



Sustainability Non-Financial Report 2024.



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Basis for preparation

BP-1 – General basis for preparation of sustainability statements

The Non-Financial Reports 2023 and 2024 have been voluntarily prepared with reference to the European Sustainability Reporting Standards (ESRS) and are accompanied by a Sustainability Highlight Report. All aforementioned reports are available on our corporate website.

In 2023, we updated our materiality assessment to align with the CSRD and the methodologies specified in ESRS 1. This report is based on a further critical review of the findings to consider potential changes in the current reporting year. The information disclosed reflects the material topics identified.

This report pertains to the 2024 financial year of Ottobock SE & Co. KGaA, covering the period from January 1 to December 31, 2024, unless stated otherwise. All entities consolidated in the financial statement have been included in this report. All companies in which Ottobock SE & Co. KGaA directly or indirectly holds an equity interest of more than 50% belong to the Ottobock Group.

Impacts on the upstream and downstream value chain, along with risks and

opportunities associated with it, have been considered in the materiality assessment. Whenever the scope of coverage – including policies, targets, actions, metrics, and contextual information – extends to the upstream and downstream value chain, it is explicitly noted.

Any intentional omissions or limitations in reporting are clearly indicated.

Ottobock has not exercised the option to omit any disclosures on the basis of intellectual property, know-how, or innovation outcomes, as referenced in ESRS 1, section 7.7. All relevant information has been disclosed in full, with no redactions due to confidentiality or sensitivity. Furthermore, the exemption permitting non-disclosure of impending developments or ongoing negotiations under Articles 19a(3) and 29a(3) of Directive 2013/34/EU has not been utilized.

The editorial deadline was May 23, 2025. The report was last revised on June 17, 2025, to reflect updated data.

BP-2 – Disclosures in relation to specific circumstances

The medium- or long-term time horizons defined by ESRS 1 section 6.4 have been applied.

When indirect sources or estimates are used for a specific metric, the relevant chapter outlines the basis of preparation, any underlying assumptions, approximations and judgements, and the resulting level of accuracy and/or uncertainty, along with any planned actions to improve accuracy in the future, if applicable.

Unless otherwise noted, this report does not include data or estimates from the value chain.

There have been no significant changes in the preparation or presentation of sustainability information compared to the previous report. No metrics have been replaced. Where reporting errors in prior periods have been detected or improved data became available after the editorial deadline of the Non-Financial Report 2023, and it offered greater clarity, the relevant figures have been adjusted. A note has been included to explain the difference between the figure

disclosed in the preceding period and the revised comparative figure.

This report does not contain any information solely incorporated by reference.

Financial information and related references have been omitted in accordance with the phase-in provisions of ESRS 1 General Requirements, Annex C.

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

The Ottobock Group is managed by Ottobock SE & Co. KGaA ("Ottobock SE") as the parent company. The Management Board manages the business operations of Ottobock SE. Professor Hans Georg Näder serves as Chairman. The Board sets the company's overall orientation and strategic direction and currently includes five Non-Executive Directors along with two of the four Executive Directors (the CEO/CSO and CFO).

The Supervisory Board of Ottobock SE & Co. KGaA is subject to European co-determination. It consists of six shareholder representatives and four employee representatives from Germany and abroad. This board monitors the Management Board's activities. Dr. Bernd

Bohr, former head of Bosch's automotive division, chairs the Supervisory Board.

The Executive Board consists of four Executive Directors: CEO/CSO, CFO, CXO, and COO/CTO. They are tasked with managing Ottobock's operations, advancing the company's growth strategy, and executing our mission in alignment with the Management Board's strategic direction. Oliver Jakobi, who has been with the company for over 30 years, took on the role of Chief Executive Officer (CEO/CSO) in mid-December 2022.

Composition & Diversity

Details about the individual experience, qualifications and background of the members of the Management, Supervisory and Executive Board are publicly available on our corporate website.

		2021		2022		2023		2024	
Management Board	GRAND TOTAL	6		7		7		7	
	Male – Total	5	83%	7	100%	7	100%	6	86%
	30 – 50 years old	3		2		1		1	
	over 50 years old	2		5		6		5	
	Female – Total	1	17%	0	0%	0	0%	1	14%
	30 – 50 years old								
	over 50 years old	1						1	
	Diverse- Total	0	0%	0	0%	0	0%	0	0%
	30 – 50 years old								
	over 50 years old								
Supervisory Board	GRAND TOTAL	9		10		9		10	
	Male – Total	6	67%	7	70%	5	56%	5	50%
	30 – 50 years old	2		2		2			
	over 50 years old	4		5		3		5	
	Female – Total	3	33%	3	30%	4	44%	5	50%
	30 – 50 years old	3		3		4		4	
	over 50 years old							1	
	Diverse- Total	0	0%	0	0%	0	0%	0	0%
	30 – 50 years old								
	over 50 years old								

		2021		2022		2023		2024	
Executive Directors	GRAND TOTAL	5		4		4		4	
	Male – Total	4	80%	4	100%	4	100%	4	100%
	30 – 50 years old	4		4		2		2	
	over 50 years old					2		2	
	Female – Total	1	20%	0	0%	0	0%	0	0%
	30 – 50 years old								
	over 50 years old	1							
	Diverse- Total	0	0%	0	0%	0	0%	0	0%
	30 – 50 years old								
	over 50 years old								
Management Board	Number of executive members	2		2		2		2	
	Number of non-executive members	4		5		5		5	
	Percentage of independent board members		50.00%		57.14%		57.14%		57.14%
Supervisory Board	Percentage of employees and other workers as representatives		44.44%		40.00%		44.44%		40.00%
	Percentage of independent board members		44.44%		50.00%		44.44%		50.00%

Roles and responsibilities in exercising oversight of IRO management

The Management Board is responsible for setting objectives and monitoring the sustainability strategy and performance.

The Supervisory Board oversees the implementation of the sustainability strategy and ensures compliance with regulatory and reporting requirements.

Members of the Executive Board have global oversight of specific sustainability issues. They task initiative owner at both global and local levels with implement-

ing defined goals, including training and evaluation.

The Chief Financial Officer (CFO) is accountable for sustainability across the company. The Global Sustainability team reports directly to the CFO. This team consolidates the strategy and overall objectives, including KPIs. It manages and oversees the implementation of policies, initiatives, and related training. Global Sustainability also handles reporting, communication, ratings, and audits in the non-financial sector.

Expertise on sustainability matters

All members of the Management Board are well-versed in sustainability issues and their strategic and business implications.

The composition of the Supervisory Board is designed to ensure that its members possess the necessary knowledge, skills, and professional experience to effectively carry out their advisory and supervisory responsibilities. In application with the German Corporate Governance Code (Section C.1), Ottobock SE & Co. KGaA has established a profile of skills and expertise for the Supervisory Board. This profile specifies that experi-

ence and knowledge in environmental, social, governance, and human rights issues are essential. As a result, certain Supervisory Board members, particularly those on the audit committee, have specialized expertise in sustainability matters. The profile mentioned, along with the corresponding matrix of skills and expertise, is publicly accessible on our corporate website.

The Executive Directors are knowledgeable in their respective areas of responsibility, including relevant sustainability topics. Furthermore, the CFO has the relevant expertise in sustainability reporting and regulation.

Environmental		Social			Governance	
Focus areas						
Circular Economy	Energy & Climate	Good working conditions	Access and quality of care	Diversity, Equity & Inclusion	Value-based business conduct	
Material topics (i.e. clustered IRO)						
• Design to recycle • Resource efficiency • Environmentally friendly materials • Resource-saving manufacturing processes	• Energy efficiency • Carbon Footprint	• Safe and healthy working environment • Fair employee management • Human rights in the value chain	• Commitment to the best possible individual care • Product quality, safety and transparency • User experience	• Partnerships: Promotion of social participation • Diversity through inclusion	• Corporate governance & ethics	• Cyber security & data privacy
Executive Board members with relevant expertise						
CEO/CSO, COO/CTO	CEO/CSO, COO/CTO, CFO	CEO/CSO, COO/CTO	CEO/CSO, COO/CTO, CXO	CEO/CSO, COO/CTO, CXO	CEO/CSO, COO/CTO, CFO	CXO

GOV-2 – Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies

The Global Sustainability department has established a quarterly “sustainability roundtable” to share information on sustainability topics with all initiative leaders and relevant departments and subject-matter-experts.

Additionally, Global Sustainability reports bi-weekly, or more frequently as needed, directly to the CFO. The CFO regularly updates the other Executive Board members. Each Executive Director is also kept informed about relevant sustainability matters within their area of responsibility by the respective departments.

At least once a year, the Management, Supervisory, and Executive Boards receive updates on the progress of sustainability strategy implementation.

In 2024, particular emphasis was placed on the insights derived from the materiality analysis. The highlighted specific impacts, risks, and opportunities were acknowledged as critical to achieving long-term sustainability and organizational goals. The findings are integrated into the evolution of the business strategy and the due diligence process for significant transactions. Risk management policies are aligned with the identified impacts, risks, and opportunities.

The sustainability reporting is reviewed and approved by both the Executive and Supervisory Boards.

GOV-3 – Integration of sustainability-related performance in incentive schemes

The incentive schemes and remuneration policies for members of the Management, Supervisory and Executive

Board are currently not linked to sustainability matters.

GOV-4 – Statement on due diligence

Our sustainability due diligence framework is aligned with the process described in the international instruments of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The Due Diligence Process necessitates that we identify, assess, prevent, mitigate, and account for both actual and potential negative impacts on people, the planet, and society at large that are associated with our business. This encompasses adverse effects linked to our own operations, products, and services, as well as those arising from our upstream and downstream value chains and related business relationships. Identifying material impacts also aids in recognizing material sustainability risks and opportunities, which often arise from these impacts.

We engage with stakeholders, including employees, suppliers, users and customers, to ensure that their concerns are reflected in our sustainability strategy and risk management processes.

Materiality assessments to prioritize sustainability topics based on their relevance to our business and their impact on stakeholders are conducted regularly, at least every other year. This analysis helps us focus on the most critical ESG issues that are prioritized based on the severity and likelihood of the impacts.

We continuously monitor and update our sustainability practices, ensuring compliance with evolving regulatory frameworks and industry standards.

Our sustainability reporting is overseen by the Executive and Supervisory Boards reinforcing the integrity and accuracy of our disclosures.

Core elements of Due Diligence	Paragraphs in the Sustainability Statement
a) Embedding due diligence in governance, strategy and business model	* GOV-1 – The role of the administrative, management and supervisory bodies * GOV-2 – Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies * SBM-1 – Strategy, business model and value chain (Sustainability-related goals)
b) Engaging with affected stakeholders in all key steps of the due diligence	* SBM-2 – Interests and views of stakeholders * IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities * S1-2 – Processes for engaging with own workers and workers' representatives about impacts * S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns
c) Identifying and assessing adverse impacts	* SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model * IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities * IRO-2 – Disclosure requirements in ESRS covered by the sustainability statement
d) Taking actions to address those adverse impacts	* E1-1 – Transition plan for climate change mitigation * E1-3 – Actions and resources in relation to climate change * E1-4 – Targets related to climate change mitigation and adaptation * E2-2 – Actions and resources related to pollution * E2-3 – Targets related to pollution * E5-2 – Actions and resources related to resource use and circular economy * E5-3 – Targets related to resource use and circular economy * S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions * S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities * S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions * S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities * S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions * S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities * G1-3 – Prevention and detection of corruption and bribery
e) Tracking the effectiveness of these efforts and communicating	* S1-2 – Processes for engaging with own workers and workers' representatives about impacts * S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns * S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions * S2-2 – Processes for engaging with value chain workers about impacts * S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns * S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions * S4-2 – Processes for engaging with consumers and end-users about impacts * S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns * S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

GOV-5 – Risk management and internal controls over sustainability reporting

Recognizing the importance of transparency and accountability, we have established processes to identify, assess, and mitigate risks associated with our sustainability initiatives and reporting practices. This includes evaluating external factors such as regulatory changes and stakeholder expectations as well as internal risks related to data collection, accuracy, and reporting integrity.

To improve data reliability, we concentrate on the following potential risk areas:

- Roles and responsibilities: Clear roles and responsibilities have been defined, documented, and assigned to the subject-matter experts who possess the most relevant knowledge for specific sustainability-related Key Performance Indicators (KPIs).
- Data collection processes: We utilize standardized procedures for gathering sustainability-related data outlined in our internal Standard Operating Procedure (SOP) for sustainability-related KPI accounting. Relevant KPIs have been defined in detail to ensure consistency.
- Training and capacity building: Our employees, including the sustainability-related data contributors, KPI and initiative owner, receive ongoing training and information (e.g. Sustainability Roundtable) to understand the significance of sustainability reporting and the importance of accurate data collection.
- Review and verification: We conduct regular reviews of our sustainability data and reporting processes. This includes verification of the accuracy of reported information by subject-matter experts and/or external consultants (e.g. GHG emissions). Compliance with established standards and regulations is ensured by the Global Sustainability team. Potential findings are communicated to and discussed with the CFO and, if necessary, the Executive Board.
- Stakeholder engagement: Our sustainability reporting is publicly available on our corporate website. We engage with internal and external stakeholders to gather input on our sustainability practices. Feedback from users of our sustainability reporting, especially from financial institutions and rating

agencies like EcoVadis, is continuously incorporated.

Risk Management

The governance framework at Ottobock SE & Co. KGaA encompasses the Internal Control System, Risk Management System, and Compliance Management System. The Risk Management System incorporates the Early Risk Detection System in accordance with §91 (2) AktG, taking also into account the considerations of the IDW PS 340 n.F. This system governs the identification, assessment, reporting, and documentation of risks and opportunities. It also fosters group-wide risk awareness and establishes a consistent risk culture across the organization.

At Ottobock, risk management is characterized by the coordinated interaction of various organizational levels and entities. Risks (and opportunities) are defined as developments or events that could result in deviations – negative (or positive) – from planned results in the Budget, Forecast and Strategic Planning. These deviations are evaluated using key financial metrics including Sales, EBITDA, Net Income and Cash Flow. Following a decentralized approach, risks and opportunities are identified, analyzed and man-

aged by the subsidiaries. Results are systematically reported to the group level as part of the Budget or Forecast process.

The assessment of risks and opportunities spans a rolling 12-month period and considers the gross magnitude as well as risk mitigating countermeasures to determine the net magnitude. Risks and opportunities are categorized based on predefined criteria and evaluated according to their probability of occurrence and potential financial impact on key financial metrics. Results are consolidated and processed by the global Risk Management team.

The Risk Management team determines the organization's risk appetite and risk-bearing capacity using an integrated financial model. A Monte Carlo simulation is employed to calculate the maximum risk exposure (Value at Risk), factoring in possible correlations between risks. The aggregated risk profile is compared against the group's risk-bearing capacity to ensure that no existential threats are present. An ad-hoc reporting mechanism is in place for urgent risks exceeding 1m Euro in potential EBITDA, Net Income, or Cashflow impact, with reports required within 48 hours if such events arise.

The Executive Management Board, Supervisory Board and Audit Committee are regularly informed about material risks and opportunities, control weaknesses and mitigating countermeasures. The Executive Board holds overall responsibility for risk management, initiating and overseeing countermeasures for all identified material risks. These measures are documented and tracked by the Risk Management team to ensure effective mitigation and accountability.

Internal Control System

The risk management process is supported by the Internal Control System (ICS). Both systems are based on risk identification. While risk management also deals with the analysis of high-level and strategic risks, which are usually managed through specific measures, the ICS focuses on implementing process-related controls within operational activities.

The ICS encompasses established methods and measures within the company to ensure reliability to enhance operational efficiency, thereby increasing profitability. Furthermore, it ensures the reliability of internal and external accounting and reporting on financial and non-financial data, as well as compliance with applicable business policies and legal regulations for Ottobock. The

internal control system helps management achieve its development and profitability goals while preventing resource loss.

Ottobock has specified a formalized Internal Control System (ICS). Based on the risk assessments of various departments, a standardized control set has been developed at corporate headquarters in collaboration with the Corporate Internal Controls department for the Ottobock Group. This control set is customized by each group company to align with local conditions ("control design"). It is also supplemented to address specific local risks (such as legal requirements in certain countries). The Ottobock Standard Control Set, extended by local customizations, forms the Ottobock Group Set of Internal Controls.

The operation of the ICS is ensured through the Aeneis Governance Risk Compliance (GRC) software. Regular control tasks, including documentation, archiving, and sign-offs, are executed within automatically generated workflows. This process also includes implementing necessary corrective actions if controls reveal errors. The data generated and centrally accessible is monitored as part of continuous monitoring and testing by the Corporate Internal Controls department. Based on this

data, the department provides analyses and reports for the continuous development and optimization of business processes and controls.

Under the leadership of "Corporate Internal Controls" and with input from corporate headquarters' departments and decentralized business units, the ICS is reviewed annually regarding its adequacy, completeness, and relevance and is adjusted or expanded as needed.

Strategy

SBM-1 – Strategy, business model and value chain

Ottobock's strategy focuses on enhancing the quality of life for individuals with mobility challenges through innovative healthcare solutions. We aim to lead the market by investing in research and development, fostering partnerships, and expanding our global presence.

Our diversified business model combines direct sales, partnerships, and collaborations with healthcare professionals, rehabilitation centers, and distributors. We emphasize the importance of service and support by providing comprehensive care solutions in our own more than 400 patient care centres.

As the Human Empowerment Company, we promote freedom of movement, quality for life and independence. With innovative power, outstanding technical solutions and services we enable people in more than 140 countries to live their lives the way they want to.

Products & services

Our product and service portfolio encompasses solutions designed to enhance the independence and well-being of users:

- Prosthetics: Upper and lower limb prosthetics and accessories.
- NeuroMobility: Innovative and holistic solutions for neurological induced mobility impairments such as wheel-chairs and orthotic solutions.
- Digital O&P solutions: Digital treatment and production processes/business solutions
- Ottobock.care: Treatments, support and services for our users in 400+ owned Patient Care Centers worldwide.

Additionally, our exoskeleton business segment (SUITS by Ottobock) assists individuals engaged in physically demanding tasks at work with motion-powered exoskeletons for commercial applications.

Ottobock adheres to all applicable laws, including current customs and foreign trade regulations, as well as the sanction laws relevant to our company. Our Compliance Management System (CMS) is designed to support adherence to these regulations. The Customs and Foreign Trade Policy, as part of the CMS, outlines the organizational structures and cross-departmental processes. This document provides binding guidelines for all Ottobock employees and serves as a foundational resource that can be enhanced with supplementary materials (such as bulletins and dos-and-don'ts lists). Together with these additional resources, the customs and foreign trade policy aims to establish, document, and enforce appropriate measures, processes, and procedures to mitigate compliance risks.

