

ottobock.



Das verdim... nicht... Ende... Funnelis

Quality for life

Corporate Social Responsibility

Report 2018

the 1990s, the number of people with a mental health problem has increased in the UK, and the number of people with a mental health problem who are in contact with mental health services has also increased (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

There is a growing awareness of the need to improve the lives of people with a mental health problem, and to reduce the stigma and discrimination that they experience (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012). This has led to a number of initiatives to improve the lives of people with a mental health problem, and to reduce the stigma and discrimination that they experience (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

One of the most important initiatives is the development of self-help materials for people with a mental health problem. These materials can help people to understand their condition, and to manage their symptoms. They can also help people to access the services that they need, and to participate in the decisions that affect their lives (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed in a number of different formats, including books, leaflets, brochures, and audio and video materials. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Self-help materials can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills. They can be developed for people with a range of mental health problems, and for people with different levels of literacy and numeracy skills (Mental Health Act 1983, 1990, 1994, 1997, 2003, 2007, 2012).

Content

- Foreword 5
- The Ottobock company 6
- Business units 10
- Brand values 12
- Human rights 14
- Occupational standards 18
- Environmental protection 34
- Anti-corruption 42
- The company's involvement in sports 46
- Social involvement of the Näder family 50
- 100 years of Ottobock 58



Foreword

Philipp Schulte-Noelle

Dear Readers,

2019 is a very special year for us at Ottobock, for the Näder family and for our partner EQT. We celebrated our special anniversary in February with Federal Chancellor Angela Merkel and Stephan Weil, Prime Minister of Lower Saxony: 100 years of Ottobock means 100 years of tradition and progress.

Ours is a unique story of a formerly small company that developed into a technology and economic leader in the field of human mobility. There was no standing still for the company's three owners Otto Bock, Dr Max Näder and Professor Hans Georg Näder. Through their visions and decisions, they made crucial contributions to the company's success. Yet they never lost sight of their responsibility for people and the environment.

As the new CEO at Ottobock, I am pleased to be part of this company history and to help shape the future. I am aware that we can only continue writing our success story by maintaining and expanding our entrepreneurial responsibility to our users, customers and employees as well as society and the environment.

Professor Hans Georg Näder established the foundation for actively addressing the issue of sustainability at Ottobock by joining the UN Global Compact in 2015.

I know from experience how important sustainability is for business development. Making our personal contribution is not the only factor; potential employees, customers and future investors are rightly placing an increasing emphasis on ecological standards, social responsibility and good governance. That is why I wholeheartedly support the ten principles of the UN Global Compact.

Beyond that, I also want to place greater emphasis on the topic of sustainability at Ottobock. For this reason, we will be conducting a materiality analysis this year as the basis for deriving a comprehensive strategy with concrete objectives. The Executive Board and employees will then work together to implement this strategy. And sustainable development will remain a key objective for us in future as well.

With best regards,



Philipp Schulte-Noelle
CEO

The Ottobock company

Mobility for people

The Ottobock name stands for high-quality and technologically outstanding products and services in the field of medical technology around the world. The goal of helping to restore mobility for people with disabilities, and protect what mobility they have, stands behind each and every one of the company's products. The conviction that quality of life is closely linked to a maximum of individual freedom and independence is a key concept that has been a major influence throughout the company's over 100-year history. It also continues to guide the development of new products in a focused manner.

Ottobock is a med-tech company that has been operating in the legal form SE & Co. KGaA since 2018 and has seen stable growth for years: in 2018, we achieved the goal of an underlying EBITDA (before extraordinary items) of EUR 174 million. This represents an increase of 15.9 per cent over 2017. We achieved this result with around 7,000 employees worldwide. The company's global activities are coordinated from its head office in Duderstadt, Germany. A network consisting of sales and service companies in over 50 countries gives the company a global presence which enables close proximity to its customers.

Thanks to the Prosthetics, Orthotics, Human Mobility (manual and power wheelchairs, rehabilitation products) and Ottobock Industrials business segments as well as the Clinical Services Network, the company is perfectly positioned and capable of offering its customers a virtually incomparable breadth of products, perfectly harmonised solutions and extensive services.

EQT

Swedish private equity firm EQT acquired a 20 per cent share in Ottobock SE & Co. KGaA in August 2017. Eighty per cent remains in the hands of Näder Holding GmbH & Co. KG, which belongs entirely to the family of owners, the Näders.

EQT is a leading investment firm with managed assets of around EUR 49 billion in 26 funds. EQT has portfolio companies in Europe, Asia and the US with total sales of more than EUR 19 billion and around 110,000 employees.

Sustainability has always been part of EQT's DNA. Managing environmental, social and governance (ESG) factors forms the basis of its business success and strong investment performance. At the same time, a sustainable approach to business makes it possible to deal with new opportunities and risks in a timely manner.

In 2010 EQT passed a directive that encompasses all its activities in the area of responsible investment (RI) and describes what EQT expects of itself and its portfolio companies in regards to the environment, labour standards, human rights and ethics. EQT's goals are to boost awareness, uphold and promote sustainability standards – for example by restricting and reducing the emission of hazardous substances and waste as well as limiting and reducing the consumption of scarce resources – maintain zero tolerance toward child labour, various types of discrimination, corruption and unethical business practices, and to promote the right to collective bargaining.





The Ottobock company

Ottobock's products set standards

A key area of Ottobock's research and development consists of mechatronic solutions for the auto-adaptive control of prosthetic components. The electronic intelligence embedded in the product relieves the user by enabling the systems to adapt to different conditions and everyday situations automatically. Based on this technology, products from our prosthetics range are continuously setting standards for providing medical devices to people with disabilities. Launched in 1997, the C-Leg was the first lower limb prosthesis solution in the world to be controlled entirely by a microprocessor. As the global leader in exoprosthetics, Ottobock introduced another milestone in product development in 2011: the Genium – Bionic Prosthetic System. It simulates natural, physiological ambulation almost perfectly. The Michelangelo hand, in turn, represents a quantum leap in upper limb prosthetics. Controlled by muscle signals, it offers four movable fingers and a thumb that can be positioned separately so the user can execute different types of gripping movements quickly, accurately and reliably.

New products launched in 2015 included the Kenevo, which made the benefits offered by microprocessor-controlled leg prosthesis solutions available to people with low mobility grades for the first time. The Genium X3 and the fourth generation of the C-Leg have established themselves as state-of-the-art technology for more active transfemoral amputees.

Ottobock is also a global market leader in the field of neuroorthopaedics. These devices are intended for people who are affected by complete or partial leg paralysis. The C-Brace® knee-ankle-foot orthosis is the first mechatronic orthotic solution in the world that controls the entire gait cycle dynamically and in real time.

Intensive testing procedures are essential due to reliability and safety requirements combined with the amount of strain placed on the products. Before a new Ottobock prosthetic foot is brought to market, for example, it is tested in special gait simulators where it covers around three million steps. Furthermore, complex testing in the gait lab provides insights into the reaction forces at work during the rollover of a prosthetic foot or into the influence that a prosthesis has on the metabolism of the test subject in order to identify solutions that save as much effort as possible.

Apart from product quality, another focus is on the quality of prosthetic fitting. As part of Patient Care, Ottobock operates over 130 clinics around the world today. Ottobock Business Service makes its selection of products and expertise available to business customers in the form of services. They likewise benefit from the company's expertise in high-quality patient fittings, the detailed understanding of the market and the individual business models developed for countries and regions.





Business units

In addition to arm and leg prostheses that replace lost limbs, for example after an amputation, the Ottobock product portfolio also encompasses manual and power wheelchairs as well as orthoses. Orthoses relieve strain and provide support, securing the function of the affected area of the body following an injury or operation.

With the Patient Care business unit, Ottobock is responding to the increasing importance of services in the clinical sector. Representing Ottobock's fourth pillar in addition to its three product-focused business units, this business unit coordinates a network that now consists of 130 of the company's own clinics worldwide.

