We cover all medical specialities and are a reference in the fields of:



Oncology



Cardiology



Neurology



Endocrinology



Gynaecology



Traumatology



Paediatric

And we have specialised centres for Assisted Reproduction, Ophthalmology and Cardiology.

Centre network and market presence

The Quirónsalud Group registered office is in Madrid.

At the end of 2018, Quirónsalud had 47 hospitals, 55 outpatient centres and around 300 occupational risk prevention offices.

Quirónsalud has remained the leader of the Spanish hospital market and has continued with its international expansion. Just as the previous year, it has continued with its expansion process in Spain, as well as with its expansion on an international level, with the acquisition of many centres.



Business scale figures

Consolidated revenue figures in 2018	€3,023 million
Investment in healthcare network, teams and infrastructure	€149 million
Total number of employees	33.672
Size of healthcare network	47 Hospitals, 55 outpatient health centres and over 300 prevention centres

Large hospital network

Hospital and healthcare network

GALICIA : 2

Quirónsalud A Coruña H. A Coruña
Quirónsalud Miguel Domínguez H.* Pontevedra

MADRID : 10

Jiménez Díaz Foundation U.H. Madrid
La Luz Hospital Madrid
Ruber International H. Madrid
Ruber Juan Bravo H.** Madrid
Quirónsalud San José H. Madrid
Rey Juan Carlos U.H. Móstoles
Quirónsalud Madrid U.H. Pozuelo de A.
Villalba General Hospital C. Villalba
Infanta Elena U.H. Valdemoro
Quirónsalud Sur H. Alcorcón

EXTREMADURA : 3

Quirónsalud Clideba H. Badajoz
Quirónsalud Cáceres H. Cáceres
Quirónsalud Santa Justa H. V. de la Serena

ANDALUSIA : 7

Quirónsalud Sagrado Corazón H. Seville
Quirónsalud Infanta Luisa H. Seville
Quirónsalud Marbella H. Marbella
Quirónsalud Málaga H. Málaga
Quirónsalud C. de Gibraltár H. Los Barrios
Quirónsalud Córdoba H. Córdoba
Quirónsalud Huelva H. Huelva

CANARY ISLANDS : 2

Quirónsalud Tenerife H. S. C. Tenerife
Quirónsalud Costa Adeje H. Adeje

BASQUE COUNTRY : 3

Quirónsalud Bizkaia H. Bilbao
Gipuzkoa Polyclinic S. Sebastián
Quirónsalud Vitoria H. Vitoria

ARAGON : 1

H. Quirónsalud Zaragoza Zaragoza

CATALONIA : 7

Sagrát Cor U.H. Barcelona
Teknon Medical Centre Barcelona
H. Quirónsalud Barcelona Barcelona
H. El Pilar Hospital Barcelona
Dexeus U.H. Barcelona
Catalonia General U.H. S. Cugat V.
Quirónsalud del Vallès H. Sabadell

BALEARIC ISLANDS : 3

Quirónsalud Palmaplanas H. P. Mallorca
Rotger Clinic P. Mallorca
Quirónsalud Son Verí H. P. Mallorca

VALENCIAN COMMUNITY : 2

Quirónsalud Valencia H. Valencia
Quirónsalud Torre Vieja H. Torre Vieja

CASTILE-LA MANCHA : 4

Quirónsalud Toledo H. Toledo
Quirónsalud Albacete H. Albacete
Quirónsalud Santa Cristina H. Albacete
Quirónsalud Ciudad Real H. Ciudad Real

MURCIA : 1

Quirónsalud Murcia H. Murcia



INTERNATIONAL

PERU

Ricardo Palma Clinic Lima



COLOMBIA

Medellín Clinic Medellín



UNITED ARAB EMIRATES

Quirónsalud Dubai
Ophthalmological Institute Dubai



*Hospital complex with two hospitals: Quirónsalud Miguel Domínguez Hospital and Quirónsalud Pontevedra Neuro-Rehabilitation Institute.

**Hospital complex with two hospitals: Ruber Juan Bravo Hospital 39 and Ruber Juan Bravo Hospital 49.

GALICIA : 5

Quirónsalud A Coruña M.C.
Quirónsalud Ferrol M.C.
Quirónsalud Pontevedra M.C.
Quirónsalud A Coruña Ophthalmological Institute
Quirónsalud Pontevedra Rehabilitation Centre

MADRID : 11

Pontones S.C.
Argüelles S.C.
Cristo Rey S.C.
Navalcarnero S.C.
Villaviciosa Odon S.C.
Ruber Juan Bravo M.C.
Ruber Juan Bravo Maldonado M.C.
Quirónsalud Tres Cantos M.C.
Quirónsalud Alcalá de Henares Day Hospital
Ruber Juan Bravo Rehabilitation Centre
Ruber Juan Bravo Aesthetics Centre

EXTREMADURA : 4

Quirónsalud Badajoz M.C.
Quirónsalud Mérida M.C.
IERA - Extremadura Institute of Assisted Reproduction
Cáceres Radiotherapy