Markets and customer groups

Through our sales and service network we support individuals in more than 140 countries:

- We have Ottobock subsidiaries in 47 countries.

- Our global Ottobock.care network provides customized orthopedic treatment and rehabilitation solutions in 313 Patient Care Clinics & 97 Satellite Clinics in 33 countries.
- In regions where we do not have our own facilities, our Ottobock Export department offers assistance.

Ottobock serves a diverse range of customer groups:

- Patients and users (B2C): This group encompasses individuals of all ages who require prosthetics, orthotics, and mobility aids. This includes amputees (as a consequence of peripheral artery disease, traumatic limb loss, cancer, infections, congenital limb deficiencies, etc.) as well as people living with mobility constraints as a consequence of neurological etiologies (incl. stroke, multiple sclerosis, cerebral palsy/ spinal cord injury, etc.)

- Customers (B2B): To expand our reach and accessibility, we collaborate with distributors and partners worldwide. These relationships allow us to penetrate various markets and ensure that our products are available to end users in diverse locations. By working with established partners, we can navigate local regulations and preferences.
- Medical professionals: This includes healthcare professionals such as physiotherapists, orthopedic surgeons, and rehabilitation specialists. We partner with institutions like rehabilitation centers and clinics to provide comprehensive care solutions that include our products, training, and ongoing support.
- Government and Non-Governmental Organizations (NGOs): Ottobock also engages with government entities and NGOs focused on improving healthcare access and mobility solutions for underserved populations. Through partnerships and initiatives, we aim to contribute to community health and support programs that provide products to individuals in need.

Headcount of employees

Please refer to chapter “S1-7 – Characteristics of non-employee workers in own workforce” for detailed information.

Sustainability-related goals

Our commitment to sustainability is clearly reflected in the positive social impact of our products and services, as well as in the value-driven corporate governance.

Prioritizing people has always been central to our mission: We empower individuals to maintain or regain their freedom of movement.

Since 2015, we have been a member of the UN Global Compact. Through an analysis of our key sustainability priorities, values, and strategies, we have identified seven Sustainable Development Goals (SDGs) that are most relevant to Ottobock. These goals have been integrated into our global sustainability strategy and assigned to specific areas where we believe we can make the greatest impact.

The Explanatory Declaration on Sustainability Goals in the Code of Conduct is publicly accessible, elaborates on the binding sustainability objectives outlined in the Code of Conduct which are grounded in the 10 principles of the UN Global Compact.:

- Human rights and labour standards
 - We support and respect the protection of internationally established human rights.
 - We make sure we are not complicit in human rights abuses.
 - We uphold the freedom of association and recognize the right to collective bargaining.
 - We uphold the elimination of all forms of forced and compulsory labour.
 - We uphold the abolition of child labour.
 - We uphold the elimination of employment discrimination.
- The environment and the climate
 - We pursue a proactive approach to environmental challenges.
 - We undertake initiatives to promote greater environmental responsibility.
 - We encourage the development and dissemination of environmentally friendly technologies.

- Anti-corruption
 - We work against corruption in all its forms, including extortion and bribery

Over the past few years, we have developed a comprehensive sustainability strategy closely aligned with our business strategy:

- We take responsibility for the environment and are actively working to reduce our ecological footprint.
- We improve the ecological compatibility of our processes and products.
- We believe that quality of life is closely linked to individual freedom and independence. That is why we are committed to facilitating access to care and holistic healthcare as a human right and support the training of professionals worldwide.
- We value individual merit, experience, and diverse perspectives, and strive to be a role model in creating an inclusive and respectful environment for all.

- We promote healthy lifestyles, support sport for people with disabilities and are proud to support athletes world-wide — both on and off the track.
- We take responsibility for our actions. We aim to protect sensitive employee, customer and patient information through a comprehensive approach to cyber security and data privacy.

Detailed information about our goals and objectives for each focus area can be found in the relevant sections of this report.

Upstream and downstream value chain

Ottobock operates primarily in the medical technology sector, positioned as a manufacturer and service provider of innovative mobility and healthcare solutions. Our role spans the design, production, and delivery of advanced prosthetic and orthopedic devices to healthcare providers and B2B customers. Our Ottobock.care network provides holistic patient care services to end-users globally.

Upstream Value Chain (Suppliers):

Ottobock sources various raw materials, including metals, plastics, textiles, and high-tech components like sensors and microprocessors used in its products.

We maintain relationships with approximately 2,500 suppliers globally. Suppliers are required to comply with Ottobock's standards regarding human rights, labor conditions, environmental protection, and anti-corruption. Ottobock ensures that all new suppliers provide detailed information about their ethical standards and business practices, and in turn, the company shares its practices via platforms like EcoVadis.

Our Supplier Code of Ethics applies to all business relationships between external business partners and the Ottobock Group. The document is accessible on our corporate website. Main topics covered are:

- Ethical responsibility
 - Compliance with legal requirements
 - Avoidance of conflicts of interest
 - The value system forbids corruption in any form
 - Fair competition is indispensable
 - Compliance with sanctions
 - Prohibition of money laundering and terrorist financing
 - Handling of sensitive data and intellectual property
 - IT and information security

- Social responsibility
 - Compliance with the United Nations Universal Declaration of Human Rights, the eight fundamental conventions of the International Labour Organisation (ILO) and all relevant laws of the respective applicable jurisdictions for the protection of human rights
 - Prohibition of forced labour and slavery
 - Prohibition of child labour
 - Equal opportunities and non-discrimination
 - Safety at work and maximum working hours
 - Fair compensation and adequate living wages
 - Freedom of association and right to collective bargaining
 - Legitimate use of private and public security forces
 - Respect for land rights
 - Disciplinary measures and harassment
- Ecological responsibility
 - Recycling of resources
 - Conscious contribution to greater environmental protection
 - Compliance with legal requirements
 - Management of non-renewable natural resources
 - Handling of hazardous substances

Downstream Value Chain (End-users, customers and distribution):

With over 400 Patient Care Centers worldwide, Ottobock interacts directly with end-users. Our products are distributed to orthopaedic workshops and clinics, hospitals, and rehabilitation centers. In some cases, we also collaborate with external distributors and retailers who offer our products in regional markets.

SBM-2 – Interests and views of stakeholders

Ottobock is dedicated to maintaining positive and productive relationships with all stakeholders. Our Stakeholder Engagement Statement aims to establish a structured approach to engage with our stakeholders effectively.

Subject-matter experts within specialized departments maintain consistent communication with key stakeholder groups, fostering open dialogue to

understand their expectations and keeping them informed about our initiatives. These subject-matter experts also evaluated the identified sustainability issues during the process of analysis during our due diligence and materiality assessment.

The Executive Board ensures that stakeholder engagement efforts, along with their outcomes, are aligned with the

organization's mission, values and strategy.

The Executive, Supervisory and Management Board members are regularly informed about the views and interests of affected stakeholders regarding sustainability related impacts – both by Global Sustainability as well as the subject-matter experts.

For more information, please refer to chapter “GOV-2 – Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies”.

Our main stakeholders are:

Our stakeholders	Engagement
Patients/users (B2C) People who receive medical treatment and use our products and service solutions. Also referred to as user or end-user of our products	In our 400+ Patient Care Centers worldwide, we maintain direct contact with patients, allowing us to gather immediate feedback on our products and services. This insight helps us continuously improve our solutions while understanding the needs and interests of our users. Our patient community, “Movao – move as one,” serves as another feedback platform.
Customers and medical professionals (B2B) Healthcare professionals who provide patients with products, such as CPO's, doctors, podiatrists.	We engage with customers daily through our sales team and provide training via the Ottobock Academy.
Employees	We communicate with employees daily through personal interactions, meetings, and digital channels. The intranet provides them with up-to-date company news, while quarterly “myottobock live” sessions keep them informed about key business developments. Additionally, an annual employee survey gathers direct feedback on areas like skills development, training, the whistleblowing system, and health and safety.
Financial institutions, investors and analysts	Key stakeholders from the financial sector are updated on business activities through direct engagement with top management and ownership. Additionally, our press portal offers important company news and updates.
Suppliers	We maintain close communication with our suppliers, primarily through direct dialogue. New suppliers provide details about their business practices and ethical standards, committing to adhere to legal requirements regarding human rights, labor, environmental protection, and anti-corruption.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The results of the materiality analysis have formed a cohesive sustainability strategy, with targets set in each action area across the dimensions of environment, social responsibility, and corporate governance.

In 2023 we updated this materiality assessment according to the CSRD methodology. The analysis confirmed that core topics remain relevant. However, additional political and climate-related influences are also significant and have been integrated into the findings. The 2023 analysis reaffirmed the 2021 findings, while also refining certain aspects and introducing new topics.

- “Circular Economy” addresses the use of environmentally friendly materials, recycling, and disposal practices.

- “Cyber Security & Data Privacy” has become increasingly critical in our corporate governance. Beyond legal obligations, we are committed to safeguarding the data of our employees, patients, and customers.

We have clustered the IROs and material issues for better focus. The six focus areas illustrate our comprehensive approach to sustainability.

In 2024, we conducted a review of our IRO and focus areas to assess potential changes for the current reporting year. As a result, we identified two additional sustainability issues:

- Water consumption
- Substances of concern / very high concern

A list of our material negative or positive IRO is available in chapter “IRO-2 – Disclosure requirements in ESRS covered by the sustainability statement”. Additional details, including information about their effect, connection to our strategy, time horizon, Ottobock involvement and the resilience of our business model, can be found in the corresponding ESRS chapters.

	Focus area	Material topic	Topical ESRS standard	Corresponding SDGs
Environmental	Circular Economy	• Design to recycle • Resource efficiency • Environmentally friendly materials • Resource-saving manufacturing processes	E2 & E5	9, 10 & 12
	Energy & Climate	• Energy efficiency • Carbon Footprint	E1	7 & 13
Social	Good working conditions	• Safe and healthy working environment • Fair employee management • Human rights in the value chain	S1 & S2	3, 8 & 10
	Access and quality of care	• Commitment to the best possible individual care • Product quality, safety and transparency • User experience	S4	3, 10 & 17
	Diversity, Equity & Inclusion	• Partnerships: Promotion of social participation • Diversity through inclusion	Company-specific topic Referenced in S1 & S4	10 & 17
Governance	Value-based business conduct	• Corporate governance & ethics	G1	8
		• Cyber security & data privacy	Company-specific topic Referenced in S1 & S4	

Impact, risk and opportunity management

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

In 2023, we updated the materiality analysis in line with the CSRD methodology. In 2024, we carried out a comprehensive review of our IRO and focus areas to evaluate potential updates for the current reporting year.

The materiality assessment conducted in 2023 followed the requirements outlined in ESRS 1 chapter 3. The process is described in detail in the internal Standard Operating Procedure (SOP) for a sustainability-related Materiality Assessment (in accordance with the CSRD).

The concept of “Double Materiality” requires companies to report not only on how their business activities affect people and the environment, but also on how these sustainability issues impact the company itself.

Following this approach, we assessed which sustainability aspects might be significant for Ottobock. The process began with an analysis and description of the context, including the upstream and downstream value chain as well as internal operations. Stakeholders were

then identified and their relevance to the materiality assessment process was evaluated.

The ESRS standards framework, Sustainable Development Goals, various sustainability ratings, industry standards, stakeholder concerns, and internal focus areas were utilized to identify actual or potential sustainability impacts. These impacts, along with corresponding risks and opportunities (“IRO long list”), were then mapped to the relevant stakeholders.

Subject-matter experts from various departments prioritized and evaluated the identified impacts using the defined matrix (severity – scale, scope, remediability; likelihood). These experts bring substantial knowledge, expertise, and experience in their respective fields, enabling them to offer authoritative guidance, insights, and assessments. They represent the stakeholder group they serve, ensuring that their evaluations reflect relevant perspectives and considerations.

A total of eight workshops were conducted in 2023 with representatives from HR, Finance, Legal and Compliance, Marketing, Sales, IT, R&D, Quality Management and various Operations departments such as Logistics, Procurement, Facility Management, EHS, and Energy to evaluate the identified potential and actual impacts.

Financial experts evaluated the risks and opportunities based on their short-, medium- and long-term impacts, along with the likelihood of occurrence.

Before evaluation, thresholds for impact and financial materiality were established. All impacts, risks and opportunities exceeding the respective thresholds are considered material. In the case of a potential negative human rights impact the severity of the impact takes precedence over its likelihood.

The results of the described processes to identify and assess material impacts, risks and opportunities were validated by the Executive and Supervisory Board.

Material IRO are discussed in detail in accordance with the respective ESRS standards in the following chapters. This includes information on strategy and policies related to each issue, measures and actions implemented, as well as targets and metrics.

Company-specific issues due to a potential heightened risk of adverse impacts are outlined in chapter “4. Company-specific Social Information: Diversity, Equity & Inclusion” and “6. Company-specific Governance Information: Cyber Security & Data Privacy”.

The next update of our materiality assessment is scheduled for 2025, following our standard bi-annual cycle.

IRO-2 – Disclosure requirements in ESRS covered by the sustainability statement

ESG-Area	ESRS	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic	Sustainability matters	Impact occurrence	Impact	Risks	Opportunities	Stakeholders	Chapter	Ottobock Focus Area
E – Environment	ESRS E1	Climate Change	Climate change adaptation & mitigation		Environmental Footprint	actual	GHG emissions by manufacturing, sales & patient care facilities	Reputation risk (e.g. general public)		ALL	E1-1 to E1-4 and E1-6	Climate & Energy
					Temperature variability – Functional safety of the products			Negative impact on reputation and sales		Patients/users (B2C)	E1-1 to E1-4	
					Switch from air freight to sea freight				Reduction of transport costs	ALL → Patients/users (B2C)	E1-1 to E1-4	
		Energy			Purchase and generation of renewable energy	potential	Emissions reduction			ALL	E1-1 to E1-4 and E1-5	
					Energy audits	actual	Emissions reduction through implementation of energy audits (energy efficiency)			ALL	E1-1 to E1-4 and E1-5	
	ESRS E2	Pollution	Substances of concern / very high concern		Use of chemicals that are harmful to health	actual	Health risks	Reputation risk (e.g. company image, legal cases etc.)		Patients/users (B2C)	E2-1 to E2-3 and E2-5	Circular Economy
					Disposal of substances of concern/very high concern from the production process	actual	Environmental and health risks	Reputation risk (e.g. company image, legal cases etc.)		Society	E2-1 to E2-3 and E2-5	
	ESRS E3	Water and marine resources	Water withdrawals		Water extraction (ground-water, surface water)	potential	Contribution to water stress at Ottobock locations			Society	E3-1 to E3-3 and E3-4	Climate & Energy
	ESRS E4	Biodiversity & Ecosystems	Not material according to our assessment									
	ESRS E5	Circular Economy	Resources inflows, including resource use		End-of-products, end-of-life	actual	Environmental impact through products and insufficient treatment at end of life (e.g. disposal etc.)	Reputation risks & risk of change of legal requirements (e.g. associated costs)		ALL	E5-1 to E5-3 and E5-4	Circular Economy
					Resource inflow: plastic	actual	Use of plastic in packaging (i.e. virgin materials, environmental pollution etc.)			ALL	E5-1 to E5-3 and E5-4	
					Resource inflow: plastic	actual	Use of plastic in products (i.e. virgin materials, environmental pollution etc.)			ALL	E5-1 to E5-3 and E5-4	

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ESG-Area	ESRS	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic	Sustainability matters	Impact occurrence	Impact	Risks	Opportunities	Stakeholders	Chapter	Ottobock Focus Area
E – Environment	ESRS E5	Circular Economy	Resources inflows, including resource use		Resource inflow: wood	actual	Use of wood in packaging (i.e. virgin materials, environmental pollution etc.)			ALL	E5-1 to E5-3 and E5-4	Circular Economy
					Resource inflow: wood	actual	Use of wood in products (i.e. virgin materials, environmental pollution etc.)			ALL	E5-1 to E5-3 and E5-4	
					Resource inflow: virgin materials	actual	Use of virgin materials in packaging			ALL	E5-1 to E5-3 and E5-4	
					Resource inflow: virgin materials	actual	Use of virgin materials in products			ALL	E5-1 to E5-3 and E5-4	
			Resource outflows related to products and services		Resources outflows, incl. resource use				Reduction of costs through reduction of (virgin) material inflow and waste (material outflow)	ALL	E5-1 to E5-3 and E5-5	
S – Social	ESRS S1	Own Workforce	Working conditions	Secure employment	Internal filling of management positions	actual	Internal staffing of management positions			Employees	S1-1 to S1-7	Good Working Conditions
					Fluctuation	potential	Consequences of high fluctuation			Employees	S1-1 to S1-7	
					Social protection (e.g. continued payment of wages in the event of illness)	actual	Compliance with social protection standards (e.g. continued payment of wages in the event of illness)			Employees	S1-1 to S1-7	
					Changes/reorganizations	actual	Consequences of changes/reorganizations – Insecurity/fear among affected employees			Employees	S1-1 to S1-7	
				Adequate wages	Appropriate pay (good working conditions)	actual	Consequences of good working conditions (adequate pay)			Employees	S1-1 to S1-7 and S1-10	
				Work-life balance	Sick days/absence	actual	Consequences of sick days/absence	Consistent costs with lower productivity		Employees	S1-1 to S1-7 and S1-11	
					Family related leave	potential	Paid family related leave			Employees	S1-1 to S1-7 and S1-15	
				Health and safety	Work with hazardous substances	potential	Consequences of work with hazardous substances			Employees	S1-1 to S1-7 and S1-14	

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ESG-Area	ESRS	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic	Sustainability matters	Impact occurrence	Impact	Risks	Opportunities	Stakeholders	Chapter	Ottobock Focus Area	
S – Social	ESRS S1	Own Workforce	Equal treatment and opportunities for all	Training and skills development / Recruitment, Development & Retention	Qualification of professionals	actual	Ensuring care through the qualification of professionals			Employees → Patients/users (B2C)	S1-1 to S1-7 and S1-9	Access & Quality of Care	
				Diversity	Female-male-ratio	actual	Empowerment of women in workforce			Employees	S1-1 to S1-7 and S1-9	Good Working Conditions	
			Other work-related rights	Human Rights	Consequences of Discrimination	potential	Consequences of discrimination	Reputation risk and no new employees / fines		Employees	S1-1 to S1-7 and S1-17		
					Discrimination in the hiring phase	potential	Consequences of discrimination in the hiring phase			Employees	S1-1 to S1-7 and S1-17		
					Discrimination in advancement and promotion processes	potential	Consequences of discrimination in advancement and promotion processes			Employees	S1-1 to S1-7 and S1-17		
	ESRS S2	Workers in the value chain	Working conditions	Secure employment	Social protection (e.g. Continued payment of wages in the event of illness)	actual	Compliance with social protection standards (e.g. continued payment of wages in the event of illness)			Suppliers	S2-1 to S2-5	Good Working Conditions	
				Work-life balance	Family related leave	actual	Paid family related leave			Suppliers	S2-1 to S2-5		
					Sick days/absence	actual	Sick days and support for employees in care situation of children and relatives in need of care			Suppliers	S2-1 to S2-5		
	ESRS S3	Affected communities	Not material according to our assessment										