Patient Care is also responsible for expanding the global network of Service Fabrication locations dedicated to the fabrication of custom products, as well as the planning and equipping of orthopaedic technology and orthopaedic footwear workshops. International training and continuing education programmes for O&P professionals round out the selection.



Prosthetics	Orthotics
<ul style="list-style-type: none"> • Upper limbs • Lower limbs • Liners and volume management systems • Materials • Osseointegratio 	<ul style="list-style-type: none"> • Modular orthosis systems • Orthoses/supports • Materials • CPM devices • Rehband/sports
	



Human Mobility

- Manual wheelchairs
- Power wheelchairs
- Children's rehabilitation
- Seating and positioning
- Premium product

Patient Care

- Patient Care centres
- Rehabilitation service
- Service Fabrication
- Planning & Equipping
- Training and continuing education



Brand values

A brand creates a certain image in a customer's mind. It provides useful guidance when a wide range of selections is available, builds trust and communicates the company's values.

The Ottobock brand stands for helping people whose physical mobility is limited. Its goal is to support these individuals on their way to greater independence and enhanced quality of life. Fulfilling this product promise is what brings the Ottobock brand to life, along with the experiences people have with the company.

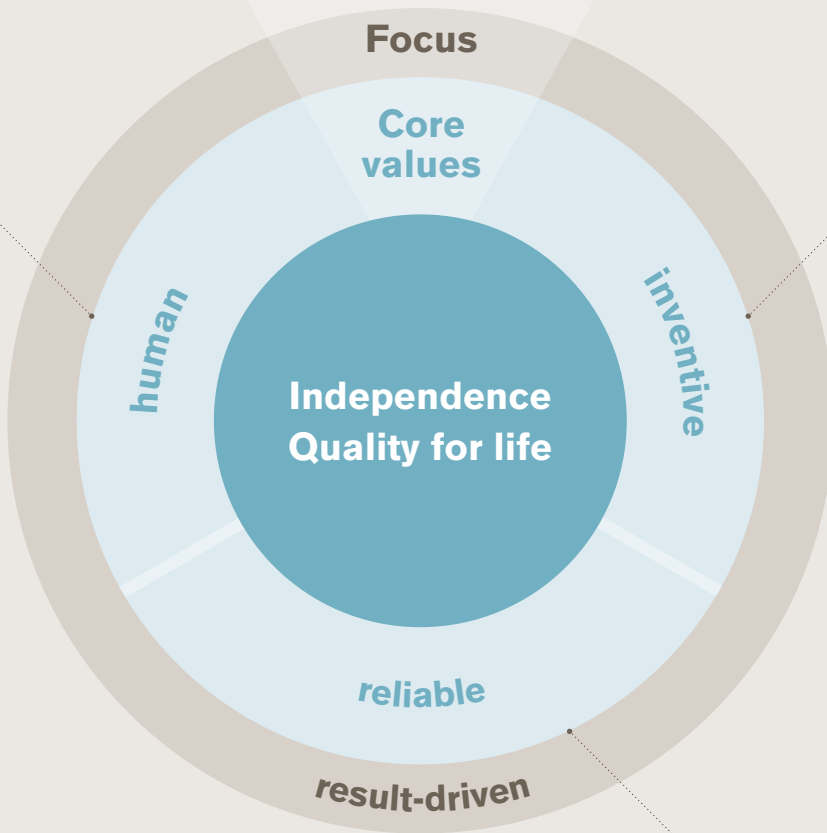
A triad of values defines our entrepreneurial activities and perception in the market: human, inventive and reliable. They describe Ottobock's unique identity and point the way to the future. Practised by all employees, they define the company's day-to-day work and form the basis of all communication activities. In doing so, Ottobock maintains a continual focus on results.

Ottobock has been supporting the Paralympic movement and the International Paralympic Committee for more than 30 years. Preparations for the 2020 Games in Tokyo are currently in full swing. The company also invested in a comprehensive brand architecture before other companies took this step, for instance with the Ottobock Science Center on Potsdamer Platz in Berlin.

More than one million people visited the various exhibits between 2009 and 2018. We will continue investing in our employees, values and brand in the future.

Ottobock Ottobock is human because the company:

- Values personal relationships.
- Is in daily contact with users.
- Listens to reports from customers and users on their experiences with the company's products and services.



Ottobock is inventive because the company:

- Has been setting milestones with new technological developments since its founding.
- Analyses movement patterns that deliver insights into nature, which Ottobock seeks to replicate as closely as possible with bionic solutions.
- Coordinates the work of users, O&P professionals, physicians and therapists.

This achieves the best results for people.

Ottobock is reliable because the company:

- Actively and effectively makes decisions to achieve sustainable growth for employees and customers.
- Adheres to the highest quality management standards.
- Has stood for dynamic growth since its founding.

Human rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights in their sphere of influence.

Principle 2

Businesses should make sure that they are not complicit in human rights abuses.



Human rights

🕒 **Article 1, UN Universal Declaration of Human Rights**

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Ottobock is committed to adhering to the UN Universal Declaration of Human Rights. Together with national legal regulations, it forms the basis for the company's actions.

Terms and conditions of purchase

Respecting human rights is an integral part of Ottobock's philosophy. The company has incorporated sustainability considerations into its terms and conditions of purchase in order to ensure that this aspect of its identity is reflected in the supply chain as well. The supplier confirms within these terms and conditions that it complies with all relevant laws of the respective applicable jurisdictions, particularly as concerns criminal law, antitrust law, social security law and administrative offences law, as well as with regard to minimum wage and prevention of child labour, in connection with the delivery of its products to Ottobock. The supplier further undertakes to observe the Ottobock Code of Conduct, which is based on the principles of the UN Global Compact Initiative. These include protecting national human rights, the right to collective bargaining, abolishing forced labour and child labour, eliminating discrimination within the scope of recruitment and employment, responsibility for the environment and preventing corruption.



Supplier self-disclosure and supplier audit

Every supplier who wants to engage in a business relationship with Ottobock must first submit a self-disclosure. In addition to collecting general data, the self-disclosure also requires confirmation from the supplier that it:

- Respects human rights at all times and does not maintain any business relationships with partners who violate human rights.
- Does not tolerate forced or child labour in its business or on the part of suppliers.
- Respects and abides by collective and/or national statutory regulations regarding pay, working conditions and occupational safety.
- Does not tolerate discrimination in any form.
- Keeps levels of environmental pollution and resource consumption as low as possible, and consistently seeks to further reduce them.
- Neither promotes nor tolerates corruption.

Ottobock is continuously working to further develop the content of our terms and conditions of purchase as well as our supplier self-disclosure.

Occupational standards

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5

Businesses should uphold the effective abolition of child labour.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.



Occupational standards

Ottobock is a fast-growing company, and the team is continually expanding to include new employees. In order to continue to be successful on the market, the company needs qualified employees, the right employees in the right positions and the best conditions for a motivated staff. To accomplish this, Ottobock has put together a comprehensive package of benefits, which is being continually expanded.

General working conditions

Ottobock dedicates great commitment and passion to recruiting qualified employees, promoting their further development and retaining them over the long term. In doing so, the company adheres to occupational and social standards which are defined by law. Ottobock had 1.354 employees in Germany at the end of 2018. Of these, 923 were male and 413 female. The number of full-time employees was 1.114.

Every employee has a written employment contract which takes labour and social security provisions into account. Ottobock offers fair compensation based on fixed wage and salary charts.

Employee representation

Many employees are concerned with operational matters or topics such as health and safety. The Works Council in Germany is the independent co-determination body at Ottobock. It serves as a voice for all employees, representing their interests vis-à-vis the employer. According to Section 87 of the German Works Constitution Act, it has a right to co-determination in the areas of order in the operation, regulation of working time and holidays as well as wage setting. Furthermore, the Works Council is responsible for monitoring compliance with applicable laws, directives, accident prevention regulations and company agreements intended to benefit employees in accordance with Section 80 of the German Works Constitution Act.