ANDALUSIA : 17

Ave María Day Hospital
Quirónsalud Aljarafe M.C.
Quirónsalud Seville East M.C.
Quirónsalud Manuel Siurot M.C.
Quirónsalud Malaga M.C.
Quirónsalud Fuengirola M.C.
Quirónsalud Marbella M.C.
Quirónsalud Guadalete M.C.
Quirónsalud Marbella Dialysis Centre
Quirónsalud Marbella Traffic Unit
Quirónsalud Condes de Bustillo M.C.
Quirónsalud Condes de Bustillo 36 M.C.
Quirónsalud Mairena M.C.
Quirónsalud Los Remedios M.C.
Quirónsalud Nervión M.C.
Quirónsalud Alameda M.C.
Quirónsalud Espartinas M.C.

BASQUE COUNTRY : 4

Quirónsalud Donostia Day Hospital
Quirónsalud Bilbao M.C.
Quirónsalud Vitoria Rehabilitation Centre
Gipuzkoa Irún Polyclinic Resonance Centre

NAVARRRE : 1

Quirónsalud Pamplona Assisted Reproduction Institute

ARAGON : 1

Quirónsalud Zaragoza Day Hospital

CATALONIA : 2

Quirónsalud Aribau M.C.
Quirónsalud Barcelona Ophthalmological Institute

BALEARIC ISLANDS : 9

Quirónsalud Playa de Muro M.C.
Quirónsalud Sa Pobla M.C.
Quirónsalud Nureduna M.C.
Quirónsalud Palma Nova M.C.
Quirónsalud Sóller M.C.
Quirónsalud Inca M.C.
Quirónsalud Manacor M.C.
Quirónsalud Arenal M.C.
Quirónsalud Campos M.C.

VALENCIAN COMMUNITY : 7

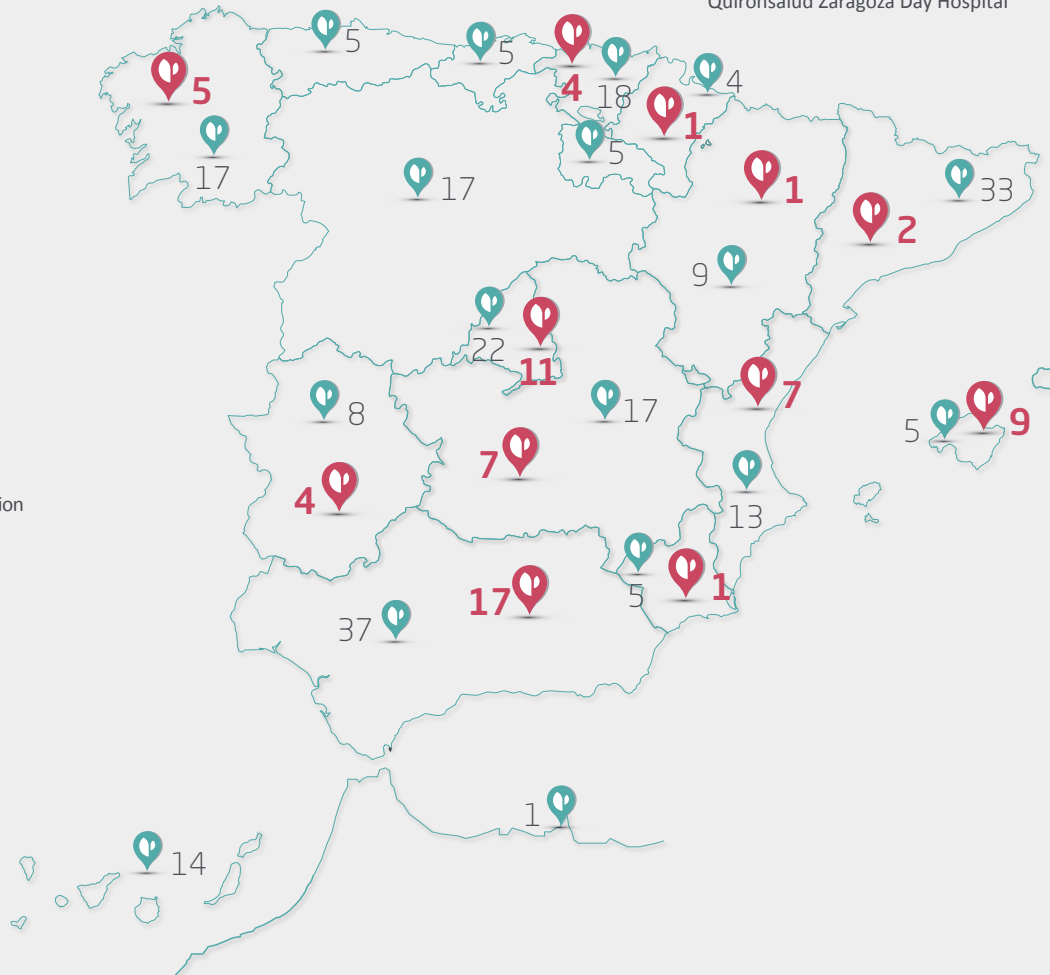
Quirónsalud Blasco Ibáñez M.C.
Quirónsalud Severo Ochoa M.C.
Quirónsalud Plaza Legión Española M.C.
Quirónsalud Valencia M.C.
Quirónsalud Artes Gráficas M.C.
Quirónsalud Orihuela M.C.
Quirónsalud Santa Pola M.C.