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S – Social	ESRS S4	Consumers and end-users	Information-related impacts for consumers and/or end-users	Access to (quality) information	Access to quality information, i.e. Movao				Positive impact on reputation and more users (revenue)	Patients/users (B2C), society	S4-1 to S4-5	Access and Quality of Care				
				Personal safety of consumers and/or end-users	Health and safety	Customer friendly complaint handling				Positive impact on reputation	Patients/users (B2C), customers and medical professionals (B2B)		S4-1 to S4-5			
						Product recalls	potential	Consequences of product failure: product recalls	Negative impact on reputation, increase of cost through product recalls		Patients/users (B2C), customers and medical professionals (B2B)		S4-1 to S4-5			
						Product quality, safety and transparency	actual	Maintain product quality, safety and transparency		Positive impact on reputation and sales	Patients/users (B2C), customers and medical professionals (B2B)		S4-1 to S4-5			
				Social inclusion of consumers and/or end-users	Access to products and services (Global Access)	Improved access and quality of care through expansion of patient care clinics				Positive impact on reputation and sales	Patients/users (B2C)		S4-1 to S4-5			
				Social inclusion of consumers and/or end-users	Access to products and services (Global Access)	Access to products and services (Global Access)	potential	Commitment to the best possible individual care (e.g. value-based measurement of results, promotion of reimbursement, lobbying)		Positive impact on reputation and sales	Patients/users (B2C), society		S4-1 to S4-5			
						Holistic care of the patient: Increase socio-econ. benefit (relieve social systems)				Positive impact on reputation and sales	Patients/users (B2C), society		S4-1 to S4-5			
						Holistic patient care through cross selling and process efficiency (e.g. Life Lounge) – Customer perspective (customer satisfaction)				Positive impact on reputation and sales	Customers and medical professionals (B2B)		S4-1 to S4-5			
				Ottobock-specific	Diversity, Equity and Inclusion	Social inclusion of consumers and/or end-users	Paralympics		actual	Ensuring the feasibility of sporting events (technical service, e.g. for the Paralympics)				Patients/users (B2C), society		Diversity, Equity & Inclusion
				Participation				actual	Promotion of social participation, e.g. partner of the IPC				Patients/users (B2C), society			

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ESG-Area	ESRS	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic	Sustainability matters	Impact occurrence	Impact	Risks	Opportunities	Stakeholders	Chapter	Ottobock Focus Area
G – Governance	ESRS G1	Business Conduct	Corporate culture		Strong corporate culture based on values in accordance with governance CSRD (e.g. code of conduct)	actual	Good working conditions and reliable business relationships through strong, positive, value-based Corporate culture (e.g. Code of Conduct)		Positive impact on reputation, employee engagement, satisfaction and retention = lower costs & higher productivity	ALL	G1-1	Value based Business conduct
			Protection of whistle-blowers			actual	Protection of whistle-blowers through effective whistle-blowing system		Positive impact on reputation & greater compliance (i.e. anti-corruption, etc.)	ALL	G1-1 and G1-3 to G1-4	
			Political engagement and lobbying activities			actual	Clarity on internal guidelines re. Political engagement (not allowed) and lobbying (transparently communicated)			Employees, society	G1-1 and G1-5	
			Corruption and Bribery	Prevention and detection including training		actual	Zero-tolerance for corruption and bribery = trust and reliability → mandatory trainings for all employees		Positive impact on reputation & greater compliance (i.e. anti-corruption, etc.)	ALL	G1-1 and G1-3 to G1-4	
				Incidents		actual	Zero-tolerance for corruption and bribery = trust and reliability		Positive impact on reputation & greater compliance (i.e. anti-corruption, etc.)	ALL	G1-1 and G1-3 to G1-4	
Ottobock-specific	Cyber Security & Data Privacy	Patient Data			Disclosure of patient data	potential	Data publicly available → multiple negative impacts	Negative financial impact through potential legal cases / negative impact on reputation / costs for mitigation		Patients/users (B2C)	reference in S4	Value based Business conduct
		Employee Data			Disclosure of employee data	potential	Data publicly available → multiple negative impacts	Negative financial impact through potential legal cases / negative impact on reputation / costs for mitigation		Employees	reference in S1	



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ESRS E1 CLIMATE CHANGE

Strategy

E1-1 – Transition plan for climate change mitigation

As a company involved in product manufacturing, we recognize our responsibility to protect the planet. We are committed to reducing our environmental impact and aligning with global climate goals, in particular the 1.5 °C goal of the Paris Agreement.

As part of our broader commitment to sustainability, our transition plan for climate change mitigation is designed to contribute to the global effort to mitigate climate change. We focus on the following key areas:

- Emissions reduction:

We aim to reduce our Scope 1 and Scope 2 greenhouse gas emissions through energy efficiency improvements, increased use of renewable energy, and sustainable operational practices. Our initiatives include transitioning to biogas, prioritizing electric vehicles, and shifting from air to sea freight. Specific reduction targets have been set. We aim to ensure that these are compatible with the limiting of global warming to 1.5 °C in line with the Paris Agreement.

- Sustainable value chain:

More than 90% of our emissions fall under Scope 3, which includes both upstream and downstream supply chains, with purchased materials and semi-finished products accounting for accounting for more than 80% of these emissions. Therefore, we will collaborate with suppliers to reduce emissions across our value chain (Scope 3).

- Sustainability in product design:

Ottobock will continue to make efforts to incorporate more sustainable materials and energy-efficient technologies into the development of new products.

- Climate risk assessment:

A full climate-related risk and opportunity analysis, including scenario modeling, will be conducted in 2025 to ensure the resilience of our strategy and business model under various climate scenarios.

- Alignment with our overall business strategy and financial planning:

The transition plan is approved by the Executive Board and has been presented to the Supervisory Board. All GHG emission reduction measures, such as improvements in energy efficiency and the use of renewable energy, integrated into Ottobock's transition plan, are embedded in the company's overarching sustainability strategy and long-term business objectives. The costs related to the implementation of the transition plan are incorporated into our short-, medium-, and long-term financial planning.

- Engagement and reporting:

We will engage with stakeholders to ensure transparency and accountability, regularly disclosing our progress and aligning our reporting with recognized sustainability standards.

Currently, Ottobock has not identified potentially locked-in greenhouse gas emissions that can be qualitatively assessed, such as unused fossil fuel reserves, long-term supply contracts involving emission commitments, or comparable business activities. Therefore, no separate qualitative assessment is conducted. From today's perspective, Ottobock does not consider there to be any material risks that such potentially locked-in emissions could jeopardize the achievement of our emission reduction targets or significantly increase transition risks. This assessment is based on our current business structure and value chain activities.

Ottobock is not excluded from the EU Paris-aligned Benchmarks. Information in accordance with the Taxonomy Regulation will be published for the first time for RY 2025.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Please refer to the chapter “General Information → SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model”.

In the course of the analysis, only transition risks were identified; no physical climate-related risks were found.

A comprehensive analysis of the resilience of our strategy and business model concerning climate change is scheduled to take place in 2025.

Sustainability matters	Actual Impacts	Potential Impact	Transition Risks	Opportunities
Environmental Footprint	GHG emissions by manufacturing, sales & patient care facilities		Reputation risk (e.g. general public)	
Temperature variability – Functional safety of the products			Negative impact on reputation and sales	
Switch from air freight to sea freight	Emissions reduction			Reduction of transport costs
Purchase and generation of renewable energy		Emissions reduction A		
Energy audits	Emissions reduction through implementation of energy audits (energy efficiency)			

Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Please refer to the chapter “General Information → IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities”.

Ottobock’s locations and business activities have been assessed by our subject-matter experts to identify actual and potential climate-related impacts, as well as physical and transition risks and opportunities. A climate-related scenario analysis encompassing a variety of climate scenarios is planned for 2025.

Our impact on climate change, i.e. our GHG emissions, is reported in chapter “E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions”.

E1-2 – Policies related to climate change mitigation and adaptation

Our commitment to minimizing our environmental impact is demonstrated through company-wide directives that are publicly available on our corporate website. Our CSO and COO are accountable for the implementation of the policies.

1. Greenhouse Gas (GHG) Emission Reduction Policy

- Framework for reducing greenhouse gas (GHG) emissions to mitigate climate change, improve public health, and ensure compliance with national and international environmental regulations
- Outlines the commitments, strategies, and responsibilities necessary to achieve significant reductions in GHG emissions
- Main subjects covered:
 - GHG emission reduction targets
 - Energy efficiency and renewable energy
 - Sustainable transportation
 - Fleet management
 - Waste reduction and management
 - Sustainable procurement

2. Energy, Environmental, and Occupational Health and Safety Policy

- Commitment to pursuing the production of safe and environmentally sustainable products
- Main subjects covered:
 - Energy and environmental protection
 - Occupational health and safety

3. Energy Efficiency & Renewable Energy Deployment Statement

- Main subjects covered:
 - Sustainable production processes
 - Efficient and resource-conserving use of energy
 - Reduction of energy consumption
 - Implementation of energy management systems

4. Environmental management system (EMS) ISO 14001

- Framework to manage our environmental responsibilities in a systematic way (including prevention of pollution and reduction of waste)
- Focus on continuous improvement, compliance with environmental regulations, and proactive measures to reduce potential negative environmental effects, including pollution, through effective management practices
- For details regarding the roll-out of this management system, please refer to chapter “E1-3 – Actions and resources in relation to climate change”

5. Energy management systems (EnMS) ISO 50001

- Focus on enhancing energy performance, including energy efficiency, energy use, and consumption
- Supports us in achieving our energy efficiency targets and GHG reduction commitments.

- For details regarding the roll-out of this management system, please refer to chapter “E1-3 – Actions and resources in relation to climate change”

We have also integrated environmental criteria into our supplier assessment process and select potential business partners based on their lower environmental impact. Partners are expected to collaborate by providing necessary information for integrity and compliance checks. Business partners preferably have a certified environmental management system.

6. Supplier Code of Ethics

- Main subjects covered (with regard to climate change):
 - Conscious contribution to greater environmental protection
 - Compliance with legal requirements
 - Management of non-renewable natural resources (including reducing energy consumption and CO₂ emissions)

E1-3 – Actions and resources in relation to climate change

The total emissions for the reporting year amount to 259,786.39 tons of CO₂eq (from the underlying Scope 2 GHG emissions being measured using the market-based method).

Following a comprehensive data review and validation process, we identified certain imprecisions and gaps in previous years' data. As a result, updated figures for 2024 show a 5% increase in Scope 1 emissions and a 2% increase in Scope 2 emissions (market-based method) compared to the prior reporting period. While these revisions represent a change from our initial reporting, they establish a more accurate and comprehensive baseline to support our ongoing efforts to reduce our carbon footprint.

Key actions taken in 2024:

- Energy efficiency
 - We continued expanding the implementation of the ISO 50001 energy management system across our manufacturing plants, leading to the adoption of energy efficiency measures.
- Fleet management
 - We have made continued progress in our transition to e-mobility and have established that over 90% of the company's fleet will be comprised of electric or hybrid vehicles by 2030.

The ISO management systems ISO 14001 (environmental) and ISO 50001 (energy) will be implemented in all key production facilities following a rollout plan extending until 2027.

	ISO 14001	ISO 50001
2020	Tongzhou, Beijing, China	
2022	Duderstadt, Germany	Duderstadt, Germany
2023	Königsee, Germany	Vienna, Austria
2024	Vienna, Austria	Berlin, Germany Königsee, Germany Göttingen, Germany Leinefelde, Germany (warehouse)
2025	Blagoevgrad, Bulgaria	Blagoevgrad, Bulgaria Sofia, Bulgaria
2026		Tongzhou, China
2027	Salt Lake City, USA	Salt Lake City, USA

With 7% organic revenue growth in 2024, Ottobock continues the strong growth momentum of recent years. At the same time, we achieved a 2.5% reduction in our Scope 3 emissions, which totaled 238,121.19 metric tons of CO₂e, with approximately 80% attributable to purchased goods and services.

For more information on the different GHG emission categories refer to the detailed overview in section “E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions”. The key future actions planned for each decarbonization lever are outlined in the following paragraph “E1-4 – Targets Related to Climate Change Mitigation and Adaptation.”

Monetary figures necessary to implement the actions and information in accordance with the Taxonomy Regulation will be disclosed for the first time in the reporting year 2025.

ESRS E1/E1-3: Actions and resources in relation to climate change policies → in metric tonnes of CO₂eq	2021	2022	2023	2024 (= baseline year)
Achieved GHG emission reductions (Scope 1-3, market-based, YoY)	n.a.	41,808.08	12,849.44	5,484.49
Expected GHG emission reductions	n.a.	n.a.	n.a.	n.a.

A positive value reflects a reduction in emissions compared to the previous year, while a negative value indicates that emissions have increased.

Metrics and targets

E1-4 – Targets related to climate change mitigation and adaptation

Unless otherwise specified, 2024 serves as the baseline year for all targets.

The baseline year has been updated from 2021 to 2024 to align with changes in the GHG accounting methodology, leverage significantly improved data availability and quality for 2024, and ensure compliance with external validation criteria.

The baseline value of our total GHG emissions is

- 261,867.46 tons of CO₂eq (from the underlying Scope 2 GHG emissions being measured using the location-based method)
- 259,786.39 tons of CO₂eq (from the underlying Scope 2 GHG emissions being measured using the market-based method).

For detailed information on gross scopes 1, 2 and 3 refer to the detailed overview of our GHG emissions in section “E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions”.

We are currently developing absolute greenhouse gas reduction targets in line with the 1.5 °C goal of the Paris Agreement and will disclose them as soon as they are finalized.

Our Greenhouse Gas (GHG) Emission Reduction Policy describes the expected decarbonisation levers:

- Scope 1 and 2
 - Energy efficiency and renewable energy
 - Improve energy efficiency across all operations by at least 2% YoY.
 - Increase the use of renewable energy sources to 100% of total energy consumption by 2032.
 - Implement on-site renewable energy projects.
 - Conduct regular energy audits to identify opportunities for improvement.
 - Implement behavioral change programs to encourage energy-saving practices among employees.
 - Explore opportunities for energy recovery and utilization of waste heat.
 - Transportation
 - Reduce emissions from air freight transportation on TOP7 outbound lanes from Germany by ~25% until 2025 (compared to 2021) by switching volumes to sea freight
 - Further reduce emissions
- Adjust service provider utilization (standard- vs. express-service) with customer demands to optimize carbon emission footprint.
- Provide annual CO₂-transportation-report for all entities to enhance global transportation emission transparency.
- Fleet management
 - Promote the use of electric and hybrid vehicles within the organization's fleet (>90% by 2030)
- Waste reduction and management
 - Reduction of waste from production sites (minimum 0.5% YoY)
 - Implement a comprehensive waste reduction program that includes waste audits, reduction strategies, and employee engagement initiatives.
 - Enhance recycling and composting programs within all facilities by providing appropriate bins, signage, and training.
 - Work with waste management companies to ensure that waste is disposed of in the most environmentally friendly manner possible

- Scope 3

- Procurement
- Implement a sustainable procurement policy to prioritize low-emission products and services

- Work with suppliers to reduce emissions throughout the supply chain
- Prioritize local and sustainable products if competitive.

GHG removals or GHG mitigation projects financed through carbon credits are not part of our approach.

Our overall goal is to continue aligning business growth with decarbonization efforts.

ESRS E1 / E1-4: Targets related to climate change mitigation and adaptation → in metric tonnes of CO ₂ eq		2021	2022	2023	2024 (= baseline year)
Absolute value of total Greenhouse gas emissions reduction (as of emissions of baseline year 2024, market-based) ¹		-60,142.01	-18,333.93	-5,484.49	Baseline year
Percentage of total Greenhouse gas emissions reduction (as of emissions of baseline year 2024, market-based) ²		-23.15%	-7.06%	-2.11%	
Intensity value of total Greenhouse gas emissions reduction		n.a.	n.a.	n.a.	
Absolute value of Scope 1 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ¹		-6,604.69	-3,436.66	391.44	Baseline year
Percentage of Scope 1 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ²		-74.08%	-38.55%	4.39%	
Intensity value of Scope 1 Greenhouse gas emissions reduction		n.a.	n.a.	n.a.	
Absolute value of location-based Scope 2 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ¹		2,522.93	622.93	605.65	Baseline year
Percentage of location-based Scope 2 Greenhouse gas emissions reduction (as of emissions of baseline year 2024, market-based) ²		17.01%	4.20%	4.08%	
Intensity value of location-based Scope 2 Greenhouse gas emissions reduction		n.a.	n.a.	n.a.	
Absolute value of market-based Scope 2 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ¹		-1,614.81	-282.14	238.38	Baseline year
Percentage of market-based Scope 2 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ²		-12.67%	-2.21%	1.87%	
Intensity value of market-based Scope 2 Greenhouse gas emissions reduction		n.a.	n.a.	n.a.	
Absolute value of Scope 3 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ¹		-51,922.51	-14,615.13	-6,114.31	Baseline year
Percentage of Scope 3 Greenhouse gas emissions reduction (as of emissions of baseline year 2024) ²		-21.81%	-6.14%	-2.57%	
Intensity value of Scope 3 Greenhouse gas emissions reduction		n.a.	n.a.	n.a.	

¹ A positive value reflects a reduction in emissions compared to the base year, while a negative value indicates an increase in emissions.

² A positive percentage reflects a reduction in emissions, while a negative percentage indicates an increase.