It is also the duty of the Works Council to promote occupational safety and environmental protection measures. Ottobock employed 69 people with disabilities in 2018. The integration of people with disabilities into the operation is supported by the representative body for employees with disabilities, which represents their interests as well as advising and assisting them (Section 178 of the Social Security Code (SGB) IX).

Ottobock's Youth and Trainee Representative Body handles the concerns of trainees and serves as the contact for all trainees in the company. The Youth and Trainee Representative Body is always available to discuss potential problems and helps to resolve conflicts.





Occupational standards





Compensation system

Employee compensation at Ottobock has been regulated by fixed salary and wage charts thus far. Occupational profiles and their requirements have changed over the years. Since employees and their areas of activity in the workplace are continuously developing, the requirements for a compensation system have changed as well. The company has therefore decided to develop a new level and compensation structure. The goal is to increase transparency and establish a basis for compensating employees in keeping with market conditions, locations and performance, thereby making a significant contribution to the company's future viability.

The Human Resources department has developed a level structure in cooperation with the Works Council of Ottobock SE & Co. KGaA as a first step. The number of levels and their generic descriptions were jointly developed.

The job evaluation forms the basis for the assignment of a job to an Ottobock job level and the linked compensation classification. The complexity of the positions, required qualifications and other important criteria will constitute the future attributes for employee classifications.

The level structure will therefore also form the foundation for additional HR policy tools such as benefits and career development. A salary range is defined for each Ottobock job level. The salary range defines the target annual salary for a full-time employee in euros ranging from a lower monetary limit to an upper monetary limit. Ottobock established the salary ranges based on compensation structures that are customary in the German market. The negotiations with the Works Council regarding the new compensation system linked to the level structure are to be completed by mid-2019 and documented in a company agreement.



Flexible working hours

The balance between work and personal life is an important concern for Ottobock. Flexitime enables employees in administration to work flexible hours, and they have the opportunity to work from a home office. The company has also introduced a flexible annual working time model. The objective is to balance fluctuations in the amount of work over the calendar year. This agreement gives employees a high degree of personal freedom in the scheduling of their time. Company agreements were concluded between the company and the Works Council for both models.

Ottobock is a family-friendly company and provides the best possible support for employees following parental leave and prepares them for re-entry into their career. The company provides the employee with advance, detailed information regarding the impending changes. Ottobock employees have the option to reduce their number of working hours, not only upon returning from parental leave but also in case of other family challenges or emergency situations. In 2017, 321 employees took advantage of this option and worked part-time.

Holiday care for children of employees

It is not always possible for parents to take time off from work for their children's entire holidays. Ottobock therefore offers childcare during the Easter, summer and autumn holidays. The company does so by working with regional partners. On weekday mornings, employees bring their children to the company premises, where they are looked after by caregivers. The boys and girls then take part in various activities throughout the day.



Training

In the 2018 financial year there were 64 young people undergoing training at Ottobock. In the past year the company provided training in 15 different occupations and two dual study programmes.

For several decades, Ottobock has been able to draw on extensive experience in the area of training. This includes a structured work environment and close cooperation with educated trainers and training officers who offer enthusiastic and dedicated support for trainees.

Good training is reflected by the young employees' performance. In 2018 three Ottobock trainees were among the best journey persons selected by the Hildesheim-South Lower Saxony Chamber of Trades. A training workshop was set up last year to establish the best possible conditions for the training years. This is advantageous since it lets the trainees use machines and tools independently of the day-to-day business and regular production processes.

In doing so, they gather practical experience and continue to develop their skills. The specialist departments also take advantage of the opportunity to assign projects to the training workshop. In addition to imparting technical skills, offering options for personal further development to the trainees is important to the company. Year events, site visits and training sessions are held regularly in the course of training.

In some training occupations, trainees even have the option of rounding out their training with a stay abroad lasting several weeks. Ottobock counts on sustainability when it comes to training as well. Continuing the relationship after the end of training is very important to the company.



Training occupations and dual study programmes in 2018

Commercial occupations:

- Industrial clerks
- Bachelor of Arts in business administration
- Warehouse logistics specialist
- Logistics management assistants
- Warehouse operator

Technical occupations

- Electrical engineer for operating technology
- Technical product designer
- O&P professional
- Bachelor of electrical engineering

Industrial occupations

- Mechatronics engineer
- Industrial mechanic – production technology
- Process mechanic for plastic and rubber engineering – moulded parts
- Machine and plant operator – plastics engineering
- Process mechanic for plastic and rubber engineering – fibre composite technology
- Milling machine operator – milling machine systems
- Milling machine operator – lathe systems
- Tool mechanic – mould making technology



Ottobock trainees support the Tabaluga House

There are about 20 fruit trees on the Ottobock company premises. In 2018 the trainees at Ottobock worked on using these trees for sustainable purposes. Together they picked about 400 kg of apples and pears. The fruit is pressed and the juice is donated to the Tabaluga House in Duderstadt.

As part of the drive, the trainees presented a cheque for EUR 1,000 to the Tabaluga House. The money was donated by Ottobock's junior company, "Ottobock Youngsters", which takes on individual projects within the company and is compensated for them. The funds are then donated to social institutions.

Trainee projects

It is very important to Ottobock that the trainees not only expand their technical but also their personal horizons. They learn to act independently and assume responsibility in the course of regular trainee projects. The goal of helping people is reflected here as well. Ottobock conducted various trainee projects in cooperation with the Peter Maffay Foundation over the last few years. For example, the trainees planted a meadow orchard in the Romanian village of Radeln in 2014 and 2015. The residents of Radeln live at the subsistence level. With the fruit from the trees, they will be able to press juice for personal consumption or sale for many years to come. Two years later ten trainees travelled to Gut Dietlhofen near Munich. Here they completed various manual tasks required for the opening of the estate at the beginning of 2018. The Peter Maffay Foundation offers therapeutic, active and adventure experiences for children and youths at its facilities in Germany.





Ottobock junior company

The “Ottobock Youngsters” junior company, which is staffed by personnel in their second year of training, was established in September 2016. Ottobock employees can assign individual projects to the junior company, which it then handles in dedicated departments – from purchasing to logistics, marketing, finance and controlling to sales. The goal is to provide practical training while encouraging trainees to undertake responsibility and to think and act across departmental boundaries.

Learning and development

Digitalisation is changing the working world at an unprecedented pace. This transformation requires companies and their employees to adapt and be flexible in response to new challenges. This also means seeing the topic of “learning” in a different way. In future, acquiring a body of knowledge through traditional seminars will no longer be sufficient to keep up with the dynamic working world of tomorrow. Instead, it will become more and more important to identify suitable learning sources and formats, to reflect on what is learned, try it out and apply it in day-to-day work and finally to integrate it into work routines.

Lifelong on-the-job learning is also part of Ottobock’s philosophy. The individual development of Ottobock’s employees – including both professional and personal further development – is closely linked to the company’s development. The goal is to challenge and encourage the capabilities of every individual and generate maximum added value for customers and users in the process. The Global People and Organizational Development team helps all employees find appropriate learning options and establish new methods of learning. In addition to traditional seminars and training sessions, Global People and Organizational Development is taking initial experimental steps with new formats to raise awareness of alternative, demand-driven and job-related learning among employees and managers.



Ottobock's Future Forum brought together around 150 of the company's leading initiators in 2018 for the purpose of networking across the organisation. Employees had the opportunity to engage in dialogue with the Executive Board in the course of 14 different workshops and to contribute their own ideas. Strategic topics for the future such as digitalisation, new business models and diversity were on the agenda. Ongoing digitalisation is also changing the way we will work together in future. The term "new work" is often used in this context. "Working Out Loud" (WOL) is an effective method of preparing for the changed and changing requirements.