MURCIA : 1

Assisted Reproduction Institute
Quirónsalud Dexeus Murcia M.C.

CASTILE-LA MANCHA : 7

Quirónsalud de Talavera Day Hospital
Quirónsalud Puertollano M.C.
Quirónsalud Alcázar De San Juan Clinic
Quirónsalud Plaza del Madroño M.C.
Quirónsalud Albacete M.C.
Quirónsalud Talavera Rehabilitation Centre
Quirónsalud Toledo Rehabilitation Centre



6 DAY HOSPITALS, 65 OUTPATIENT CENTRES*

231 PREVENTION CENTRES

* Includes: Speciality centres, Medical Centres, Rehabilitation Centres, Ophthalmological Institutes, Traffic unit, Assisted Reproduction Institutes, MRI centres and Radiotherapy unit.



Good Corporate Governance:

Ethical and transparent management



Governing Bodies

The main Quirónsalud Group governing body is the **Board of Directors**, composed of:

- Chairperson and Board Member
- 4 Board Members
- Non-Board Member Secretary
- Non-Board Member Vice-Secretary

As executive governing body, the **Steering Committee** is composed of directors from the different functional areas:

- Corporate Financial Management
- General Management of Human Resources, Teaching, Occupational Risk Prevention and Corporate Social Responsibility.
- General Management of Healthcare, Quality and Innovation
- General Management of Organization, Processes, ICT and Digital
- Corporate General Management of Communication and External Relations
- General Management of Private Hospital Operations
- Regional Management of Public Hospitals
- General Management of Quirónprevención

The **Compliance and CSR Committee** is the body which undertakes the role of supervising, monitoring and controlling, in order to ensure compliance and prevent the commission of crimes, as well as detecting and acting on potential criminal behaviour within the organisation.

The group is managed in **10 Regional Units**, each one with its own governing body and regional Steering Committee represented by a Regional Director and managers for each business unit.

In turn, these business units have their own Steering Committees.

In healthcare activity, each hospital has its own governing body by means of a Steering Committee represented by:

- Director
- Nursing management
- Medical management
- HR management
- Communication and marketing management

Risk Management System, Compliance and Code of Conduct

The company has a **Compliance risk management system**, in line with the provisions of the **Quirónsalud Code of Conduct**.



The Quirónsalud Code of Conduct expressly condemns and prohibits any actions which violate the Group's policies with regards to the provision, offering or promise of any

payment, bribery, gift or compensation to any authority, public official or employee of public or private companies or organisations, for the purpose of obtaining any favourable treatment or commercial advantage, whether done directly or through a proxy.

This code can be accessed by staff through the **Employee Portal** and a compulsory training course has been developed, which all employees must attend.

There is also a **Compliance Committee**, formed of eleven company directors and an external chairperson, which ensures compliance with the Code of Conduct within the organisation, as well as promoting activities designed to minimise and prevent the commission of acts which go against

the Group's principles and values, as well as being the supervisory body for Compliance within Quirónsalud.

The aforementioned Committee issues recommendations and instructions so that Quirónsalud Group activities are carried out in the strictest legality, complying with the Group's values and policies, which are included in the Code of Conduct.

Likewise, the Compliance Committee acts as the Group's **Compliance Officer**, undertaking the role of supervising, monitoring and controlling, in order to prevent the commission of crimes, as well as detecting and acting on potential criminal behaviour within the organisation.

A **Whistleblowing Channel** has been implemented, which allows all employees to communicate any non-compliance with the Code of Conduct, or with the applicable internal rules and legislations.

This whistleblowing channel is managed by an external company, which sends a monthly report about the complaints received through this method. No cases of Code of Conduct violations have been identified.

There is currently a project under way relating to the **Crime Prevention System** and the fight against fraud, which is considering in detail the particular actions that should be carried out within Quirónsalud in order to prevent and mitigate any illegal acts or those that contravene the Code of Conduct within the organisation. The aforementioned Crime Prevention System affects many departments and is expected to be completed and fully operational in 2019.





Compliance with external initiatives

In 2016, we were the **first hospital group to join the Spanish Network of the United Nations Global Compact**, also becoming part of the Global Network.

Since 2016, we have been members of the Forética **Spanish Cluster of Transparency, Good Governance and Integrity**, a reflection of our commitment to Good Corporate Governance.



During 2018, we have continued to work with the Cluster to develop and disseminate tools which place value on the connection between transparency and competitiveness, highlighting the growing interest of investors in environmental, social and good governance aspects (ESG), as well as the need to transfer responsible practices to clients and suppliers.