E1-5 – Energy consumption and mix

ESRS E1 / E1-5: Energy consumption and mix related to own operations → in MWh		Description	Detail	2021 ¹	2022 ¹	2023 ^{2,3}	2024 ⁴
Total energy consumption	GRAND TOTAL			109,260.16	101,331.35	80,990.10	88,364.18
Total energy consumption from fossil sources	TOTAL			89,826.11	93,214.91	68,308.82	75,249.08
	Fuel consumption from coal and coal products			0.00	0.00	0.00	0.00
	Fuel consumption from crude oil and petroleum products	Sub-Total		32,852.52	29,687.50	19,868.02	22,351.72
		Petrol		6,985.01	9,615.17	9,171.36	6,925.44
		Diesel		25,621.76	19,849.40	9,907.68	14,470.77
		Fuel Oil		245.76	222.92	788.98	955.50
	Fuel consumption from natural gas	Sub-Total		20,638.44	18,205.36	13,482.78	11,373.16
		Natural Gas		20,637.26	18,205.36	13,482.78	11,373.16
		LNG		1.18			
	Fuel consumption from other fossil sources	Sub-Total		0.00	108.84	1.90	0.00
		LPG			22.57	1.90	0.00
		Welding gas mixture			86.27		
	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources;	Sub-Total		36,335.15	45,213.22	34,956.12	41,524.20
		Electricity		24,927.46	33,346.53	29,463.22	37,995.01
		Heat		11,407.69	11,866.68	5,492.90	3,529.19
		Cooling		n.a.	n.a.	n.a.	n.a.
		Steam		n.a.	n.a.	n.a.	n.a.
Share of fossil sources in total energy consumption (%)				82.21%	91.99%	84.34%	85.16%
Total energy consumption from nuclear sources				0.00	0.00	0.00	0
Share of nuclear sources in total energy consumption (%)				0.00%	0.00%	0.00%	0.00%

ESRS E1/ E1-5: Energy consumption and mix related to own operations → in MWh		Description	Detail	2021 ¹	2022 ¹	2023 ^{2, 3}	2024 ⁴
Total energy consumption from renewable sources	TOTAL			19,434.05	8,116.44	12,681.28	13,115.10
	Fuel consumption from renewable sources (incl. biomass, biofuels, biogas, hydrogen from renewable sources etc.)			2,861.56	1,262.73	1,409.78	905.04
	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources					11,167.56	11,980.43
	Consumption of self-generated non-fuel renewable energy					103.94	229.63
Share of renewable sources in total energy consumption (%)				17.79%	8.01%	15.66%	14.84%
Total energy production	Total			23,745.75	19,713.58	15,787.39	13,463.33
	non-renewable			20,884.19	18,450.85	14,273.66	12,328.66
	renewable			2,861.56	1,262.73	1,513.73	1,134.67

¹ **Entities in scope 2021 & 2022:** Aktiv Ortopedteknik i Sverige AB; John + Bamberg GmbH & Co KG; OBI Italia S.r.l.; OOO Otto Bock Service Moskau; Otto Bock Adria D.O.O. ; Otto Bock Equipment B.V.; Otto Bock France Les Ulis; Otto Bock Health Care Canada Ltd.; Otto Bock HealthCare Limited Partnership; Otto Bock HealthCare; Limited Partnership; Otto Bock HealthCare LP; Otto Bock Healthcare plc; Otto Bock Healthcare Products GmbH; Otto Bock India Pvt. Ltd.; Otto Bock Manufacturing Königsee GmbH; Otto Bock Mobility LLC; Otto Bock Polska Sp. Z o.o.; Otto Bock Scandinavia AB; Otto Bock Suisse AG; Ottobock (China) Industries Co.,Ltd; Ottobock Manufacturing Bulgaria EOOD; Ottobock SE & Co. KGaA (Berlin); Ottobock SE & Co. KGaA (Duderstadt); Ottobock Soluzioni Orthopediche S.r.l.; Ottobock Vinhedo Mobility; Pohlig Austria GmbH; Pohlig GmbH; Respecta OY; VIGO NV; Vigo-Ortho Polska Sp. Z o.o.; ZAO Otto Bock Orthop. Tech. Moskau

² **Entities in scope 2023:** A4 Access LLC; Active Life Health LC; Active Life LLC; Active Life Orthotics and Prosthetics Corporation; Aktiv Ortopedteknik i Sverige AB; Albatros Son Holding B.V.; AS Otto Bock Estonia; Bilimop Ortopedi Anonim Şirketi; Brillinger Verwaltungs GmbH; Carolina Orthotics & Prosthetics LLC (MI); Carolina Orthotics & Prosthetics LLC (SC); Cascade Orthopedic Supply LP; Clínica de Reabilitação Ottobock Sao Paulo Ltda.; Demolder Orthos NV; Dorset Orthopaedic Company Limited; Eilandsgracht B.V.; G.M. Medical Bracing B.V.; Herakles GmbH; Independent Disablement Services Limited; Industria Ortopedica Otto Bock Limitada; IOT Gesellschaft für innovative Orthopädie-Technik mbH; John + Bamberg GmbH & Co. KG Orthopädietechnik im Annastift; John + Bamberg Verwaltungs GmbH; La Prothese Generale SA; Livit Orthopedie B.V.; Medifix Healthcare Limited; OOO Otto Bock Service Moskau, OOO Otto Bock St. Petersburg; OOO Otto Bock Yekaterinburg; Orthomed BV; Orthopädie Brillinger GmbH u. Co. Kommanditgesellschaft; Orthopedie Investments Holding B.V.; Orthopraxis SAS; Ortoped ULC; Otto Bock - Orthopedic Technique LLC; Otto Bock Adria d.o.o.; Otto Bock Adria d.o.o. Sarajevo; Otto Bock Algeria EURL; Otto Bock Argentina S.A.; Otto Bock Asia Pacific Limited; Otto Bock Australia Pty Ltd; Otto Bock Benelux B.V.; Otto Bock Bulgaria Ltd.; Otto Bock Chile SpA; Otto Bock ČR s.r.o.; Otto Bock de Mexico S.A. de C.V.; Otto Bock do Brasil Tecnica Ortopedica LTDA; Otto Bock Equipment B.V. ; Otto Bock France SARL; Otto Bock HealthCare Andina SAS; Otto Bock HealthCare Andina SAS; Otto Bock HealthCare Andina SAS; Otto Bock HealthCare Besitz- und Verwaltungs GmbH; Otto Bock HealthCare Beteiligungen GmbH; Otto Bock HealthCare Canada Ltd.; Otto Bock HealthCare Deutschland GmbH; Otto Bock HealthCare India Private Ltd.; Otto Bock HealthCare Limited Partnership; Otto Bock HealthCare North America Inc.; Otto Bock HealthCare PLC; Otto Bock Healthcare Products GmbH; Otto Bock HealthCare U.S. Inc.; Otto Bock HealthCare US Management Inc.; Otto Bock HealthCare US Participation LP; Otto Bock Holding B.V.; Otto Bock Holding South East Asia Co.Ltd.; Otto Bock Hungaria Kft.; Otto Bock Iberica S.A.; Otto Bock International (Beijing) Co. Ltd.; Otto Bock Italia Srl; Otto Bock Japan K.K.; Otto Bock Korea HealthCare Co. Ltd.; Otto Bock Manufacturing Königsee GmbH; Otto Bock Maroc SARL;

Otto Bock Medikal Hizmetleri Ltd Sti.; Otto Bock Middle East FZ-LLC Dubai; Otto Bock Mobility LLC; Otto Bock Mobility Solutions GmbH; Otto Bock MP B.V.; Otto Bock Orthopedic Services LLC; Otto Bock Ortopedi ve Rehabilitasyon Tekniği LS; Otto Bock Patient Care LLC; Otto Bock Polska Sp. z o.o.; Otto Bock Romania SRL; Otto Bock S A Holding (Pty) Ltd.; Otto Bock Sava d.o.o.; Otto Bock Scandinavia AB; Otto Bock Servicii Ortopedice S.R.L.; Otto Bock Slovakia s.r.o.; Otto Bock Soluzioni Ortopediche Srl; Otto Bock South Africa (Pty) Ltd; Otto Bock South East Asia Co.Ltd.; Otto Bock Suisse AG; Ottobock (China) Industries Co. Ltd; Ottobock GP LLC; Ottobock Group Holdings LLC; OTTOBOCK INDÚSTRIA COMÉRCIO IMPORTAÇÃO E EXPORTAÇÃO DE PRODUTOS ORTOPEDICOS E CADEIRAS DE RODAS LTDA; Ottobock Kenya Limited; Ottobock Manufacturing Bulgaria EOOD; Ottobock MedicalCare GmbH; Ottobock Prosthetic Group Corp.; Ottobock Prosthetic Group Holdings LLC; Ottobock Prosthetic Holdings LLC; Ottobock Prosthetics LLC; Ottobock Reseau Ortophédie et Services; Ottobock SE & Co. KGaA; Ottobock Uruguay S.A.; plus medica OT GmbH; Pohlig Austria GmbH & Co. KG; Pohlig GmbH; Polior Industria e Comercio de Produtos Ortopedicos Ltda.; Pomme Holdings Corp.; Proklinik Sağlık Hizmetleri Sanayi ve Dış Ticaret Anonim Şirketi; Prosthetics Consulting Services LLC; Prosthetics/Orthotics Consulting Service; Respecta OY; Southern Prosthetics & Orthotics Pty. Ltd.; SUITX GmbH; suitX Inc.; VIGO International NV; VIGO NV; Veldink Rolstoeltechniek B.V.; Wright & Filippis. LLC; Wright & Filippis. Southeast LLC

³ **2023 deviations from previous reportings:** The utilized energy conversion factors, i.e., the factors for converting specific quantity units into heat units, have been adjusted to comply with the specifications of the German Federal Office for Economic Affairs and Export Control (BAFA) as of 2023. The values from previous years have been retroactively adjusted accordingly, resulting in minor deviations in the absolute values reported in previous years. Nevertheless, these differences are so minimal that they can be considered virtually insignificant in the overall evaluation.

⁴ **2024:** Values were based on direct records (e.g., meters or invoices) whenever feasible. In cases where primary data was unavailable, extrapolation or comparisons with similar entities were applied.

⁵ Diesel consumption for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

⁶ Natural gas consumption for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

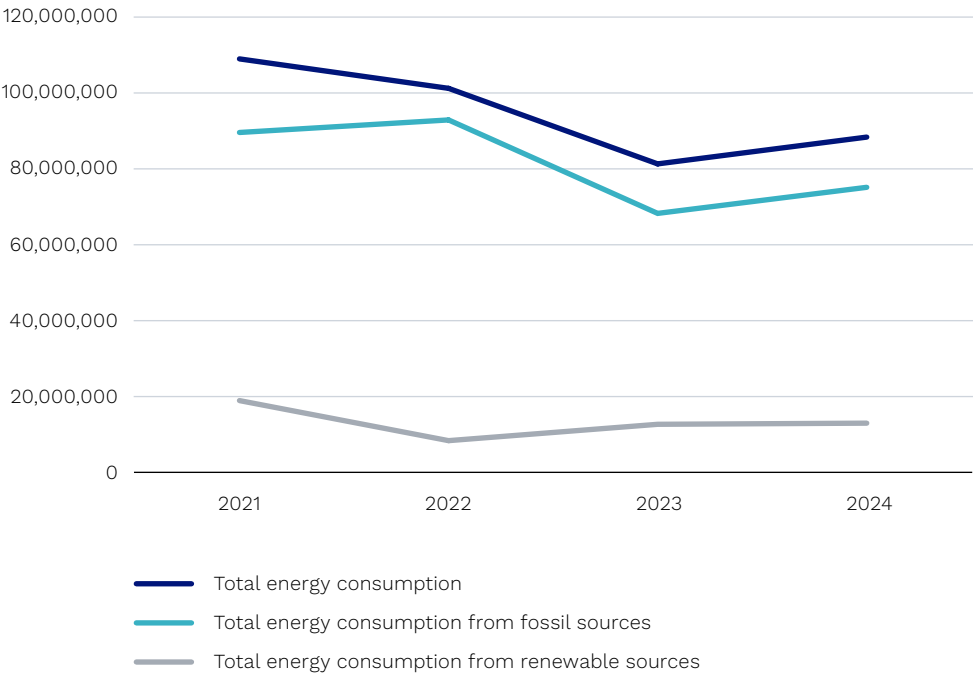
⁷ Consumption of purchased electricity from fossil sources for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

⁸ Consumption of purchased heat from fossil sources for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

⁹ Fuel consumption from renewable sources (biomass) for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

¹⁰ Consumption of purchased electricity and heat from renewable sources for 2023 was revised based on more accurate data that became available after the editorial deadline of the 2023 Non-Financial Report.

Total energy consumption



E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

ESRS E1/ E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions → in metric tonnes of CO ₂ eq		2021	2022	2023	2024 (= baseline year)
Details					
Gross Scope 1 GHG emissions		15,520.03	12,352.00	8,523.90	8,915.34 ²
Percentage of Scope 1 GHG emissions from regulated emission trading schemes		0.00%	0.00%	0.00%	0.00%
Gross location-based Scope 2 GHG emissions		12,308.00	14,208.00	14,225.28	14,830.93
Gross market-based Scope 2 GHG emissions		14,364.67	13,032.00	12,511.48	12,749.86
Gross Scope 3 GHG emissions	Sub-total	290,043.70 ¹	252,736.32 ¹	244,235.50 ¹	238,121.19
	1: Purchased Goods and Services	246,075.34	206,910.54	196,569.22	186,780.37
	2: Capital goods	3,243.31	3,278.98	3,482.09	4,539.57
	3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	4,414.00	5,533.00	8,281.26	8,620.90
	4: Upstream Transportation and Distribution	14,807.00	14,553.00	11,487.01	11,088.87
	5: Waste Generated in Operations	2,277.00	2,186.00	2,877.41	3,682.25
	6: Business Travel	930.00	1,526.00	1,549.12	3,332.91
	7: Employee Commuting	4,712.00	3,474.00	5,513.27	6,794.90
	8: Upstream Leased Assets	n.a.	n.a.	n.a.	n.a.
	9: Downstream Transportation and Distribution	3,515.04	3,058.80	3,897.68	4,142.62
	10: Processing of Sold Products	n.a.	n.a.	n.a.	n.a.
	11: Use of Sold Products	7,069.00	7,710.00	2,144.33	1,810.37
	12: End-of-Life Treatment of Sold Products	312.00	341.00	4,507.78	4,560.31
	13: Downstream Leased Assets	n.a.	n.a.	n.a.	n.a.
	14: Franchises	n.a.	n.a.	n.a.	n.a.
	15: Investments	2,689.00	4,165.00	3,926.32	2,768.12
Total gross GHG emissions (from the underlying Scope 2 GHG emissions being measured using the location-based method)		317,871.73	279,296.32	266,984.68	261,867.46
Total gross GHG emissions (from the underlying Scope 2 GHG emissions being measured using the market-based method)		319,928.40	278,120.32	265,270.88	259,786.39

¹The values of all Scope 3 categories for the years 2021 to 2023 have been updated with improved accuracy.

²In accordance with the Greenhouse Gas (GHG) Protocol, CO₂ emissions from biomass combustion are not included in Scope 1 emissions, as they are considered carbon-neutral at the point of combustion. However, they are disclosed separately as required: In 2024, biomass consumption amounted to 905,039.40 kWh, corresponding to 364.91 tCO₂.

	Details	2021	2022	2023	2024 (= baseline year)
Ottobock specific					
GHG emissions intensity ratio (scope 1 & 2 market-based) for the organization (per employee)		3.50	2.82	2.16	2.10
GHG emissions intensity ratio (scope 3 only) for the organization (per employee)		34.00	28.04	25.05	23.07
GHG emissions intensity ratio (overall = scope 1, 2 market-based & 3) for the organization (per employee)		37.50	30.85	27.21	25.17

Note on the methods and conversion factors used to calculate CO₂ emissions

Our GHG emissions reporting is based exclusively on the financial control boundary in alignment with the GHG Protocol. Entities and assets under operational control that are not included in the consolidated financial statements are not considered.

Methodology Scope 1 and 2

The CCF's calculation methodology is based on the Greenhouse Gas (GHG) Corporate Carbon Accounting Standard.

Data collection:

Data was collected using an Excel spreadsheet. This was sent to the respective managers at all Ottobock sites.

The Corporate Carbon Footprint accounts for 566 Ottobock sites across 49 countries, collectively embodying ~9,300 Full-Time Equivalents (FTEs). Activity data (energy + refrigerants) has been provided by 464 sites, while projections have been employed for 102 sites in lieu of unavailable primary data. The overall quality of the underlying data can be considered as reasonable.

Extrapolation Methodology

Projection of requisite data is founded on the average electricity (2,156 kWh per annum) and natural gas (888 kWh per annum) consumption per FTE. These average consumption figures have been calculated based on primary data from 38 sites. Although these extrapolations correspond to 18% of Ottobock's sites, they merely reflect less than 5% of the total energy demand. In scenarios where only cumulative data was obtainable for a certain cluster of sites, this aggregate was apportioned among the sites congruent with their FTE distribution.

Data: Natural Gas, electricity, district heating

For the analysis of data for natural gas, electricity and district heating, a 12-month period was selected. If monthly invoices were available, the period from October 2023 to September 2024 was considered. If data for the full year 2024 was already available, this was given preference. For annual invoices, the entire year 2023 was used.

If no invoices were available, consumption was extrapolated based on the number of FTEs (full-time equivalents).

Data: Fuel Oil, diesel, gasoline, refrigerants

For the analysis of data for fuel oil, diesel, gasoline and refrigerants a 12-month period was selected: October 2023 to September 2024. If data for the full year 2024 was already available, this was given preference.

Methodology Scope 3:

To obtain an initial assessment of the Scope 3 emission hotspots, an initial evaluation of the 15 categories of the Greenhouse Gas Protocol (GHG Protocol) was carried out as a starting point in the kickoff based on a materiality assessment for Ottobock. This means that an initial assessment was made as to whether the relevant GHG Protocol categories apply (yes/no) and whether these categories have high/low CO₂ emissions.

The data basis for the above-mentioned relevant categories was provided with different units (e.g. weight and/or euro volume). Due to the different units and partly incomplete data basis across all categories, the following calculation methods were applied according to the GHG Protocol: Supplier-based, Hybrid, Average-Data and Spend-based Method.

The emission factors used were largely taken from the Ecoinvent database. In the case of insufficient data, emission factors from scientific, verified studies and other sources were used selectively. For the electricity mix emission factors, the most recent version of the IEA database was used.

The calculated year is 2024 (01/01/2024 to 12/31/2024). Since the calculations started in late 2024 the delivered data had to be extrapolated for a full 12-month period in cases where primary data for the full year was not available. The latest available emission factors from Ecoinvent were represented in version 3.11 (2024).

Assumptions:

3.1. Purchased Goods and Services / 3.2. Capital Goods

To ensure data completeness, two data sources were used.

The first source consists of purchasing data provided by the Global Procurement department. Since this data covers only 84% of Ottobock locations, the missing 16% were supplied

with purchasing data from the Finance department to achieve full (100%) coverage. Primary data was available for the period January to September and was then linearly extrapolated to represent a full year.