WOL is a structured twelve-week programme conducted in small groups that aims to make individuals' own, self-defined objectives visible and consistently pursue them. Many employees have already become familiar with WOL in trial sessions and participated in external or internal WOL circles. Each conceptual design for a learning format focuses on the needs of the specialist departments and employees as well as the effectiveness of the learning formats. Traditional human resource development programmes, such as ready-made seminars from catalogues, are increasingly making way for customised opportunities tailored to the specific needs of learners. This area is continuing to move away from the one-fits-all approach to individual learning solutions.

Learning content is prepared and implemented with learners in a cooperative creative process in order to meet their needs as well as possible and ensure sustainability. Not only learners but also managers assume a different role based on this new understanding of learning. They become learning companions and supporters by establishing the necessary prerequisites for learning in their departments and serving as role models. New learning formats and interdisciplinary learning spaces are being created for 2019 as well. Communities of practice and internal networking sessions (such as the Design Thinking and Agile groups) bring interested parties and experts for specific topics together, allowing them to share their knowledge and experiences with each other and work on problems as a team.

Occupational standards

This results in synergies within the company. BarCamps, or “un-conferences”, where there is no agenda and the content is determined by the participants, also offer new learning opportunities for employees. Online learning opportunities such as webinars and e-learning offered on Ottobock’s internal learning platform will continue to be supplemented with business-relevant topics, such as lean, in 2019.

Training and continuing education provided by Ottobock Academy

Sharing state-of-the-art specialist expertise, ensuring the quality of prosthetic care and working in a targeted manner to counter the international shortage of skilled workers: the Ottobock Academy uses these objectives to promote the training and continuing education of orthopaedic and rehabilitation technicians. The extensive and differentiated programme is directed at all experts involved in a patient’s fitting process and also includes Ottobock employees around the world, enabling them to provide customers and partners with qualified advice and support. In cooperation with the PFH Private University of Applied Sciences in Göttingen and the University of Göttingen, as well as other partners in medicine and science, Ottobock has developed courses of study in the fields of orthobionics and healthcare technology. This closes the gap between medical research, modern medicine and orthopaedic technology.

Diversity and equal opportunities

As an internationally positioned employer, we place great emphasis on multicultural interaction based on respect and trust. We see diversity within our teams as an advantage and bring people with different experiences, beliefs and perspectives together. To ensure equal opportunities and shape the social aspect of our international presence, we do not tolerate any employee discrimination, particularly based on their age, gender, ethnic background, religion, ideology, sexual identity, disability or social background.

Occupational safety

Potential hazards are everywhere in the workplace, especially in production. Numerous rules and standards regarding occupational safety and environmental law have to be observed by Ottobock in the course of day-to-day work. Ottobock has therefore established a new department at the Duderstadt location to assist the production manager in meeting the applicable legal requirements in an advisory capacity.

The EHS (Environment, Health and Safety) department deals with the planning, implementation, monitoring and optimisation of operational processes in the areas of environmental management, health protection and occupational safety. It is also available to answer safety-related questions regarding specific technical aspects from managers.

Ottobock has had its own company fire brigade since 1975, which has been recognised as a volunteer plant fire brigade since 2006. The sponsorship of the fire brigade has now changed in the course of our structural changes as well. Since the beginning of this year it has been part of Ottobock SE & Co. KGaA. Forty-seven firefighters are responsible for fire protection on the premises. Four emergency vehicles are available to them.



The plant fire brigade received a new vehicle with a turntable ladder for its 10-year anniversary in 2016. To ensure that everything runs flawlessly in case of emergency, the firefighters are prepared for various specific deployments in the course of regular training units. Each of them has to complete at least 40 hours of service in total per year. Aside from firefighting, which is their primary task, the fire brigade's area of operations also includes building fire protection, fire watch during welding work and cleaning up hazardous liquids.

Health management

Ottobock is aware that employees are only able to perform if they are healthy and contented. To this end, the company developed an operational health management plan. The company has had a dedicated permanent employee for this topic since 2017. Ottobock views operational health management as part of a modern company strategy aimed at maintaining and also improving employee health and the ability to work over the long term. One of its focal points is continuously developing company and working conditions that are safe and conducive to health. The other is to help employees develop habits that promote good health and to boost employees' personal responsibility for their health.

Occupational standards

The core topics of the operational health management plan include:

- Maintaining and promoting employability and ability to work
- Creating a working environment that is conducive to health
- Reducing stress
- Maintaining and promoting employee satisfaction
- Reducing muscular and skeletal diseases
- Maintaining and promoting employee motivation
- Boosting health awareness

Ongoing cooperation in the operational health management committee is essential for a successful operational health management system and to consistently pursue the objectives listed above. In addition to the Operational Health Management Officer, this committee includes further members from the Works Council, the representative body for employees with disabilities, occupational health and safety, and HR. This enables an exchange of ideas from various operational perspectives. Ottobock also cooperates with an operational health management service provider that implements the health promotion measures and receives financial support from a health insurer based on the Prevention Act.

The operational health management structures at Ottobock were expanded and strengthened last year using a step-by-step approach. Among other things a dedicated intranet page was created, providing employees with an overview of measures and various health topics. This also includes external, anonymous employee counselling, which is available to employees and their relatives free of charge. This counselling programme has already been in place at Ottobock for several years. In 2018 the programme was again presented at a works meeting by the external service provider, due in part to rising demand, and was promoted in the course of various health measures. Employee counselling is a key success factor for modern operational health management and for ensuring that Ottobock's employees and managers overcome both personal and work-related challenges as effectively as possible.

The following measures are planned for 2019:

- Screenings for stress and seminars building on the outcomes
- Shift workers: presentation on and screening for specific stress factors for shift work
- Logistics: presentation, back coaching and individual advice
- Königsee site: operational health management kickoff – health day including screening
- Participation in regional and national sports events, such as the
- Tour d'Énergie in Göttingen and the Wings for Life Run
- Workshops for trainees

The health concept for trainees

In addition to the internal health concept that is available to all employees, the company also developed a special option for trainees which is mainly dedicated to prevention. It is important to Ottobock that its youngest employees also know how to stay fit and healthy in the course of day-to-day work. This concept extends over two years of training and is intended to prepare the trainees for their career even more effectively.

An integrated understanding of health, nutrition and exercise is the focal point in the first year of training. Addiction and stress prevention as well as healthy sleeping habits are covered in the second year of training. A two-day workshop for trainees in their first year on the topics of health, nutrition and exercise was held for the first time in December 2016. All trainees received a fitness armband in the course of this workshop and documented the steps they walked at work over the following months. This was followed by an evaluation of the amount of exercise employees did in the workplace, broken down by occupations. This will be used to derive additional health promotion measures. The goal is to maintain and expand the options available to trainees.

Corporate Benefits

The company offers its employees additional benefits in many areas. Exclusive corporate benefits are offered in addition to supplementary dental insurance at special rates and company pension provisions. Various discounts from more than 230 respected manufacturers and suppliers are offered. The portfolio is expanded monthly to include attractive selections in the following areas: auto, finance, travel, fashion, recreation, media, culture, lifestyle, technology, DSL and mobile as well as regional offers.

International SOS

Around 1,000 employees are working abroad for Ottobock in locations around the world. The company has a special duty of care for these employees. To this end, Ottobock cooperates with International SOS, the leading provider of health and travel safety services. Previously, employees deployed abroad were able to contact the Department of Foreign Affairs, embassy or respective subsidiary in the event of an emergency.

They now have access to emergency support 24 hours a day, 365 days a year. International SOS helps with matters such as arranging a doctor's appointment, obtaining documents or evacuation when needed. The company has branches in more than 75 countries and a comprehensive network with more than 73,000 accredited service providers in the medical, aviation and security sectors worldwide. Employees have access to comprehensive information about travel destinations by country through the International SOS web portal, including for example required vaccinations, local healthcare and special local circumstances.

Environmental protection

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.



Environmental protection

Economic success and responsible action within society go hand in hand at Ottobock – including and especially when it comes to protecting the environment. Ottobock does not view economics and ecology as opposing ideas, but rather as a comprehensive challenge that must be mastered for the benefit of future generations. Ottobock's energy management efforts place equal focus on people, nature and the environment. The company has been improving its air conditioning technology for decades, saving energy while simultaneously generating its own environmentally friendly electricity and heat. Biogas is therefore an important part of the company's visionary concept. Emissions that impact the environment are almost entirely avoided in the production process even today. A nearly CO₂-neutral energy balance is in sight due to a planned expansion to include geothermal energy. Even though the footprint of the Ottobock Group's Duderstadt location in 1969 was only one-fifth of what it is today, the company is now consuming less energy than it did at the time.

Biogas plant

The use of biogas is another element of Ottobock's visionary energy concept. The ground-breaking ceremony for the biogas plant on the company premises in Duderstadt took place on 31 May 2007 and was attended by Federal Minister of the Environment Sigmar Gabriel. The biogas plant was put into operation in the autumn of 2007 and has been significantly reducing carbon dioxide emissions ever since. The plant is operated by Biogas Duderstadt GmbH & Co. KG. At 49 per cent, the largest shareholders are 14 farmers in the region who thus simultaneously act as suppliers and consumers of the biomass. Maschinenring Kommunalservice GmbH, based in Rosdorf, holds a 26 per cent share and contributes its expertise to the operation of the biogas plant. Ottobock has a 25 per cent share and purchases all of the thermal energy. The biogas plant ensures that the company's energy costs will remain stable for the coming years and makes it largely independent of price developments relating to wood, oil and gas. The thermal energy from the biogas plant is used in full in Duderstadt throughout the year: for heating in the winter and for cooling within production in the summer using a technical reverse process. This makes the plant particularly efficient.



Rainwater

In addition to a broad range of measures dedicated to minimising energy consumption, Ottobock also focuses on conserving other resources. The procedure for rainwater is one example: the company buildings in Duderstadt alone cover an area of around 92,000 m², plus more than 55,000 m² of roadways and car parks. To ensure that at least part of the rain that falls onto these large areas can feed into the groundwater, lakes with a total area of around 6,800 m² interconnected by ditches were built on the company premises. More than 40,000 m³ of rain that falls on the built-up areas on average per year is collected and infiltrated into the ground via the lakes. At the same time, the lakes serve as restful places for employees on their breaks. They are sanctuaries for rare reptiles, birds, insects and plants which find species-appropriate habitats there, as the ponds were left to develop naturally.

Environmental protection

Use of materials

Modern prostheses no longer consist of just metal, wood and leather, but a wide range materials. Ottobock uses around 300 materials, ranging from poplar wood to carbon to titanium. Ottobock strives to produce as little waste as possible in its use of materials. Wood in particular is an important raw material that should be used wisely. Ottobock uses poplar wood in the fabrication of prosthetic feet, for example. In the past, the wood was delivered in a specific shape for producing the core of the foot. Only one foot core could be produced from a relatively large amount of material per blank. The use of a 5-axis CNC machine has changed this. Thanks to optimal processing, less material is required for the same end product, and the amount of waste is reduced by 15 per cent. At a production company, it is inevitable that the manufacturing of products also results in recyclable materials. These are always handled and disposed of in an environmentally friendly manner

Ottobock continuously strives to develop new procedures in order to further reduce its use of materials, thereby not only protecting the environment but also lowering the incurred costs. One example of this is the production of liners and sealing sleeves. These serve as a buffer between the leg and prosthesis, and improve wearer comfort as the user does not develop any pressure points. Liners and sealing sleeves are immersed in a container filled with thermoplastic elastomers (TPE) during a dipping process. However, the material container is very large in proportion to the liner and sealing sleeve.

This means a certain amount is left over in the container after the dipping process, which cannot be replenished or used again. Proper disposal is then required. In 2017 Ottobock employees developed what is called a “displacement device”, which is inserted into the material tank and thereby significantly reduces the residual quantity of TPE. Four of these “displacement devices” are now being used successfully, completing the project. Overall, this reduces waste and material usage by about 40 tonnes, corresponding to a 50 per cent reduction in waste and material savings of 20 per cent on a total product basis.



„Deutschland blüht auf“

Ottobock is taking part in the “Deutschland blüht auf” (“Germany blossoms”) initiative and has planted a flower strip on the company premises in 2019.

The company intends to create a habitat for insects, especially bees, with a mixture of various wild and cultivated plants.

Airbag for liners

Ottobock also focuses on the environment when it comes to product packaging. Until recently the liners were padded with foam inserts for delivery to the customer, and it was necessary to keep various sizes available for this purpose. In 2017 the company started using airbags that can be inflated through a valve using an air gun. The required size can thus be adjusted individually. The customer can easily dispose of the material, which now has significantly less volume, as household waste.

Reduction of cooling lubricants

Last year employees made efforts to reduce the consumption of cooling lubricants used in the machining process. Metal machining produces heat that can lead to tool wear and tear. Cooling lubricants provide the required cooling during the work process. Oils in the lubricant reduce the friction between the tool and workpiece. Cooling lubricants simultaneously remove chips which arise in the processing area. However, this means the chips are wetted by the cooling lubricant. Meanwhile a portion of the lubricant is recovered by draining and then returned to the machine. This method makes it possible to realise water and oil savings of nine per cent each year.

Environmental protection

New LED lamps in machining

LED lamps are considered the light source of the future. According to Germany's Federal Statistical Office, nearly 70 per cent of all lights will be LEDs by 2020. Reasons for this include the reduced use of mercury and low electricity costs. The light quality is a major benefit in particular. The lights emit their full brightness directly after they are switched on. Today's LEDs already convert electrical current to light more efficiently than fluorescent bulbs.

LED tubes are now also serving as energy-saving replacements for fluorescent tubes. The best LEDs reduce electricity costs by more than 90 per cent compared to incandescent bulbs with the same luminance. Ottobock is also replacing the lights in its machining facilities in 2019. The current light quality on the production floor no longer meets the requirements for adequate workplace lighting. In addition to improving the working conditions, this also makes a valuable contribution to protecting the environment.

CO₂ limits

Ottobock has introduced a bonus/malus system linked to the CO₂ emissions of company vehicles to contribute to limiting greenhouse gas emissions. For employees who choose a vehicle with low CO₂ emissions, the reference lease payment is increased by the amount of a bonus. For employees who choose a vehicle with high CO₂ emissions, the reference lease payment is decreased. The entry on the respective vehicle permit is relevant for the CO₂ emission value. Furthermore, employees must choose a vehicle in emissions class 6 or better. The CO₂ emission value is further decreased on a regular basis.

JobRad

Ottobock has been offering the JobRad bicycle scheme since 2016 as part of its operational mobility and health management approach. JobRad works in a similar manner to company car leasing. Instead of cars, employees can acquire bicycles, pedelecs and e-bikes at competitive rates. They can purchase the bike of their choice through their employer and save up to 40 per cent of the cost compared to buying it directly. City and touring bikes, mountain and racing bikes, pedelecs, recumbent bikes and cargo bikes are all included in the programme. Employees are free to use their JobRad as they desire, for travelling to and from work but also in their spare time or for sport.



Electric vehicles

According to the federal government, one million electric vehicles will be using Germany's roads by the year 2020. Climate protection in particular is a key aspect, in addition to new markets and reduced dependency on fossil fuels. The German government has put together a package of subsidy measures to reduce CO2 emissions and help electric vehicles become more established on the market. This includes, for example, the important expansion of the charging infrastructure as well as the preferred tax rate on the non-cash benefit that applies from 1 January 2019 to 31 December 2021. Ottobock is following this initiative and investing in electric vehicles as well. The company's fleet currently includes an E-Golf, which is available for employees to use. Three additional vehicles, including a StreetScooter, are used daily by the Location Services department for trips on and beyond the company premises. Ottobock is currently involved in discussions with suppliers regarding an expansion of its infrastructure for both company and private electric vehicles on the premises.

Anti-corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.