3.3. Fuel and energy related emissions

The data basis for the category is based on the results of the previous project Scope 1 and 2. In category 3.3, the WTT (Well to tank) emissions and transportation/transmission losses are considered for all energy sources (Electricity, Natural Gas, District Heating and Fuel Oil). For Electricity, emissions due to line transmission losses (~16%) along the upstream value chain are also calculated. For the electricity mix emission factors, the most recent version of the IEA database are used. For the WTT emissions the "UK Government GHG Conversion Factors for Company Reporting" are used.

3.4. Upstream Transportation

For this category, data was available from January to September and was then extrapolated to represent a full year. Within the calculation, a distinction was made between the categories Freight and Parcel. Primary data included transport routes from Germany to other countries, as well as direct emission reports provided by the service providers. For all other routes, an additional 20% of the calculated emissions was assumed.

3.5. Waste

For this category, data was available from January to December 2024. Primary data from the entities was used; where data was missing, values were extrapolated per Business Purpose, FTE or region.

3.6. Business travel

For this category, primary data from the entities was available from January to September and was then linearly extrapolated to represent a full year.

3.7. Commuting

The calculation includes the distance from home to the workplace and is broken down by mode of transport. Primary data was available from January to September and was linearly extrapolated to represent a full year. To ensure global coverage, the calculation was also scaled based on the total number of employees.

3.8. Upstream Leased Assets

Ottobock has no leased Assets

3.9. Downstream transportation

The calculation was based on data from logistics and the number of products sold.

It was assumed that each product consists of 20 components.

For storage emissions, the electricity and gas consumption of a Patient Care Center was used.

3.10. Processing of sold products

Not applicable for Ottobock, as products are functional at point of sale and no absolutely necessary processes are required.

3.11. Use of sold products

For the lifespan of battery-powered products, several assumptions were made.

Primary data on the number of units sold was available from January to September and then extrapolated linearly.

3.12. End of life treatment of sold products

The calculation incorporated data from logistics, procurement, and waste categories. Here the data was extrapolated to cover a 12-month period.

3.13. Downstream Leased Assets

Ottobock has no leased Assets

3.14. Franchise

Ottobock has no franchise.

3.15. Investments

Primary data was available for the full 12-month period.

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

Ottobock does not utilize GHG removals or GHG mitigation projects financed through carbon credits as part of its sustainability strategy.

E1-8 – Internal carbon pricing

Ottobock does not implement internal carbon pricing as part of its sustainability strategy.

E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Financial information and related references have been omitted in accordance with the phase-in provisions of ESRS 1 General Requirements, Annex C.

ESRS E2 POLLUTION

Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Please refer to the chapter “General Information → IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities”.

Ottobock’s locations and business activities have been evaluated to identify

actual and potential pollution-related impacts, risks, and opportunities within our operations. Relevant subject-matter experts have supplied information regarding the upstream and downstream value chain. Consultations with affected communities have not yet taken place.

E2-1 – Policies related to pollution

We aim to prioritize the prevention of incidents and emergency situations. Risk management strategies have been implemented to identify potential hazards and establish effective control measures to mitigate those risks.

At our facilities in Duderstadt and Königsee (Germany), Vienna (Austria), and Blagoevgrad (Bulgaria), relevant teams are trained to handle emergency situations involving hazardous substances following the respective operating instructions. Additionally, we have an air pollution emergency plan to address potential malfunctions in our thermal post-combustion systems with regenerative exhaust air preheating (RNV system).

The following company-wide directive is publicly available on our corporate website:

1. Energy, Environmental, and Occupational Health and Safety Policy

- For details, please refer to chapter “E1-2 – Policies related to climate change mitigation and adaptation”

2. Environmental management system (EMS) ISO 14001

- For details, please refer to chapter “E1-2 – Policies related to climate change mitigation and adaptation”

3. Supplier Code of Ethics

- Main subjects covered (with regard to pollution):
 - Conscious contribution to greater environmental protection
 - Compliance with legal requirements
 - Management of non-renewable natural resources
 - Handling of hazardous substances

4. Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz/LkSG)

- Main subjects covered (with regard to pollution):
 - Violations of human rights through environmental damage
 - Harmful soil changes
 - Water pollution
 - Air pollution
 - Harmful noise emissions

- Prohibited use of mercury in manufacturing processes
 - Infringement of the prohibition or restriction of the manufacture and use of what are known as persistent organic pollutants and industrial chemicals, as well as two groups of undesirable by-products: polychlorinated dibenzodioxins and dibenzofurans
- Violation of the requirement to minimise the transboundary movement of hazardous waste and to dispose of hazardous waste in an environmentally sound manner close to the point of origin

E2-2 – Actions and resources related to pollution

Our pollution-related efforts focus on various operational elements, with a particular emphasis on avoiding, substituting and minimizing substances of concern and, where possible, phasing out substances of very high concern. We conduct assessments of materials used in our products, and actively seek safer alternatives.

Ottobock advocates a balanced, risk-based approach to managing hazardous substances. In relation to the ongoing restriction initiative for PFAS, Ottobock contributed to ECHA's first public consultation in September 2023.

Our Global Environmental, Health, and Safety (EHS) Manager is responsible for developing, implementing, and overseeing comprehensive EHS programs across our manufacturing plants. A digital Environment, Health & Safety (EHS) Portal

serves as a knowledge hub for all employees.

The environmental management system (EMS) ISO 14001 is being rolled out across all key production sites, with completion planned by 2026. Chemical management at Ottobock meets the requirements of the ISO 14001 and ISO 45001 standard. The standard guides us in identifying, assessing, and controlling the potential environmental impacts of our activities, including the use and disposal of hazardous substances. We strive to minimize pollution risks, reduce harmful emissions, and ensure compliance with environmental regulations.

At our Duderstadt, Königsee and Vienna production facilities, we have implemented and certified an occupational health and safety management system in line with ISO 45001. We systematically

identify and assess risks related to hazardous substances in the workplace, including those that could contribute to environmental pollution. Our aim is to minimize the use and release of harmful substances, ensure safe handling, and comply with legal and regulatory requirements.

Our employees receive mandatory training in line with the Hazardous Substances Ordinance for substances, mixtures, and articles classified under the “EU Classification, Labelling, and Packaging (CLP) Regulation” that they may encounter. Protective measures are implemented accordingly. When legal changes require the reclassification of substances, mixtures, or articles under the CLP Regulation, a regular review process ensures that protective measures are updated as needed.

In application of the Supply Chains Corporate Due Diligence Act (Lieferkettensorgfaltspflichtengesetz), we have identified suppliers who may pose a higher risk of violating environmental regulations based on the products they provide or the regions in which they operate. These suppliers have been asked to complete a detailed self-disclosure form. If necessary, further investigations will be conducted in cases where potential violations are suspected.

Roll-out plan for the management systems mentioned:

	ISO 14001	ISO 45001
2020	Tongzhou, Beijing, China	
2022	Duderstadt, Germany	Duderstadt, Germany
2023	Königsee, Germany	Königsee, Germany
2024	Vienna, Austria	Vienna, Austria
2025	Blagoevgrad, Bulgaria	Blagoevgrad, Bulgaria
2026		Tongzhou, China
2027	Salt Lake City, USA	Salt Lake City, USA

Metrics and targets

E2-3 – Targets related to pollution

We have not yet set specific targets for substances of concern and substances of very high concern, but plan to establish them once a reliable baseline has been determined to guide our future efforts.

E2-4 – Pollution of air, water and soil

Pollution of air, water, and soil is not reported, as the materiality assessment did not identify any material IROs related to these issues.

E2-5 – Substances of concern and substances of very high concern

The absence of clear definitions in the legislation and a comprehensive list of all substances of concern creates challenges in fulfilling disclosure requirements. Hence, we are not yet in a position to provide the necessary information but are actively working towards full compliance and will ensure that the required details are made available as soon as possible.

E2-6 – Anticipated financial effects from pollution-related impacts, risks and opportunities

Financial information and related references have been omitted in accordance with the phase-in provisions of ESRS 1 General Requirements, Annex C.

ESRS E3 WATER AND MARINE RESOURCES

Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Please refer to the chapter “General Information → IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities”.

Ottobock’s assets and activities have been evaluated to identify actual and potential impacts, risks, and opportunities within our operations.

Relevant subject-matter experts have supplied information regarding the upstream and downstream value chain. Consultations with affected communities have not yet taken place.

E3-1 – Policies related to water and marine resources

Currently, Ottobock does not have a formal policy in place for sites located in areas of high-water stress or specific policies related to sustainable oceans and seas. The absence of such policies is due to the low water footprint of our products and manufacturing processes, as well as the relatively low risk presented by our current operations.

Nonetheless, we are actively integrating water management into our broader commitment to the UN Global Compact.

1. Water Management Statement

- Main subjects covered:
 - Sustainable water use (including optimized water usage, minimizing waste and maximizing efficiency)

- Stakeholder engagement
- Compliance and continuous improvement (including compliance with all legal requirements concerning water use and management)
- Commitment to training and awareness, transparency and innovation

2. Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz/LkSG)

- Main subjects covered (with regard to water and marine resources):
 - Water pollution
 - Excessive water consumption

E3-2 – Actions and resources related to water and marine resources

While we have not yet developed formal actions or resources related to water and marine resources, we aim to reduce water consumption where possible and

will continue to explore opportunities for sustainable water management practices.

Metrics and targets

E3-3 – Targets related to water and marine resources

We have not yet established water consumption reduction targets, as this topic has been identified as a material issue for the first time. Our current focus is on establishing a baseline for water usage.

E3-5 – Anticipated financial effects from water and marine resources-related impacts, risks and opportunities

Financial information and related references have been omitted in accordance with the phase-in provisions of ESRS 1 General Requirements, Annex C.

E3-4 – Water consumption

ESRS E3 / E3-4: Water consumption (own operations) → in m ³	2021	2022	2023	2024
Total water consumption				24,381.59¹
Total water consumption in areas at material water risk (incl. areas of high-water stress) ²				317.72
Total water withdrawals				157,709.75³
Total water discharges				133,328.15⁴

¹ **2024:** Water consumption is calculated as the difference between water withdrawal and water discharge.

² The Aqueduct Water Risk Atlas by the World Resources Institute was utilized to assess exposure to water risk across all entities. Regions with a water stress level exceeding 40% (classified as high or extremely high) are deemed to face material water risk.

³ **2024:** Values were based on direct records (e.g., water meters or invoices) whenever feasible. In cases where primary data was unavailable, extrapolation or comparisons with similar entities were applied.

⁴ **2024:** Ottobock's business operations, including product manufacturing and patient care, are not water-intensive. As a result, the majority of the water withdrawn is discharged back into the public sewage system. Where primary data or direct measurements for these discharges were unavailable, a consumption rate of 3% for offices and patient care centers and 15% for production was assumed.

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Please refer to the chapter “General Information → IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities”.

Ottobock’s assets and activities have been evaluated to identify actual and

potential impacts, risks, and opportunities within our operations. Relevant subject-matter experts have supplied information regarding the upstream and downstream value chain. Consultations with affected communities have not yet taken place.

E5-1 – Policies related to resource use and circular economy

Responsible resource use is central to our sustainability efforts. We focus on enhancing the recyclability of materials and reducing reliance on virgin non-renewable resources.

1. Product development framework

- Our R&D teams are exploring the use of recyclates in new product designs, and we have incorporated sustainability criteria into our product development frameworks. However, applying these changes to existing products poses challenges due to regulatory constraints.

2. Internal waste management protocols

- Commitment to minimizing waste across our operations
- Compliance with all relevant environmental regulations in every country we operate

- Emphasis on reduction, reuse, and recycling of materials wherever possible
- Promotion of continuous improvement

3. Energy, Environmental, and Occupational Health and Safety Policy

- For details, please refer to chapter “E1-2 – Policies related to climate change mitigation and adaptation”

4. Supplier Code of Ethics

- Main subjects covered (with regard to resource use and circular economy):
 - Recycling of resources
 - Conscious contribution to greater environmental protection
 - Compliance with legal requirements
 - Management of non-renewable natural resources

E5-2 – Actions and resources related to resource use and circular economy

We emphasize improving resource efficiency in the use of both technical and biological materials with special emphasis on critical raw materials (e.g. metals, plastics and related materials, electronics).

Our GreenLine product category features materials that are more environmentally friendly than conventional options and reduce health risks for O&P professionals who work with them.

Some of our value retention actions are:

- Repairs free of charge in compliance with the terms and conditions of the warranty
- Regular maintenance as outlined in the respective warranty brochure and on the service pass (e.g. *Genium X3*: every 12-months)
- Optional extendable warranties for select products in addition to local statutory rights regulated by law (e.g. upgrade to the 6-year warranty for mechatronic knee joints)

Maintenance and repair services for our products are provided through five Manufacturer's After-Sales Service Centers located in Duderstadt (Germany), Vienna (Austria), Salt Lake City (USA), Königsee (Germany), and Nieuwkuijk (Netherlands). Additionally, over fifteen Ottobock sales companies operate local service centers that offer maintenance and repair support.

Ottobock provides loaner and trial units for a wide range of products, supported by a globally accessible pool of approximately 24,000 units. These trial units enable customers and medical professionals to conduct fittings efficiently and conveniently. This service helps end users explore new innovations and alternative products.

In select countries, Ottobock also offers rental solutions for specific products, such as *mysportsbox*, a rental concept designed for sports prostheses.

Due to strict regulatory requirements ensuring the safety, functionality, and compliance of medical devices, the

application of circular business practices such as refurbishing, remanufacturing, component harvesting or second-hand retailing is only permitted to a very limited extent.

At our primary production facilities, waste is managed in compliance with the assigned waste code numbers and disposed of through certified waste management companies. This ensures that waste is handled and in accordance with regulatory standards. Ensuring compliance and fostering accountability helps us minimize waste generation at the source and optimize our overall waste management processes along the waste hierarchy. We are also constantly reducing our production scrap.

Metrics and targets

E5-3 – Targets related to resource use and circular economy

Our waste management aims to identify initiatives that address all layers of the waste hierarchy and set, where possible, quantifiable targets:

- Prevention
 - Expansion of digitalization efforts in Patient Care (e.g. scans instead of plaster casts)
 - Behavioral changes, e.g. avoidance of plastic dishes in company kitchens
 - Employee involvement in waste management efforts to foster a culture of sustainability (e.g. idea-sharing initiatives)
- Reduction (Minimization)
 - Resource efficiency: Lean management practices aimed at optimizing processes and reducing inefficiencies
 - Reduction of waste from production sites by at least 0.5% year over year
 - Tailored programs aimed at reducing both the volume and the environmental impact of waste
- Reduction of resource consumption in packaging
- Focus on digital marketing and consumer information instead of printed material (whenever possible)
- Reuse
 - Evaluate the possibility to extend the use phase of products
 - Eco-friendly packaging solutions
- Recycling
 - Recycling programs within all facilities by e.g. providing clearly labeled bins, informative signage, and employee training
- Energy Recovery
 - Explore opportunities for energy recovery and utilization of waste heat.
 - Reach out to waste management companies to ensure that all waste is disposed of in the most environmentally responsible manner possible

The year 2024 serves as the baseline for our waste reduction strategy, as it marks the first time we have included data from all entities across our operations. Due to this expanded scope and comprehensive coverage, data from previous years is not directly comparable to the reporting year. Waste audits will support the development or further refinement of targeted reduction strategies in all manufacturing sites and patient care centers.

Due to the specifics and challenges of the medical technology industry, there is not yet a quantifiable target set for increasing circular product design, boosting the use of circular materials, or minimizing the use of virgin raw materials.

ESRS E5 / E5-5: Resource outflows (waste) → in tonnes		Description	2021	2022	2023	2024
Ottobock specific						
Reduction of production scrap		Ambition: 10% reduction YoY	n.a.	9.20%	0.80% ¹	5.00% ²

¹ 2023: A substantial portion of components provided by a third-party supplier was unusable, necessitating their disposal. After adjusting for this impact, the rate stands at 8%.

² 2024: The result has been adjusted to account for revenue. When factoring in revenue growth of 7%, this equates to a total optimization of 12%.

E5-4 – Resource inflows

The raw materials required for manufacturing and patient care, in varying quantities, include:

- Steel
- Aluminium
- Titanium
- Copper
- Carbon
- Electronics (incl. lithium batteries)
- Plastics
- Silicone/TPE/Copolymer/EVA/PU/PE
- Leather
- Textiles
- Glues & chemicals

Plant and equipment constitute a resource inflow category of varying significance, as reflected, for instance, in our GHG accounting (category 3.2).

For data on water consumption please refer to chapter “A. E3-4 – Water consumption”.

Currently, we can only provide primary data related to product and transport packaging. Precise data differentiating between non-renewable and renewable materials is not available for the reporting year.

ESRS E5 / E5-4: Resource inflows → in kilo	Description	Detail	2021	2022	2023	2024
Overall total weight of products and technical and biological materials used to manufacture products and services						
Total weight of product and transport packaging¹		GRAND TOTAL	938,014.63	986,663.55	919,794.16	952,775.61
	Product packaging	Sub-Total	159,234.66	159,099.66	167,439.60	183,910.80
		Glas	0.00	0.00	0.00	2.84
		Wood	972.00	40.50	0.00	0.00
		Plastics	16,205.36	17,159.96	18,872.38	22,101.32
		Paper, cardboard, carton	118,723.67	118,865.08	128,163.38	140,972.67
		Absorbent materials	428.31	396.91	446.65	466.38
		Tinplate	22,905.33	22,637.21	19,957.19	20,367.60
	Transport packaging	Sub-Total	778,779.97	827,563.89	752,354.56	768,864.81
		Wood	183,838.00	189,974.25	139,586.50	82,351.00
		Plastics	56,225.98	59,575.85	54,540.45	56,092.45
		Paper, cardboard, carton	522,579.09	562,940.79	539,052.22	615,065.17
		Absorbent materials	16,077.41	15,045.79	19,165.61	15,340.03
		Tinplate	59.49	27.20	9.79	16.15
Percentage of biological materials (and biofuels used for non-energy purposes) used to manufacture products and services (incl. packaging) that is sustainably sourced						
Weight and percentage of non-virgin reused or recycled components, intermediary products and materials used to manufacture products and services (incl. packaging)						
Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture products and services (incl. packaging)						

¹ **Scope 2021-2024:** Duderstadt, Königsee, Blagoevgrad, Wien, Salt Lake City and Tongzhou. Values were based on direct records (e.g. SAP data).