Anti-corruption

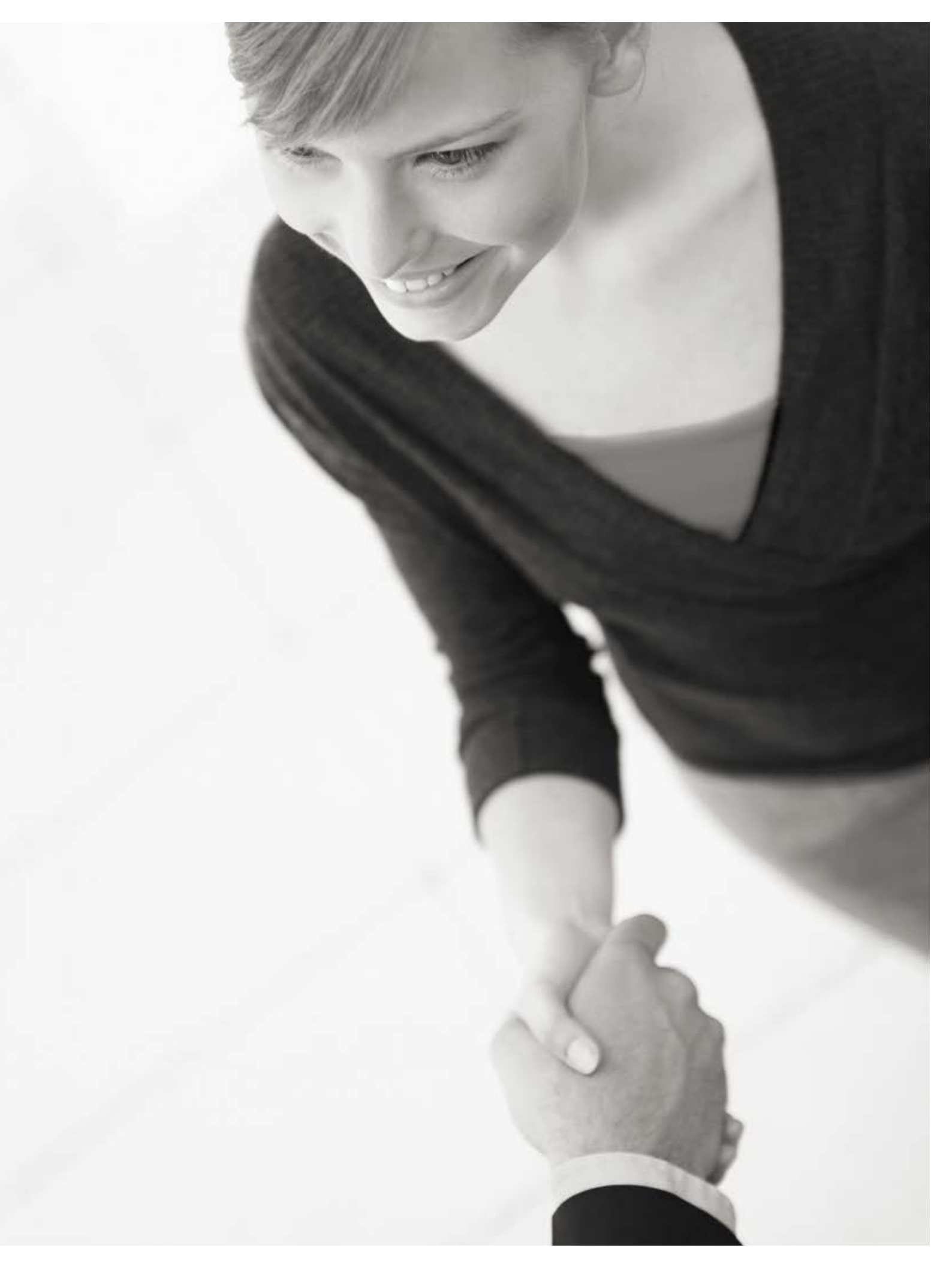
Compliance

The timely identification of potential violations and an adequate response to compliance violations are of key importance. Complaints and reports of possible compliance violations are reported to the Chief Compliance Officer (CCO) or, since 1 September 2018, to the Head of Legal & Compliance. Legal Compliance was integrated into the Legal department on 1 September 2018 in order to account for our company's steady growth and size, and to further professionalise the compliance management system.

Activities focus on education and prevention. With our compliance guidelines and Code of Conduct, we oblige our employees to comply with laws, contracts, internal directives and the company values. Despite comprehensive precautions, Ottobock is not able to entirely exclude the possibility of individual employees violating legal regulations, leading to fines or penalties being imposed on or compensation claims being asserted against the group.

Compliance audits

Audits are used to optimise business processes along the entire value chain, adequately taking safety and efficiency into account. The goal is to identify risks and opportunities in a timely manner and to respond to them appropriately so we can realise added value for the Ottobock Group over the long term.



The company's involvement in sports

Paralympic Games

decades. The company's commitment to the Paralympic Games began in 1988 when four O&P professionals from Australia recognised the need to offer athletes maintenance and repair services for their sports equipment at the Paralympic Games in Seoul. They set up a small workshop tent and offered technical services to all athletes free of charge.

By the 1992 Paralympic Games in Barcelona, the service had already been expanded to include a mobile Technical Repair Service Center staffed by a team of 10 technicians from five countries. Ottobock has been at every Paralympic Summer and Winter Games ever since. An international team of 80 technicians speaking 20 different languages was assembled for London 2012. The technicians offered their services in the Technical Repair Service Centers in the three Athletes' Villages and at nine training and competition venues. This service was complemented by a mobile Technical Repair Service Center. Athletes also relied on Ottobock's technical service at the 2014 Paralympic Games in Sochi and the 2016 Summer Paralympic Games in Rio. For Rio, the company deployed a 100-strong technical service team made up of members from 29 countries. The team put in over 10,400 hours of work on 2,408 repairs: evidence of just what an important role the technical service plays at the Paralympic Games. Ottobock assumed the role of technical service partner for prosthetics, orthotics and wheelchairs for the fifteenth time at the Paralympic Winter Games in PyeongChang, South Korea in 2018.

This means Ottobock has already been supporting the Paralympic Games with its technical repair service for over 30 years. This unique story will continue at the upcoming 2020 Paralympic Games in Tokyo: a 100-member team of Ottobock technical experts will complete an estimated 2,000 repairs using 18 tonnes of equipment and machines as well as 15,000 spare parts.







Running Clinics

Taking those first steps with a sport prosthesis, aiming to run a new personal best or simply racing with the kids again – everyone has their own reasons for participating in an Ottobock Running Clinic.

Ottobock initiated the Running Clinics in cooperation with Heinrich Popow, who won gold at the Paralympic Games in London 2012 and Rio 2016. So far, the clinics have been held a total of more than 25 times in locations around the world. At the clinics, leg amputees ranging from beginners to amateur runners work as a group to achieve their personal goals.

They come together for a weekend to train, practise, push their limits and test their sport prostheses under expert supervision. Ottobock's 3S80 sport knee joint can be tested free of charge together with the Runner or Sprinter running blades at the clinics. O&P professionals – who have also treated athletes at the Paralympic Games – adjust the prostheses and provide the participants with on-site support together with Heinrich Popow.



Social involvement of the Näder family

The founding family has been shaping the medical technology company since 1919. Its vision of improving people's quality of life is not only reflected in its day-to-day work. The Näder family believed its social responsibility extended to people outside the company as well.

In 1987 Dr Max Näder founded the Otto Bock Foundation to support people after natural disasters. His son, Professor Hans Georg Näder, continued and expanded this commitment.

The foundation became more diverse as it became more active at the international level and was transformed into the Ottobock Global Foundation. Professor Näder also cares deeply about children who are in need of protection. For this reason, he established a Tabaluga House in Duderstadt in 2012 and one in Rio de Janeiro three years later.

Professor Hans Georg Näder initiated the "Generation Change 4.0" process in 2017. His two daughters will become more closely involved in the company's business operations and his projects going forward.