E5-5 – Resource outflows**Product and materials**

We are committed to supporting the transition to a circular economy in alignment with the EU's Green Deal. However, a significant portion of our product portfolio is subject to strict regulations, requiring certification and/or official approval before reaching users. As a result, changes to existing products as well as the use of non-virgin materials is limited when safety and/or functionality are at stake, as outlined e.g. in the Medical Devices Act.

Nonetheless, we are increasingly evaluating the recyclability of materials during the development and design stages of new products. Our requirement list (R&D Duderstadt) includes general criteria for sustainable resource use and circular economy principles in product design. Modifying existing products and transitioning away from using virgin, non-renewable resources presents a more complex challenge.

The durability of medical technology products is regulated. The specific regulations vary depending on the type of product and the country. In the European Union, medical devices are regulated under the Medical Devices Regulation (MDR), while in the United States, the Food and Drug Administration (FDA) oversees medical device safety and efficacy. Both organizations require that medical devices are tested for durability as part of the approval process.

Our products must meet stringent standards for safety, performance, and reliability throughout their intended lifespan.

- We conduct life-cycle testing under normal and extreme conditions.
- The durability of our products is often reflected in their labeling and user manuals. These documents provide guidance on the expected service life, maintenance requirements, and con-

ditions under which the product should be used.

- Some of our products (e.g. mechanical knee joints) require regular maintenance or have a predetermined replacement cycle.

For sport products that are not used as frequently as everyday prosthetics, we have started basing their lifespan on actual usage rather than a fixed recommended product life (e.g., 6 years for prosthetics). This ensures that products are only retired when they have reached the end of their functional use, rather than being discarded prematurely.

We are also reprocessing hydraulic systems.

Detailed information on the rates of recycled content in products and their packaging cannot yet be provided.

Waste

At our main production facilities, waste is disposed of via certified waste management companies in accordance with the waste code number and monitored via supplier audits.

ESRS E5 / E5-5: Resource outflows (waste) → in tonnes			
	Description	2023	2024
Total amount of waste generated	GRAND TOTAL	2,864.57¹	4,852.60²
	Acid, alkaline or salt wastes	0.18	62.59
	Batteries and accumulators wastes	12.88	48.93
	Chemical wastes	120.37	194.33
	Combustion wastes	6.05	130.78
	Common sludges (excluding dredging spoils)	3.00	4.55
	Discarded equipment	10.23	9.57
	Dredging spoils	0.04	6.98
	Glass wastes	0.63	0.20
	Health care and biological waste	248.05	209.94
	Household and similar wastes	526.17	1,089.41
	Industrial effluent sludges	33.93	12.03
	Metallic wastes, ferrous	102.94	108.75
	Metallic wastes, mixed ferrous and non-ferrous	57.31	128.02
	Metallic wastes, non-ferrous	272.67	340.42
	Mineral waste from construction and demolition	35.25	65.58
	Mixed and undifferentiated materials	122.64	511.10
	Other mineral wastes	42.97	15.69
	Paper and cardboard wastes	517.51	867.48
	Plastic wastes	365.11	508.74
	Rubber wastes	0.06	1.01
	Sorting residues	14.33	23.36
	Spent Solvents	17.23	14.33
	Textile wastes	31.26	43.52
	Used oils	160.51	134.33
	Vegetal wastes	23.44	61.94
	Wood wastes	139.83	259.02

ESRS E5 / E5-5: Resource outflows (waste) → in tonnes		Description	2023	2024
Hazardous waste³	Total		368.38	629.97
→ diverted from disposal	Sub-total		177.46	470.10
	Preparation for reuse			0.21
	Recycling		176.20	467.89
	Other recovery operations		1.26	2.00
→ directed to disposal	Sub-total		190.92	159.87
	Incineration		71.08	32.59
	Landfilling		0.05	0.00
	Other disposal operations		119.79	127.28
Radioactive waste			n.a.	n.a.
Non-hazardous waste³	Total		2,375.90	4,222.63
→ diverted from disposal	Sub-total		794.08	1,284.22
	Preparation for reuse		21.63	10.27
	Recycling		760.66	1,258.14
	Other recovery operations		11.79	15.80
→ directed to disposal	Sub-total		1,581.83	2,938.41
	Incineration		681.35	824.01
	Landfilling		129.91	280.85
	Other disposal operations		770.57	1,833.55
Non-recycled waste	Total		1,927.71	3,134.61
	Percentage		67.29%	64.49%

¹ **Entities in scope 2023:** Aktiv Ortopedteknik i Sverige AB; Aktiv Ortopedteknik i Sverige AB Ottobock Scandinavia AB EXONEURAL NETWORK AB; Clínica de reabilitação Ottobock SP; IOT Gesellschaft für innovative Orthopädie-Technik mbh; La Prothèse Générale; Livit Ottobock Care The Netherlands; OOO Otto Bock Service Moskau; Orthopädie Brillinger GmbH & Co. KG; Otto Bock ČR s.r.o.; Otto Bock Healthcare Products GmbH; Otto Bock International (Beijing) Co., Ltd.; Otto Bock Manufacturing Königsee GmbH; Otto Bock Manufacturing Königsee GmbH & Otto Bock Mobility Solutions GmbH; Otto Bock Mobility LLC; Otto Bock Mobility Solutions GmbH; Otto Bock South East Asia Co., Ltd.; Ottobock (China) Industries Co. Ltd.; Ottobock do Brasil Tecnica Ortopedica Ltda; Ottobock Equipment B.V.; Ottobock France; Ottobock Healthcare Canada; Ottobock Healthcare, LP; Ottobock Industria, Comercio, Importação e Exportação de Produtos Ortopedicos e cadeira de rodas Ltda; Ottobock Italy; Ottobock Manufacturing Bulgaria EOOD; Ottobock Scandinavia AB; Ottobock Schweiz AG; "Ottobock SE & Co. KGaA; Ottobock Health Care Deutschland GmbH; Ottobock Slovakia s.r.o.; Respecta Oy; Veldink4kids; ZAO Otto Bock Orthop. Tech. Moskau

² **2024:** Data is derived from the following sources of evidence: count sheets/records, delivery notes, the electronic system of the disposal company, invoices, waste transfer cards, manifests/waste profiles, payments to trash services or construction companies, waste reports from suppliers or providers, special waste registers, and any other formal documents (not further specified). Additionally, waste was either weighed or calculated based on the stock used and the known weight of empty containers. In cases where primary data was unavailable, extrapolation or comparisons with similar entities were used.

³ When the disposal method was not identified or simply unknown, the corresponding values were classified under "other disposal operations."

Deviations from previous reportings:

- Waste data for 2021 and 2022 has been excluded from this year's reporting due to major changes in methodology, scope, and reported waste categories. As a result, the data was neither comparable nor conducive to providing meaningful insights or clarity. It can be found in the publicly available GRI reports for those respective years.
- During the review and comparison of the 2023 waste data, it was discovered that the evaluation software had misinterpreted data from one entity, inflating it by a factor of 1,000. Additional, we received corrected data from a second entity. These errors have been corrected.
- The year 2024 serves as the baseline, as it is the first year to include data from all entities, making comparisons with previous years unreliable.

E5-6 – Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities

Financial information and related references have been omitted in accordance with the phase-in provisions of ESRS 1 General Requirements, Annex C.

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ESRS S1 OWN WORKFORCE

Strategy

ESRS 2 SBM-2 – Interests and views of stakeholders

Please refer to the chapter “General Information → SBM-2 – Interests and views of stakeholders”.

We recognize that employees and non-employees in our workforce are a key group of affected stakeholders. Regular employee surveys are conducted to gather feedback, ensuring that their perspectives directly inform decision-making and organizational priorities.

This engagement process helps us identify areas for improvement and aligns our strategic initiatives with the well-being and rights of our employees. We aim to ensure a fair, inclusive, and safe work environment.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Please refer to the chapter “General Information → SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model”.

Sustainability matters	Potential Impacts	Actual Impacts	Risks
Internal filling of management positions		Internal staffing of management positions	
Fluctuation	Consequences of high fluctuation		
Social protection (e.g. continued payment of wages in the event of illness)		Compliance with social protection standards (e.g. continued payment of wages in the event of illness)	
Changes/reorganizations		Consequences of changes/reorganizations – Insecurity/fear among affected employees	
Appropriate pay (good working conditions)		Consequences of good working conditions (adequate pay)	
Sick days/absence		Consequences of sick days/absence	Consistent costs with lower productivity
Family related leave	Paid family related leave		
Work with hazardous substances	Consequences of work with hazardous substances		
Qualification of professionals		Ensuring care through the qualification of professionals	
Female-male-ratio		Empowerment of women in workforce	
Consequences of discrimination	Consequences of discrimination		Reputation risk and no new employees / fines
Discrimination in the hiring phase	Consequences of discrimination in the hiring phase		
Discrimination in advancement and promotion processes	Consequences of discrimination in advancement and promotion processes		

We have not experienced disruption of business operations due to significant employee turnover and/or lack of skills development.

However, shortage of skilled talent, orthopedic professionals in particular, poses a challenge. To address this, we

invest in our employees through the Ottobock Academy, which offers tailored training programs to enhance professional skills and expertise.

Decent pay and fair working conditions are ensured in every country we operate.

The impacts, risks, and opportunities outlined are broadly applicable. However, their individual scale and scope vary depending on the specific country or region (e.g. Africa, Asia), as well as the nature of the operation (e.g., manufacturing, patient care) in which an employee is involved. Some impacts,

such as family-related leave, may affect specific groups, like women, more directly.

Impacts, risks and opportunities management

S1-1 – Policies related to own workforce

The following policies, which apply to our entire workforce, govern the management of our material IROs. They are publicly accessible on our website and communicated through internal channels such as the Intranet, newsletters and internal management information.

1. Code of Conduct

- Main subjects covered:
 - Orientation with the universally recognised principles of the United Nations Global Compact
 - Special consideration of international standards for human rights and labour standards
- Principles
 - The Ottobock brand is a commitment to quality
 - Respect and trust do not exclude anyone
 - The protection of property
 - Social media
 - The value system forbids all types of corruption
 - Private interests are to be kept separate from the interests of the Company – no conflicts of interest
 - Fair competition is indispensable

- Sensitive information is to be handled with discretion
- Economics and ecology go hand in hand
- The health of our employees must be promoted
- Social engagement distinguishes our Company

- Training
 - Mandatory training for all employees as part of the onboarding process
 - Mandatory periodic training sessions covering the Code of Conduct, conflict of interest management, and anticorruption for every employee

2. Declaration of Principles on Respect for Human Rights

- Main subjects covered:
 - Respect for human rights, including labour rights
 - Statement on forced and child labour, anti-discrimination as well as freedom of association
 - Alignment with internationally recognised standards (including UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprise)
 - Reference to Ottobock specific guidelines and standards (including our Code of Conduct and the Supplier Code of Ethics)
 - Approach to implementing human rights and environmental due diligence obligations (incl. own business operations and supply chain)
 - Risk management (including responsibilities)
 - Grievance mechanisms and violation handling, incl. complaint system (reporting channels)
 - Communication

- Principles:
 - We support and respect the protection of internationally proclaimed human rights.
 - We make sure we are not complicit in human rights abuse.
 - We uphold the freedom of association and the effective recognition of the right to collective bargaining.
 - We uphold the elimination of all forms of forced and compulsory labour.
 - We uphold the effective abolition of child labour.
 - We uphold the elimination of discrimination in respect of employment and occupation

3. Statement on Modern Slavery and Human Trafficking

- Main subjects covered:
 - Zero-tolerance approach to modern slavery
 - Rules and responsibilities (including compliance channels)
 - Supply chain due diligence
 - Review and reporting

4. Diversity, Equity and Inclusion Policy

- Main subjects covered:
 - Zero-tolerance for discrimination and harassment based on race, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic
 - Fostering, cultivating and preserving a culture of diversity, equity and inclusion.
 - Providing equal opportunities
 - Promoting diversity and inclusion at all levels of the company (including recruiting, hiring, and promoting employees)
 - Channels to address issues and report incidents
- Training
 - Mandatory training for respectful collaboration in the workplace (i.e. anti-harassment and anti-bullying) for employees and managers (focus on middle and upper management) according to German law

5. Global Anti-Discrimination Policy

- Main subjects covered:
 - Commitment to treat all members of our own workforce, contractors, business partners, customers, patients and vendors with dignity and respect
 - Zero-tolerance for any form of discrimination and harassment
 - Adherence to ILO conventions
- Training
 - Mandatory training for respectful collaboration in the workplace (i.e. anti-harassment and anti-bullying) for employees and managers (focus on middle and upper management) according to German law

6. Equal Opportunity Policy

- Main subjects covered
 - Compliance with all applicable equal employment opportunity regulations and laws
 - Consideration for employment and advancement without regard to race, color, religion, national or ethnic origin, gender, disability, age, genetic information, creed, marital status, status with regard to public assistance, familial status, medical condition (including pregnancy), membership or activity in local commissions, sexual orientation, gender identity or expression, veteran status, or any other status protected by law

7. Recruiting Policy

- Main subjects covered
 - Fair, transparent, evidence-based and effective recruitment and selection process
 - Equal treatment of internal and external candidates
 - Knowledge, skills, experience and aptitude as basis for the recruitment, placement, and advancement of workers at all levels
 - Commitment to the principles of equality, diversity and inclusion (including specific commitment related to applicants with disabilities)
 - Description of recruitment and selection procedure (including keeping up-to-date records on recruitment and promotion that provide a transparent view of opportunities for employees)
- Training
 - Training on HR-tools for managers

8. Freedom of Association Statement

- Main subjects covered
 - Alignment with internationally recognised standards (including UN Global Compact, international labor standards, ILO Declaration on Fundamental Principles and Rights at Work)
 - Commitment to freedom of association
- Principles
 - Non-discrimination & no retaliation
 - Collective bargaining & faithful interaction with workers' representatives
 - Monitoring & compliance

9. HR-Compliance Policy

- Main subjects covered
 - Organizational framework
 - Professional specifications regarding:
 - Forced labour and modern slavery
 - Equal treatment
 - Working hours
 - Severe disability
 - Child labour
 - Certificates
 - Short-time work allowance
 - Work permit/residence permit
 - Freedom of association
 - Temporary employment
 - Minimum wage
 - Freelancer

10. Energy & EHS Policy of Ottobock SE & Co. KGaA

- For details, please refer to chapter "E1-2 – Policies related to climate change mitigation and adaptation"

11. Occupational health and safety (OH&S) management system ISO 45001

- Framework to manage the prevention of work-related injuries and illnesses, improve safety, and ensure the health and well-being of employees (including those with disabilities) and other stakeholders
- Focus on proactive risk management, hazard identification, and continuous improvement (e.g. necessary adjustments to the physical environment)
- For details regarding the roll-out of this management system, please refer to chapter "S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions"

12. Ottobock Academy

- Internal learning management system that offers a variety of training programs that are mandatory and relevant for specific roles
- Further learning opportunities include events, e-learning courses (called curricula), videos, online courses, or playlists on specific topics

S1-2 – Processes for engaging with own workers and workers' representatives about impacts

We highly value employee feedback and actively encourage open and transparent communication at all levels. Engagement occurs through both informal and formal channels, such as:

- annual performance reviews
- annual global employee surveys
- collaboration with workers' representatives, including the German Betriebsrat

The CTO/COO oversees Global HR and is responsible for ensuring this engagement takes place and that the results inform our strategic approach.

Especially, our employee survey (eNPS) provides the entire Executive Board with insights into the effectiveness of our initiatives and their outcomes. The survey is conducted annually and includes questions addressing the perspectives of particularly vulnerable groups (e.g. women, workers with disabilities).

S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

A dedicated whistleblower office aims to provide all employees with the opportunity to report compliance violations. This enables internal investigations to address these issues and prevent harm to individuals within the company or to the organization itself.

The whistleblower office is designated for reporting serious violations of laws or related internal regulations, particularly concerning fraud, corruption, theft, discrimination, sexual harassment, extortion, breach of confidentiality, export control, irregularities in accounting, environmental protection, occupational safety, and child or forced labor.

Due to specific legal requirements, there are separate channels for the reporting of data protection violations and suspected cases of money laundering.

The management actively encourages the reporting of legal violations and concerns. Employees who submit complaints are safeguarded from disciplinary action. For cases involving legal matters under local whistleblower protection laws (e.g., § 2 of the German Whistleblower Protection Act), appropriate pro-

TECTIVE measures are implemented in compliance with applicable regulations.

Channels to raise concerns or needs directly include:

- Contacting the respective supervisor directly
- Contacting the Compliance Department or other responsible offices:
 - Reports can also be directed to the Compliance Department, where confidentiality will be maintained.
 - Depending on the subject, reports can also be submitted to other internal offices, such as the Works Council, Occupational Safety Officer, Representative for Employees with Disabilities, or Management.
- External Ombudsperson:
 - A designated external attorney serves as Ottobock's ombudsperson.
 - Whistleblower anonymity will be maintained while reports are reviewed and investigated.
 - Findings are shared with the Compliance Department.

- Digital Whistleblowing Unit:
 - Reports submitted through this channel are managed with professionalism and discretion by the Compliance Department.
 - Upon request, the whistleblower can remain anonymous.
 - The digital whistleblower platform enables encrypted communication with the Compliance Department for anonymous reports.
- External Reporting Offices:
 - Whistleblowers may also report directly to regulatory bodies such as the Federal Office of Justice.

These reporting mechanisms, along with company policies, are publicly available on our corporate website. Internally, information and policies are communicated through the global intranet, management updates, mandatory training sessions, and staff meetings.

Ottobock has established procedures to handle complaints promptly and impartially:

- The Compliance Department initiates thorough investigations upon receiving allegations or reports.
- Investigations are conducted by trained professionals to ensure objectivity and independence.
- The process includes gathering evidence, interviewing relevant parties, and analyzing the incident, with all findings treated confidentially.
- Whistleblowers, whether anonymous or identified, are encouraged to use secure post boxes for safer communication.
- Transparency is upheld throughout the process, with findings documented and communicated to relevant stakeholders, accompanied by corrective actions as needed.

Issues raised by contacting the Compliance Department, the External Ombudsperson or through the Digital Whistleblowing Unit are tracked and monitored by the Compliance Department. A dedicated Compliance Committee has been established. It serves as an advisory panel, while decisions are made by the management. The Compliance Committee consists of the following permanent members:

- CEO
- CFO
- Head of Legal & Compliance
- Compliance Officer

The Compliance Committee may invite additional guests, such as Regional Presidents or department heads, to attend its meetings.

Awareness of and trust in these structures and the processes for raising concerns are evaluated through targeted questions in the employee survey.