Ottobock Global Foundation

Some 150 million children around the world live with a physical disability. Many of these children have had amputations or were born with deformities, and live in emerging nations or developing countries. They have little or no access to orthopaedic treatment. The consequences for children and teenagers are particularly severe since their bodies are still growing. On top of the existing physical disability itself, the children are frequently affected by secondary damage – which could be avoided if they were to receive targeted medical treatment and devices. The emotional wounds can only be guessed at. It is also important to consider that annual corrections or even follow-up treatment are required when treating children and teens as they are still growing. After the European floods in 2002, Professor Hans Georg Näder initiated a relief campaign called "Giving hope – living hope" for people in need. This grew and developed into a social commitment to help people in need around the whole world. He founded the Ottobock Global Foundation in 2015. Its primary focus is to provide children and teens around the world with prostheses, orthoses and wheelchairs.

It also focuses on providing professional training for O&P professionals in developing countries. Julia Näder, Professor Hans Georg Näder's eldest daughter, was appointed a member of the Ottobock Global Foundation's Executive Board in 2017 and has been supporting its projects around the world since then.







Children in need – relief for Syria

A bloody civil war has been raging in Syria for eight years now, claiming around half a million victims to date. Nearly 10 million people have been displaced. Turkey alone has taken in an estimated 3.5 million Syrian refugees since the conflict erupted. In particular, the large amount of medical treatment required for the refugees, some of whom are severely injured and traumatised, poses major challenges for public authorities and those assisting them. Children who have sustained injuries during the war and while fleeing are in especially urgent need of rapid, professional help to avoid secondary damage to their physical and mental development.

This is where the Ottobock Global Foundation comes in. The foundation is active in the Syrian-Turkish border region, providing injured refugee children with prostheses, orthoses and wheelchairs. The foundation's Executive Board members visited Syria at the beginning of 2019 to gain an insight into treatment on site.

Looking at the bombed houses, one can only surmise what fate most people have suffered. At the start of the project the Global Foundation treated refugees directly at a Turkish refugee camp in Malatia with a mobile orthopaedic workshop. These activities have since been relocated to Gaziantep and Kilis, where the infrastructure is better. Another site is currently being set up on Syrian territory in Al-Bap.



Last year the foundation provided devices to around 60 children and adolescents in Syria and Turkey. When treating children, the Ottobock Global Foundation places great emphasis on making sure it can clearly trace who was treated when and where. The members of the Executive Board regularly visit the facilities, where they speak with partners and patients to ensure even more targeted treatment can be provided.

Ottobock Turkey is an important partner in this project. The foreign subsidiary has its headquarters in Istanbul. Treatments are planned and coordinated from there. This is where the foundation benefits from good training and the equipment in Ottobock's own workshop. In Gaziantep Ottobock cooperates with the organisation IPHS, jointly operating a clinic with an affiliated physiotherapy facility. The partner clinic in Killis is PAC Turkey.

Further information:

www.ottobock-global-foundation.com

A tradition of social involvement

Julia Näder is Hans Georg Näder's eldest daughter and has been a member of the Ottobock Global Foundation's Executive Board since the beginning of 2018. The 28-year-old business administration graduate is carrying on the Näder family's long tradition through her social involvement. Her grandparents Max and Maria Näder were already particularly dedicated to helping socially disadvantaged children.

Julia Näder provided an insight into the background of the family's commitment for the company's 100-year anniversary in the book project titled "Futuring Human Mobility" (see page 171):

"Social commitment and involvement in the region has always been an important issue for my family. Even as a child, I saw how important it was to my grandparents to help people whose lives were not as fortunate as their own. Part of this conviction was certainly deeply rooted in their Christian faith. When employees in the company suffered misfortunes in their families or with their health, my grandparents supported them. Looking after one another was a matter of course. Both believed their responsibility extended to helping people in need outside the company as well. Supporting international SOS Children's Villages was a matter near to my grandmother's heart in particular. This had defining impact on my father especially, since her wish to launch a dedicated project for children in Germany sadly did not come to pass.

So it was my father who created a place for children in need in Duderstadt. The "Sanctuaries for Children" project developed out of his friendship with Peter Maffay. Children and adolescents can recover from their stressful everyday lives in the inviting and friendly atmosphere at the Tabaluga House. My father opened a second Tabaluga House in Rio de Janeiro to coincide with the Paralympic Games in Brazil. It provides street children with free access to educational opportunities. My father sponsored a child in Rio so he could help out in an even more purposeful way and understand the concerns and hardships of the local population. He finances her education, and when we travel to South America, we often get together with little Layla and her parents.

It is beautiful to see the difference our support makes in the family's life. It is very important to my family and me to not simply donate money, but to get personally involved as well. My grandfather also sponsored children so they could have a better future. When I was a child he often read the heartwarming letters he got from the children to me. My sister Georgia and I learned early on that not all children grow up in such caring and protective environments as we did. We often accompanied my father on trips. We also visited countries where people's living conditions were very different from those in Germany. I see a lot of things from a different perspective thanks to those trips.



In the past, I used to just throw out food on occasion. In Argentina I saw what it's like when children live in the entrance to a building on an old mattress, with nothing but the bare essentials. Oftentimes, they had barely anything to eat, so I looked after them. I haven't thrown out any food since. When I see child poverty, it makes me all the more aware of how privileged my sister and I are. We have the opportunity to get involved in a purposeful way thanks to our family.

We can change things and make our personal contribution. That's why Georgia is collecting money for disadvantaged children with her startup "Maluwa Superfoods" and why I am involved in the work of the Global Foundation. When my grandfather established the foundation in 1987, his goal was to promote cooperation between doctors and O&P professionals in the course of continuing education events. My father expanded the foundation's activities and objectives after the flood on the Elbe River in Germany in 2002 and the severe earthquake in Haiti. He initiated the fundraising campaign called "Giving hope – living hope" to help victims of such natural disasters. Since then we have continuously adapted the foundation's work to the requirements of people in need. Today the Ottobock Global Foundation focuses on the treatment of refugee children. These children are growing up without protection; they are traumatised and often severely injured. The foundation provides them with prostheses, orthoses and wheelchairs. I am confident that my grandmother in particular would be proud that I am continuing her commitment."



Tabaluga House Duderstadt

Many children grow up under difficult conditions, and their everyday existence is continually shaped by anxiety or illness. For a number of years, the Peter Maffay Foundation has supported therapeutic activity stays for disadvantaged children and teens. Professor Hans Georg Näder has also long wished to support children “who are not growing up in the same sheltered way” as he was. The “Sanctuaries for Children” project at his birthplace in Duderstadt developed out of this intention and his friendship with Peter Maffay. Professor Näder acquired two historic half-timbered houses in the centre of the city’s old town for this purpose. Built in 1620 and 1908, the houses were fully renovated to meet current energy standards and refurbished within a period of six months. Bright, friendly rooms with a total of 19 beds offer space for 15 to 16 children and their caregivers respectively.

The Tabaluga House Duderstadt makes it possible for groups of children aged four to 16 years to stay in Duderstadt for five to ten days – largely free of charge. The facility is almost entirely accessible so that even children who have limited mobility can easily stay there without restrictions. Families who have children with disabilities can also take advantage of the offers provided by the Tabaluga House Duderstadt as part of self-help groups. The broad selection of opportunities helps children and teens discover their talents and abilities. Interactions with animals and shared experiences in nature boost their self-confidence and reinforce a continually positive outlook on life. Around 45 groups visit the Tabaluga House over the course of the year.

Further information: www.tabalugahaus.de



Tabaluga House Rio de Janeiro

Professor Hans Georg Näder's commitment to children also extends far beyond Germany's borders: education is typically the only real opportunity for Brazil's street children to escape from their impoverished backgrounds. In order to help these children, Professor Hans Georg Näder and his friend Peter Maffay visited Rio de Janeiro in March 2015 to launch the Tabaluga House Rio project.