S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

We conduct a comprehensive, risk-based annual assessment of all our entities, including manufacturing, sales, and patient care organizations. This evaluation, aligned with the requirements of the German Supply Chain Due Diligence Act (LkSG), aims to ensure that our operations do not cause or contribute to significant negative impacts on the environment or human rights. Our Senior Manager for Sustainability Due Diligence defines the methodology and supports the assessment process. The department responsible for managing a specific risk, such as HR, Facility Management, EHS, etc., is responsible for the actual implementation. The Human Rights Officer oversees the risk management. The results of this analysis are detailed in this report.

Healthy and safe workplace (work with hazardous substances / reduced sick days and LTI)

Our Global Environmental, Health, and Safety (EHS) Manager is responsible for promoting workplace safety. The EHS team oversees the development, implementation, and management of robust

EHS programs across our manufacturing facilities. They lead risk assessments, establish preventive measures, and respond to incidents to maintain safe working environments. Supporting these efforts, a digital Environment, Health & Safety (EHS) Portal functions as a centralized knowledge resource accessible to all employees.

Our production facilities in Duderstadt, Königsee and Vienna operate under a certified occupational health and safety management system aligned with ISO 45001 standards. This system encompasses all roles and activities, emphasizing hazard identification, legal compliance, employee engagement, emergency readiness, and ongoing improvement.

Roll-out plan for the management systems outlined:

	ISO 14001	ISO 45001
2020	Tongzhou, Beijing, China	
2022	Duderstadt, Germany	Duderstadt, Germany
2023	Königsee, Germany	Königsee, Germany
2024	Vienna, Austria	Vienna, Austria
2025	Blagoevgrad, Bulgaria	Blagoevgrad, Bulgaria
2026		Tongzhou, China
2027	Salt Lake City, USA	Salt Lake City, USA

In addition, ISO 14001 (Environmental Management) is being implemented across all major production sites, with full implementation scheduled for completion by 2026. For details, please refer to “E2-2 – Actions and resources related to pollution”.

Good working conditions / employee satisfaction (reduced insecurities / fluctuation)

We strive to create a work environment that truly engages and fulfills our employees. To understand their commitment and identify areas for improvement, we conducted a global employee survey in 2022, involving 3,000 participants across seven countries.

In 2023, the questionnaire was sent to over 6,500 employees across nine countries, and in the reporting year, it has been expanded to include all employees globally. The response rate increased from 64% in 2023 to 72% in the reporting year. Our eNPS increased to 29 in 2024.

The qualitative findings of this representative survey enable us to determine whether specific actions are required to address particular impacts. Focus topics are information and knowledge sharing and communication of our business strategy “neXt” to all employees tailored to their respective needs. All management levels are encouraged to contribute to the development of suitable action plans. The survey results, along with the corresponding action plans, are shared transparently with employees.

Empowerment of women in workforce

Ottobock Women's EmpowHerment Network is a voluntary, employee-led initiative that offers mentorship, coaching, and professional development opportunities. The network fosters open dialogue, shared learning, and leadership development in alignment with our company's commitment to equal opportunity, inclusion, and merit-based growth.

Qualification of professionals / internal staffing of management positions

The Ottobock Academy provides a range of training programs, including mandatory courses tailored to specific roles, as well as additional learning opportunities. The training program also includes access to various learning platforms. These platforms offer a wide range of e-learning courses on different topics and soft skills:

- LinkedIn Learning
- Masterplan
- Haufe Lernwelt – access directly through the Academy Portal

To support the internal staffing of management positions, a specialized leadership program was developed. A total of 31 participants – 15 women and 16 men – from the Western European region were identified as “Young Talents.” These individuals had either recently assumed their first leadership roles or were recognized for their potential to do so in the near future. They were selected for their outstanding performance and high motivation. Spanning 12 weeks, the program featured six online group coaching sessions led by an external trainer, focusing on leadership topics aimed at helping new leaders transition smoothly into their roles or prepare effectively for future responsibilities.

Discrimination

On several occasions such as the quarterly “myottobock live” for all employees, our CEO reaffirmed Ottobock's unwavering commitment to fostering an inclusive and equitable workplace by emphasizing a zero-tolerance policy toward all forms of discrimination.

During the reporting year, no incidents, complaints, or significant human rights impacts were reported through the channels outlined in the previous chapter or within the manufacturing, sales, or patient care organizations.

Metrics and targets

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The Global Sustainability department facilitated the target-setting process, with the respective specialized departments—in this case Global HR—defining the goals. Those were then approved by the Executive Board.

Performance is monitored through the annual non-financial reporting process. Notably, the employee survey plays a key role in identifying lessons learned and areas for improvement.

		2021	2022	2023	2024
Ottobock specific					
Employee engagement (eNPS score)	Ambition: > 26 by 2026		-11	14	29
Proportion of women at 1st and 2nd management level (below Executive Directors)	Ambition: 30% by 2026		17.00% ¹	16.00% ²	17.71% ²
Proportion of women in the workforce			41.92%	42.48%	44.92%

¹ **Scope 2022:** Only Ottobock SE & Co. KGaA

² **Scope 2023 & 2024:** Only Ottobock SE & Co. KGaA, Otto Bock HealthCare Deutschland GmbH and Otto Bock Mobility Solutions GmbH and Otto Bock Manufacturing Königsee GmbH)

S1-6 – Characteristics of employees

Employee data is reported based on the headcount as of the end of the year
(status: December 31, 2024).

		2021	2022 ¹		2023 ²		2024 ²	
Headcount	TOTAL	8,531	9,015	100.00%	9,749	100.00%	10,322	100.00%
...by gender	Male		5,234	58.06%	5,600	57.44%	5,680	55.03%
	Female		3,779	41.92%	4,141	42.48%	4,637	44.92%
	Diverse		2	0.02%	8	0.08%	5	0.05%
...by region	Asia Pacific		730	8.10%	748	7.67%	704	6.82%
	EEMEA		860	9.54%	948	9.72%	1,168	11.32%
	Latin America		257	2.85%	264	2.71%	262	2.54%
	North America		1,155	12.81%	1,125	11.54%	1,060	10.27%
	Western Europe		6,013	66.70%	6,664	68.36%	7,128	69.06%
...by country	AE - United Arab Emirates				7	0.07%	7	0.07%
	AR - Argentina				8	0.08%	0	0.00%
	AT - Austria				628	6.44%	642	6.22%
	AU - Australia				72	0.74%	78	0.76%
	BA - Bosnia and Herzegovina				22	0.23%	21	0.20%
	BE - Belgium				523	5.36%	566	5.48%
	BG - Bulgaria				326	3.34%	452	4.38%
	BR - Brazil				138	1.42%	139	1.35%
	CA - Canada				62	0.64%	50	0.48%
	CH - Switzerland				16	0.16%	17	0.16%
	CL - Chile				6	0.06%	6	0.06%
	CN - China				267	2.74%	249	2.41%
	CO - Colombia				82	0.84%	86	0.83%
	CZ - Czech Republic				31	0.32%	31	0.30%
	DE - Germany				3,250	33.34%	3,288	31.85%
	DK - Denmark ³						261	2.53%
	DZ - Algeria				4	0.04%	4	0.04%
	ES - Spain				38	0.39%	40	0.39%
	FI - Finland				178	1.83%	164	1.59%
	FR - France				507	5.20%	536	5.19%
	GB - United Kingdom				226	2.32%	227	2.20%
	HK - Hong Kong				30	0.31%	31	0.30%

		2021	2022 ¹		2023 ²		2024 ²	
	HR - Croatia				67	0.69%	69	0.67%
	HU - Hungary				24	0.25%	23	0.22%
	IE - Ireland				54	0.55%	54	0.52%
	IL - Israel ⁴						33	0.32%
	IN - India				273	2.80%	241	2.33%
	IT - Italy				219	2.25%	227	2.20%
	JP - Japan				34	0.35%	34	0.33%
	KE - Kenya				9	0.09%	10	0.10%
	KR - South Korea				18	0.18%	19	0.18%
	MA - Morocco				12	0.12%	12	0.12%
	MX - Mexico				29	0.30%	30	0.29%
	NL - Netherlands				591	6.06%	671	6.50%
	PE - Peru				1	0.01%	1	0.01%
	PL - Poland				170	1.74%	164	1.59%
	PT - Portugal				2	0.02%	2	0.02%
	RO - Romania						11	0.11%
	RS - Serbia				21	0.22%	20	0.19%
	RU - Russia				170	1.74%	162	1.57%
	SE - Sweden				416	4.27%	417	4.04%
	SK - Slovakia				19	0.19%	20	0.19%
	TH - Thailand				54	0.55%	52	0.50%
	TR - Turkey				60	0.62%	122	1.18%
	UA - Ukraine ⁵						2	0.02%
	US - United States				1,063	10.90%	1,010	9.78%
	ZA - South Africa				22	0.23%	21	0.20%
...by employee category	permanent employees				8,619	88.41%	9,716	94.13%
	temporary employees				533	5.47%	582	5.64%
	of non-guaranteed hours employees				597	6.12%	24	0.23%
...by type of employment	full-time				8,211	84.22%	8,633	83.64%
	part-time				1,538	15.78%	1,689	16.36%
Total number and rate of own employee turnover					1,325	13.59%	1,186	11.49%

¹ Scope for 2022: Encompassing Management & executives, professionals, and apprentices on Ottobock's payroll as of December 31, 2022.

² Scope for 2023 & 2024: Encompassing all employee groups (e.g., including interns, working students, temporary staff, etc.), and incorporating inactive employees (e.g., individuals on parental leave or long-term sick leave).

³ Patient Care centres acquired 2024

⁴ Founded in 2024

⁵ Founded in 2024

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-7 – Characteristics of non-employee workers in own workforce

		2021	2022	2023	2024
Total number of non-employee workers in own workforce	TOTAL				348

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-8 – Collective bargaining coverage and social dialogue

		2021	2022	2023	2024
Percentage of employees covered by collective bargaining agreements	TOTAL			51.20%	53.96%
	in the European Economic Area (EEA)			65.50%	63.86%
	outside the European Economic Area (EEA)			12.60%	16.59%
Global percentage of employees covered by workers' representatives	in the European Economic Area (EEA) <u>only</u>			38.30%	41.37%

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-9 – Diversity metrics

	Description	2021		2022	2023		2024	
Gender distribution at top management ¹	GRAND TOTAL						96 ²	100.0% ²
	Male						79	82.30%
	Female						17	17.70%
	Diverse						0	0.00%
Percentage of employees at top management level							96	0.93%
Age distribution amongst employees	GRAND TOTAL	8,159	100.00%		9,749	100.00%	10,322	100.00%
	Male – Total	4,909	60.17%		5,600	57.44%	5,680	55.03%
	under 30 years old	1,284	15.74%		3,267	33.51%	1,170	11.34%
	30 – 50 years old	2,500	30.64%		1,497	15.36%	3,146	30.48%
	over 50 years old	1,125	13.79%		836	8.58%	1,364	13.21%
	Female – Total	3,246	39.78%		4,141	42.48%	4,637	44.92%
	under 30 years old	1,024	12.55%		2,321	23.81%	665	6.44%
	30 – 50 years old	1,573	19.28%		996	10.22%	2,741	26.55%
	over 50 years old	649	7.95%		824	8.45%	1,231	11.93%
	Diverse – Total	4	0.05%		8	0.08%	5	0.05%
	under 30 years old	4	0.05%		4	0.04%	4	0.04%
	30 – 50 years old	0	0.00%		4	0.04%	1	0.01%
	over 50 years old	0	0.00%		0	0.00%	0	0.00%

¹ Top Management = One and two levels below the management and supervisory bodies without any assistant roles (N & N-1)

² **Scope 2024:**

Only Ottobock SE & Co. KGaA, Otto Bock HealthCare Deutschland GmbH, Otto Bock Mobility Solutions GmbH and Otto Bock Manufacturing Königsee GmbH

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-10 – Adequate wages

		2021	2022	2023	2024
Percentage of employees paid an adequate wage (in line with applicable benchmarks) ¹					100.00%

¹ Ottobock ensures that these employees receive the minimum wage applicable according to the respective local laws and/or regulations.

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-11 – Social protection

		2021	2022	2023	2024
Percentage of employees covered by social protection, through public programs or through benefits offered by Ottobock, against loss of income due to any of the following major life events: (a) sickness (b) unemployment starting from when the own worker is working for Ottobock (c) employment injury and acquired disability (d) maternity leave (e) retirement	TOTAL				76.3%
	Male				75.6%
	Female				77.1%
	Diverse				40.0%

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-12 – Persons with disabilities

	Description	2021		2022		2023		2024	
Persons with disabilities amongst our employees Ambition: 5% by 2026	TOTAL					252	2.92%	295	2.86%
	Male					152	1.76%	166	2.92%
	Female					100	1.16%	129	2.78%
	Diverse					0	0.00%	0	0.00%

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-13 – Training and skills development metrics

		Details	2021	2022	2023	2024
Percentage of employees that participated in regular performance and career development reviews		TOTAL			89.11%	90.6%
	...by gender	Male			89.27%	91.1%
		Female			88.89%	90.0%
		Diverse			87.50%	100.0%
	...by employee category	permanent employees			91.03%	91.3%
		temporary employees			52.53%	82.1%
		of non-guaranteed hours employees			93.97%	20.8%
Average number of training hours per person for employees		TOTAL				12.9
	...by gender	Male				13.2
		Female				12.5
		Diverse				11.4
	...by employee category	permanent employees				12.9
		temporary employees				12.2
		of non-guaranteed hours employees				15.8

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

S1-14 – Health and safety metrics

	2021	2022	2023	2024
Percentage of people in own workforce who are covered by health and safety management system → employees	n.a.	1,515 ¹	95.95% ²	83.05% ³
Percentage of people in own workforce who are covered by health and safety management system → non-employees	n.a.	n.a.	n.a.	n.a.
Percentage of employees covered by a health and safety management system which is a) based on legal requirements and/or recognised standards or guidelines and b) internally audited and/or audited or certified by an external party	n.a.	1,515 ¹	88.00% ²	(a) 66.42% / (b) 69.82% ³
Number of fatalities as a result of work-related injuries and work-related ill health → employees	0 ⁴	0 ⁴	0 ²	0 ³
Number of fatalities as a result of work-related injuries and work-related ill health → non-employees	n.a.	n.a.	n.a.	0
Number of fatalities as a result of work-related injuries and work-related ill health → other workers working on Ottobock's sites, such as value chain workers	n.a.	n.a.	n.a.	n.a.
Number of recordable work-related accidents → employees	219 ⁴	214 ⁴	86 ²	106 ³
Number of recordable work-related accidents → non-employees	n.a.	n.a.	n.a.	3
Rate of recordable work-related accidents (based on 1,000,000 hours worked) → employees	n.a.	n.a.	n.a.	6.37
Rate of recordable work-related accidents (based on 1,000,000 hours worked) → non-employees	n.a.	n.a.	n.a.	n.a.
Number of cases of recordable work-related ill health → employees	n.a.	n.a.	n.a.	13
Number of cases of recordable work-related ill health → non-employees	n.a.	n.a.	n.a.	0
Number of cases of recordable work-related ill health → detected among former employees	n.a.	n.a.	n.a.	n.a.

	2021	2022	2023	2024
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health → employees	n.a.	n.a.	n.a.	1,398
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health → non-employees	n.a.	n.a.	n.a.	14
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health → other workers working on Ottobock's sites, such as value chain workers	n.a.	n.a.	n.a.	n.a.

¹ **Entities in scope 2022:** Duderstadt employees & temporary workers only

² **Entities in scope 2023:** Aktiv Ortopedteknik i Sverige AB; Brillinger; Clinica de Reabilitação Ottobock São Paulo; Exoneural Network AB; HealthCare Deutschland GmbH; Herakles GmbH; IOT Gesellschaft für innovative Orthopädie-Technik mbH; La Prothèse Générale; Livit Ottobock Care The Netherlands; Mobility Production Brazil; OOO Otto Bock Service Moskau; Ortho-fix, LDA; Otto Bock Asia Pacific Limited; Otto Bock ČR s.r.o.; Otto Bock do Brasil Técnicas Ort.; Otto Bock International (Beijing) Co., Ltd.; Otto Bock Manufacturing Königsee GmbH; Otto Bock Mobility LLC; Otto Bock Mobility Solutions GmbH; Otto Bock Products GmbH; Otto Bock South East Asia Co., Ltd; Otto Bock St. Petersburg; Otto Bock Yekaterinburg; Ottobock (China) Industries Co. Ltd.; Ottobock Equipment B.V.; Ottobock France; Ottobock Health Care India Private limited; Ottobock Healthcare Canada; Ottobock Healthcare, LP; Ottobock Italia; Ottobock Manufacturing Bulgaria EOOD; Ottobock Scandinavia AB; Ottobock SE & Co. KGaA; Ottobock Slovakia sro; Ottobock Sp. z o.o; POLIOR LTDA; Respecta; Veldink4kids; ZAO Otto Bock Orthop. Tech. Moskau

³ **2024:** Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters. In cases where no response was received to the questionnaire, a value of zero was assumed for the relevant data points.

⁴ **Entities in scope 2021 & 2022:** Germany only (Duderstadt, Göttingen, Königsee, Berlin, Bad Oyenhausen)

S1-15 – Work-life balance metrics

		2021		2022		2023		2024
Percentage of employees entitled to take family-related leaves (i.e. maternity, paternity, parental, carers' leave)	TOTAL				9,068	93.01%	9,773	94.68%
	Male				5,160	92.14%	5,384	94.79%
	Female				3,900	94.18%	4,386	94.59%
	Diverse				8	100.00%	3	60.00%
Percentage of entitled employees that took family-related leaves	TOTAL						993	10.16%
	Male						429	7.97%
	Female						563	12.84%
	Diverse						1	33.33%

Data sources include the ERP system and information gathered through queries sent to entities, which are subsequently consolidated at headquarters.

**S1-16 – Compensation metrics
(pay gap and total compensation)**

We are currently working towards compliance and will provide the necessary information as soon as possible.

S1-17 – Incidents, complaints and severe human rights impacts

		2021	2022	2023	2024
Total number of incidents of discrimination (incl. harassment)		0	0	2	7
Number of complaints filed through channels for people in own workforce to raise concerns (without incidents of discrimination & harassment)					6
Total amount of material fines, penalties, and compensation for damages as a result of incidents and complaints					0
Status of incidents and/or complaints connected to own workforce and actions taken	TOTAL				32
	reviewed				6
	remediation plans being implemented				3
	remediation plans that have been implemented				11
	incidents no longer subject to action				12
Number of severe human rights issues and incidents connected to own workforce		0	0	0	0
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises		0	0	0	0
Total amount of material fines, penalties, and compensation for damages for severe human rights issues and incidents connected to own workforce		0	0	0	0
Status of severe human rights issues and incidents connected to own workforce and actions taken	TOTAL	0	0	0	0
	reviewed				
	remediation plans being implemented				
	remediation plans that have been implemented				
	incidents no longer subject to action				
Number of severe human rights incidents where Ottobock played a role securing remedy for those affected		0	0	0	0

ESRS S2 WORKERS IN THE VALUE CHAIN

Strategy

ESRS 2 SBM-2 Interests and views of stakeholders

Please refer to the chapter “General Information → SBM-2 – Interests and views of stakeholders”.