Together with regional cooperation partner "Instituto Marquês de Salamanca", the Tabaluga House Rio organised free educational opportunities for street children in the first phase of the project. The technical equipment for 15 computer workstations and expenditures for computer and English course instructors were fully covered.

The "Instituto Marquês de Salamanca" has already been active for over ten years and has a great deal of experience in working with children and teens. This experience makes the institute a perfect cooperation partner for the Tabaluga House Rio. After the 2016 Paralympic Games, Professor Näder decided to continue offering support for the children and to extend the project up through 2018. In addition to the opportunities already offered, the focus will also be on a nursery school project. Expanding to include nursery aged children will make it possible to reach boys and girls who are still too young for English and computer courses. The goal is to provide them with support as early as possible to give them the chance of a future life outside the favelas.

The educational system in Brazil includes state as well as private schools. While there are no fees for the state schools, the learning materials and personnel there tend to be of a low quality. But more than 80 per cent of children and young people in Brazil have no alternative to the state education system as their parents cannot afford private schools. These children often leave school early, leaving them few employment opportunities later on.

100 years of Ottobock

The Ottobock name has stood for “Quality for life” for 100 years. Its orthopaedic technology innovations helped the family business grow from a startup in Berlin to a global market leader based in South Lower Saxony.

Ottobock will continue to do everything in its power to improve people’s quality of life in future and to drive progress in the field of orthopaedic technology. Recent examples of the company’s innovativeness are the C-Brace orthotronic mobility system, which allows partially paralysed users to walk again, and Myo Plus pattern recognition, which automates hand movements with a

prosthesis using artificial intelligence. The company also transferred its biomechanical expertise to industrial applications by introducing the Paexo exoskeleton in 2018. Ottobock is a global company that has a special connection with its sites around the world. Numerous events and activities are taking place at various sites to celebrate 100 years of Ottobock together with employees and their families, partners, customers and local communities on site. Federal Chancellor Merkel recognised the company’s contributions to human mobility during a ceremony at Duderstadt’s historic town hall at the start of the year. “This is an important year and an important anniversary for Ottobock and Germany. The common thread in Ottobock’s history is the fact that technology serves the needs of people here. The company has maintained a sense of responsibility throughout its 100 years. You are a shining example of a German midsize enterprise and a family business.

But a company like this also means hard work, constant decisions, new approaches and a good feel for competition because the world truly doesn’t stop,” said the Federal Chancellor in front of some 350 invited guests. She noted that the company and its innovations have made a crucial contribution to reintegrating people into their everyday lives and destigmatising disabilities in society.

Lower Saxony’s Prime Minister Stephan Weil also emphasised the family business’s innovativeness. “Ottobock has ‘a tradition of progress’. Its growth has always been largely driven by innovations – this is a family business 4.0,” said Weil. Wolfgang Nolte, the mayor of Duderstadt, had previously underscored Ottobock’s importance for the region: “What a blessing, what good fortune for the region. I want to thank you with all my heart for putting your loyalty to this location into practice, for creating ongoing prospects for the future and for your commitment to the public good.”



From startup to global market leader

What began in 1919 with the founding of a startup named Orthopädische Industrie by Otto Bock has fundamentally changed orthopaedic technology as a whole. The introduction of component fabrication enabled the company to quickly and reliably treat the numerous victims of World War I.

From then on, Germany's eventful history was reflected in the history of the company. Political unrest in Berlin prompted Otto Bock to relocate the new company to Königsee in the Thuringian Forest the same year it was founded. There the company's staff grew to more than 600 employees over the next 30 years.

German separation: both an end and a beginning

During the period of Soviet occupation, the family decided to establish another location as close as possible to Königsee but in the neighbouring British zone for strategic reasons. The aim was to ensure ongoing deliveries to customers from this location by trading materials for finished products. Dr Max Näder was the founder of what was the "branch" at the time and is now the company headquarters. Otto Bock's son-in-law and his wife Maria Näder built up the site from practically nothing starting in 1947. After what was probably the most severe misfortune in the company's history, the expropriation of the Königsee site without

compensation, the family also had to rebuild production in Duderstadt from the ground up together with a group of dedicated employees. During the Cold War, the family dedicated itself to taking early steps to establish the company's international presence. They secured the company's future with multiple locations around the globe. In 1958 Dr Max Näder founded the first Ottobock foreign subsidiary in Minneapolis in the US.

Growth through globalisation and internationalisation

The fall of the Berlin Wall was another turning point in German-German history and that of Ottobock. It enabled the company to repurchase the production site in Thuringia, where cutting-edge wheelchairs are produced today. The group's international growth also continued around the globe.

In 1990, Dr Max Näder handed over management to his son Professor Hans Georg Näder. The entrepreneur took a dynamic approach to expanding the global network, driving research and development as well as marketing and sales. Today more than 7,000 employees at over 50 sites worldwide work together to help people maintain or regain their mobility and quality of life despite a physical disability.



Eichsfeld Festival and Digital Family Day

Professor Hans Georg Näder thanked his employees, colleagues and the city of Duderstadt with a new edition of the Eichsfeld Festival in September. Various events were held in Duderstadt from 6 through 8 September. Peter Maffay and Johannes Oerding appeared on a large open air stage in Duderstadt's old town on the evening of Saturday, 7 September. Breakfast was served for Duderstadt's residents on Marktstrasse that Sunday. This was accompanied by a colourful stage show with regional acts. A large Tabaluga Festival for children was held at the same time in the city park.

On the Friday before the festival weekend, Ottobock sent out invitations to an open house with the motto "Futuring Ottobock – Digital Family Day". Employees, their families and friends experienced the world of Ottobock for a day along with the people, products and ideas behind it. The Königsee and Vienna sites as well as others previously celebrated the anniversary during the summer. Wolfgang Tiefensee, Thuringia's Minister for the Economy and Science, visited the employees in Königsee in June.

Exhibition: 100 years of Ottobock

A new exhibition entitled "From Startup to Global Market Leader" at Kunsthalle HGN was designed to mark the company's anniversary. Numerous interactive exhibits offer visitors an insight into Ottobock's 100-year company history.

The art gallery's three levels are dedicated to the three generations of Otto Bock, Dr Max Näder and Professor Hans Georg Näder. But the project's central theme is not just its chronology but rather the ongoing need for the family of entrepreneurs to rise to the challenges of contemporary history. The exhibition runs from 23 February through 29 December 2019 and is open on Saturdays and Sundays from 11:00 am to 6:00 pm. Admission is free.



“Futuring Human Mobility” book project

In the book published by Göttingen-based Steidl Verlag, Professor Hans Georg Näder presents his vision for human mobility. What roles will digitalisation, artificial intelligence, cyborgs and robotics play for the future of humanity and our bodies? Will humanity remain human if its physical and mental abilities are enhanced through technological modifications? And will humanity maintain the upper hand over artificial intelligence, given that it will at some point become far superior to our own intelligence?

Futuring Human Mobility examines these issues and their philosophical, ethical, social, political, economic and medical implications in our diverse and changing global community. It is a collection of interviews, essays and literary as well as artistic contributions from 40 international experts and figures. In addition to star architect Sir David Chipperfield and Gordon Wagener, head designer at Daimler, the production team behind the book also visited scientific pioneers and trailblazers such as Kevin Warwick. The researcher at Coventry University in Britain was the first human to be implanted with an RFID chip in 1998. The team spoke to Göttingen’s Nobel laureate Stefan Hell about the progress being made within research. Hell fought for his theory and overcame the resolution limit of optical microscopes despite numerous setbacks and rejection by Germany’s scientific community.

The story of Martine Rothblatt is moving as well. When her daughter was diagnosed with a rare illness, she invested her savings into research for a cure. This marked the beginning of a company that is now worth billions. Today she is committed to supporting technological progress.

Further information: www.futuringhumanmobility.de

Herausgeber
OttoBock SE & Co. KGaA
Max-Näder-Str. 15 · 37115 Duderstadt
T + 49 5527 848-1865
maren.harloff@ottobock.de · www.ottobock.com