We acknowledge that the interests, perspectives, and rights of workers across

our value chain, including their human rights, are essential to our business model. As a key group of affected stakeholders, their well-being is integral to our operations.

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Please refer to the chapter “General Information → SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model”.

Sustainability matter	Actual impact
Social protection (e.g. continued payment of wages in the event of illness)	Compliance with social protection standards (e.g. continued payment of wages in the event of illness)
Family related leave	Paid family related leave
Sick days/absence	Sick days and support for employees in care situation of children and relatives in need of care

Our risk and materiality assessment as described in section “S2-2 – Processes for engaging with value chain workers about impacts” focused on workers working in the upstream value chain.

The potential impacts, risks and opportunities identified are relevant across our entire value chain, though their scale and scope vary depending on factors such as country or region (e.g., Africa, Asia) and the specific nature of the supplier or

business partner (e.g., manufacturing, product or service provision, logistics, etc.). Our risk-based approach considers both geographic and business-type factors. Certain impacts, like family-related leave, may have a more direct effect on specific groups, such as women. However, we did not identify any impacts, risks, or opportunities that affect only particularly vulnerable groups (e.g. migrants, workers with disabilities).

Impact, risk and opportunity management

S2-1 – Policies related to value chain workers

The following policies are publicly accessible on our website:

1. Declaration of Principles on Respect for Human Rights

- For details, please refer to chapter “S1-1 – Policies related to own workforce”

2. Statement on Modern Slavery and Human Trafficking

- For details, please refer to chapter “S1-1 – Policies related to own workforce”

3. Supplier Code of Ethics

- Main subjects covered (with regard to value chain workers):
 - Compliance with the United Nations Universal Declaration of Human Rights, the eight fundamental conventions of the International Labour Organisation (ILO) and all relevant laws of the respective applicable jurisdictions for the protection of human rights
 - Prohibition of forced labour and slavery
 - Prohibition of child labour

- Equal opportunities and non-discrimination
- Safety at work and maximum working hours
- Fair compensation and adequate living wages
- Freedom of association and right to collective bargaining
- Legitimate use of private and public security forces
- Respect for land rights
- Disciplinary measures and harassment

4. Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz/LkSG)

- Main subjects covered :
 - Child labour
 - Forced labour
 - Forms of slavery
 - Disregarding occupational health and safety standards
 - Disregard for freedom of association
 - Discrimination and equality of employees
 - Withholding a decent wage

- Violations of human rights through environmental damage
- Illegal forced evictions
- Violence by security forces
- Harmful soil changes
- Water pollution
- Air pollution
- Harmful noise emissions
- Prohibited use of mercury in manufacturing processes
- Infringement of the prohibition or restriction of the manufacture and use of what are known as persistent organic pollutants and industrial

chemicals, as well as two groups of undesirable by-products: polychlorinated dibenzodioxins and dibenzofurans

- Violation of the requirement to minimise the transboundary movement of hazardous waste and to dispose of hazardous waste in an environmentally sound manner close to the point of origin

	2021	2022	2023	2024
Reported cases of non-respect involving value chain workers in upstream and downstream value chain			0	0
re. UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises				

S2-2 – Processes for engaging with value chain workers about impacts

We carry out a risk-based annual assessment of our entire supply chain, in line with the requirements of the German Supply Chain Due Diligence Act (LkSG). The focus is on identifying negative impacts on the environment or human rights. The Executive Board has delegated overall responsibility for the risk assessment to the Global Sustainability department, under the direction of the CFO. A dedicated Senior Manager for Sustainability Due Diligence defines the methodology and supports the assessment process. The Human Rights Officer oversees risk management.

Upstream value chain

We maintain close communication with our direct suppliers through direct dialogue between our procurement team and designated supplier representatives. New suppliers are required to provide detailed information about their business practices, including their commitment to upholding legal standards related to human rights, labor conditions, environmental protection, and anti-corruption.

Workers in the upstream value chain are encouraged to reach out through the channels outlined in documents such as the “Rules of Procedure for Complaints

in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz / LkSG)”. These details are available on our corporate website in both English and German. Additionally, our national websites provide contact options in the respective local languages to ensure accessibility for all.

For additional details, please also refer to chapter “G1-2 – Management of relationships with suppliers”.

Downstream value chain

Our downstream value chain extends to orthopedic workshops, clinics, hospitals, and rehabilitation centers. In certain markets we collaborate with external distributors and retailers. Our sales and service teams in local markets, along with our export department and the Ottobock Academy, maintain regular, near-daily personal contact. We support and interact with healthcare professionals, technicians, and sales partners by providing training, technical support, and product information.

S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

Our corporate and local websites provide contact information accessible to all workers in the value chain. Additionally, anonymous reports can be submitted through the whistleblowing channels outlined, for instance, in the chapter

“G1-1 – Corporate Culture and Business Conduct Policies” as well as “S1-3 – Processes to Remediate Negative Impacts and Channels for Workers to Raise Concerns.”

S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

We place strong emphasis on ensuring our suppliers adhere to our values and standards, particularly in relation to human and labour rights. To this end, we require our most significant suppliers, as well as new suppliers identified as having a theoretically high potential risk of human rights violations, to complete a comprehensive supplier questionnaire. Suppliers must affirm their compliance with our established values and standards outlined in the Supplier Code of Ethics as described in section “SBM-1 – Strategy, business model and value chain” as well as “S2-1 – Policies related to value chain workers. We strive to secure this level of commitment from an increasing number of suppliers each year.

Our risk-based annual assessment of the entire supply chain, conducted in accordance with the German Supply Chain Due Diligence Act (LkSG), plays a vital role in identifying the necessary and appropriate actions to address potential risks. Looking ahead, we aim to extend this assessment to cover the entire value chain. This project is overseen by a newly appointed Senior Sustainability Manager for Due Diligence within the Global Sustainability department. This role maintains a close connection with the Procurement department.

	2021	2022	2023	2024
Severe human rights issues and incidents connected to upstream and downstream value chain that have been reported			0	0

Metrics and targets

S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

We have not yet set specific targets for value chain workers. Our immediate focus is on establishing a robust information baseline to inform future goals and strategies.

ESRS S4 CONSUMERS AND END-USERS

Strategy

ESRS 2 SBM-2 – Interests and views of stakeholders

Please refer to the chapter “General Information → SBM-2 – Interests and views of stakeholders”.

Our goal is to ensure that our practices cater to their requirements while adhering to ethical standards.

The interests, perspectives, and rights of end-users and consumers are fundamental to our business model. As a key group of stakeholders, their needs and well-being are central to our operations.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Please refer to the chapter “General Information → SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model”.

Our reputation is built on the trust that consumers and end-users place in the quality and reliability of our products and services. This trust is the foundation of our business strategy: Our long-term success is built on on customer loyalty and brand integrity. This systemic dependency has been carefully considered when assessing potential and actual impacts, risks and opportunities.

Special attention was also paid to the fact that our consumers and end-users are dependent on accurate and accessible product- or service- related information.

In most cases, the users of our products can be classified as patients, who are especially vulnerable to privacy risks. Potential impacts, risks and opportunities with regard to data privacy of end-users and consumers are covered in detail in chapter “6. Company-specific Governance Information: Cyber Security & Data Privacy”.

The following impacts are widespread and material to all consumer groups, with the exception of patient care-related impacts, risks and opportunities that do not apply to users of our exoskeletons:

Sustainability Matter	Potential Impact	Actual Impact	Risks	Opportunities
Access to quality information, i.e. Movao				Positive impact on reputation and more users (revenue)
Customer friendly complaint handling				Positive impact on reputation
Product recalls	Consequences of product failure: product recalls		Negative impact on reputation, increase of cost through product recalls	
Product quality, safety and transparency		Maintain product quality, safety and transparency		Positive impact on reputation and sales
Improved access and quality of care through expansion of patient care clinics				Positive impact on reputation and sales
Access to products and services (Global Access)	Commitment to the best possible individual care (e.g. value-based measurement of results, promotion of reimbursement, lobbying)			Positive impact on reputation and sales
Holistic care of the patient: Increase socio-econ. benefit (relieve social systems)				Positive impact on reputation and sales
Holistic patient care through cross selling and process efficiency (e.g. Life Lounge) – Customer perspective (customer satisfaction)				Positive impact on reputation and sales

Impact, risk and opportunity management

S4-1 – Policies related to consumers and end-users

The following policies are publicly accessible on our website:

1. Declaration of Principles on Respect for Human Rights

- For details, please refer to chapter “S1-1 – Policies related to own workforce”

2. Customer Health and Safety Statement

- Main subjects covered:
 - Product integrity
 - Continuous improvement
 - Compliance
 - Communication
 - Customer education
 - Feedback mechanism
 - Collaboration with healthcare professionals
- Objectives
 - Zero-defect strategy
 - User-centered design
 - Timely procedures for product recalls and field corrective actions
 - Customer satisfaction
 - Compliance metrics

3. Cybersecurity & Data Privacy Statement

- Main subjects covered (with regard to consumers and end-users):
 - Commitment to maintaining the highest standards of data privacy
 - Prevention of the unauthorized disclosure of customer, or patient data
 - Focus on protecting patient privacy, electronic health records and overall cybersecurity
- Measures:
 - Patient Privacy (confidentiality of health information)
 - Customer Data (personal and sensitive information)
 - Access Controls
 - Network Security
 - Cybersecurity Training
 - Incident Response Training
 - Legal Compliance
 - Regular Assessments
 - Monitoring and Adaptation
 - Feedback Mechanism
 - Transparency and Communication

4. Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz/LkSG)

- For details please refer to chapter “S1-1 – Policies related to own workforce”

5. Clinical Trials Statement

- Main subjects covered:
 - Commitment to conduct all clinical trials in an ethical manner
 - Commitment to follow all international guidelines, local laws and regulations, the principles of the Declaration of Helsinki as well as the principles outlined in the “Guideline for Good Clinical Practice” ICH Tripartite Guideline
 - No outsourcing of clinical studies

- Description of trial procedures (including responsibilities, trainings, monitoring and disclosure)

6. Emerging Technologies Statement

- Main subjects covered:
 - Commitment to responsible and ethical use of technologies (including AI, nuclear power, gene editing, and social media)
 - Acknowledgment of risks and controversies associated with the use of emerging technologies
 - No use of stem cell, nanotechnology, or genetic engineering
 - Commitment to transparency and reporting
 - Avoidance of the most controversial practices
 - Implementation of measures to reduce the associated risks

	2021	2022	2023	2024
Reported cases of non-respect in downstream value chain	0	0	0	0
re. UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises				

S4-2 – Processes for engaging with consumers and endusers about impacts

Across our over 400 Patient Care Centers worldwide, we maintain direct contact with patients. This provides a unique opportunity to gather immediate feed-back on our products and services. This direct interaction enables us to better understand the needs, preferences, and expectations of our users, which in turn drives the continuous improvement of our solutions.

Social media also plays a critical role in connecting with our patient community. It allows us to share valuable information, gather real-time feedback, and engage with a broader audience on a more personal level.

Additionally, our patient community, “Movao – move as one,” serves as a platform for engaging with patients.

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Our corporate and local websites serve as accessible points of contact, providing essential information and resources. Social media further complements these efforts, enabling broader communication, ensuring transparency and accessibility at every level.

In addition to these direct channels, consumers and end-users can anonymously submit reports through the whistleblowing mechanisms detailed in chapters such as “G1-1 – Corporate Culture and Business Conduct Policies” and “S1-3 – Processes to Remediate Negative

Impacts and Channels for Workers to Raise Concerns.” These channels ensure that all individuals, including those within vulnerable groups, have a secure and confidential way to voice concerns or report issues. We have not received any substantiated complaints from end-users or consumers through the whistleblowing channels in the reporting year.

	2021	2022	2023	2024
Number of complaints received	0	0	0	0

S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Given the diversity and scale of impacts, multiple departments are responsible for impact management, including (but not limited to) HR, R&D, Regulatory Affairs, Clinical Research, Quality Management, Customer Experience, Customer Service, Sales, and Patient Care, etc.

Access to quality information

We emphasize clear communication, transparency, and responsive customer support.

- The digital ecosystem, Life Lounge, is helping customers and end-users navigate the healthcare system efficiently and discover the best solutions for their mobility needs.
- Each product is supported by comprehensive product information for both O&P professionals and end-users, which can be accessed on our website, among other platforms.

- Movao is a community platform that enables amputees and their families to connect both locally and globally with others who share similar interests and challenges. Currently, over 2,000 end-users are part of eight country-specific groups.

Customer friendly complaint handling

Our global customer support network ensures that customer concerns are heard and addressed without delay. Contact details of the local Ottobock customer service centers are available on our website.

Our qualified personnel offers:

- Assistance with technical matters in the course of treatment
- Individual support in emergency situations
- Remote support
- Complaint and return management

Any identified defects or violations of rules and regulations related to our products or product safety can be reported at any time through our standard complaint process. For those wishing to remain anonymous, both employees and external parties have the option to notify us about rule violations concerning our products and/or product safety through the available whistleblowing mechanisms.

Product quality, safety and transparency

All Ottobock R&D and production sites are operated under a certified quality management system (QMS) based on the EU Medical Device Regulation, FDA requirements, and other relevant regulations, including standards like ISO 13485:2016 and ISO 14971:2019. Our QMS undergoes regular audits by an independent certification body, confirming our dedication to high product quality and safety.

Proactive measures to address potential negative impacts are integrated into our R&D processes, which comply with all necessary regulations, uphold ethical

standards, and align with our commitment to effective prevention. Additionally, we implement a zero-defect strategy to ensure the highest quality.

To monitor quality throughout the lifecycle of our medical devices, we have established a Post Market Surveillance system, allowing us to quickly address any deviations from intended performance.

Improved access to products and services / quality of care / holistic care

We continuously expand the reach of our global Patient Care network to 313 Patient Care Clinics & 97 Satellite Clinics in 33 countries (as of December 31, 2024). Through this specialized treatment infrastructure, we combine high-quality products with optimal care. Our goal is to improve treatment quality for an expanding number of individuals. The direct engagement with our users provides valuable, immediate feedback on our products that is incorporated into the ongoing enhancement of our solutions.

Improving the global availability of our products requires a stronger focus on the treatment infrastructure and the training of skilled professionals. That is why we actively partner with both private and public organizations to provide high-quality care, ensure product accessibility, raise public awareness, and implement effective access and reimbursement programs. A key element of this initiative is the qualification of personnel in O&P technology, along with tailored training for O&P professionals in both developed and developing countries, through our global Ottobock Academy.

As part of our effort to showcase the socioeconomic benefits of our products and services, we are leading the way with a comprehensive, value-based approach to measure and objectify treatment outcomes.

We support our customers in embracing digitalization to enhance patient care, ensure accuracy in production, reduce errors, and save both materials and time.

	2021	2022	2023	2024
Number of reported severe human rights issues and incidents	0	0	0	0

Metrics and targets

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The following targets have been defined by the respective departments and approved by the Executive Board:

			2021	2022	2023	2024
Ottobock specific						
Share of R&D expenditure in turnover				7.44%	6.42%	5.73% ¹
Registered patents²	Priority applications (per year)		43	37	33	24
	Patent families (overall)		596	613	624	635
	Granted/validated patents (overall)		1,950	2,024	2,117	2,021
	Pending patents (overall)		768	739	670	632
	Patents validated/granted (per year)		170	212	250	187
	Patents filed/nationalized (per year)		234	170	141	145
Clinical studies supported by Ottobock (i.e. conducted directly by Ottobock, on our behalf, or with our support)				35	34	41
Number of product recalls	Ambition: Zero recalls		0	0	1	0
Number of field corrective actions				1	2	0
Complaint rate (mechatronic prostheses and orthoses)	Ambition: 20% reduction from 2020 to 2025 (target annual complaint rate < 11.4%)			11.40%	10.80%	10.40%
User & customer satisfaction: NPS Score (Patient Care)	Ambition: >50			76	60 ³	61

				2021	2022	2023	2024
Number of Patient Care clinics	Ambition: Leading global provider (in terms of countries covered)				290 Patient Care Clinics & 90 Satellite Clinics in 35 countries (as of 30.06.2022)	294 Patient Care Clinics & 101 Satellite Clinics in 31 countries (as of 31.12.2023)	313 Patient Care Clinics & 97 Satellite Clinics in 33 countries (as of 31.12.2024) ⁴
Qualifications of O&P professionals (developed countries) & Training & qualification of personnel for O&P technology in developing countries	Ambition: Leader in our industry → Detail TBD	Number of people trained			4,914	6,319	4,540
		Number of trainings					378
		Number of countries the trained people came from			49	46	38 ⁵

¹ Preliminary. The final result will be available once the annual financial statements are fully completed.

² All data as of December 31 of the respective year.

³ 2023 value corrected

⁴ **2024:** The data includes a manufacturing site for custom-made shoes in Portugal, as Cfab is classified as a patient care location.

⁵ **2024:** Certain regions (e.g., Africa, DACH, Asia Pacific, Benelux etc.) were grouped together in the records, which may result in the actual number of countries being higher.

4. Company-specific Social Information: Diversity, Equity & Inclusion.

4. Company-specific Social Information: Diversity, Equity & Inclusion.94

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Strategy

Material impacts, risks and opportunities and their interaction with strategy and business model

The following company-specific impacts have been identified as material:

	Sustainability matter	Actual impact
Social inclusion of consumers and/or end-users	Paralympics	Ensuring the feasibility of sporting events (technical service, e.g. for the Paralympics)
	Participation	Promotion of social participation, e.g. partner of the IPC

Impact, risk and opportunity management

Processes

We have been supporting Paralympic sports since 1988, proudly serving as a dedicated partner to athletes by offering our technical services at no cost. Many athletes at the Paralympic Games rely on technical devices that endure extreme stress and strain during their events, which can sometimes jeopardize an athlete's participation. This is why having a dedicated technical service team at the Paralympic Games is essential. We manage all technical issues, allowing the athletes to concentrate entirely on their performance and the competition.

Ottobock provides on-site support at the Paralympic Games with an international team of technicians. We establish Technical Repair Service Centers near the Athletes' Village, as well as at selected training facilities and competition venues. Additionally, we operate a fully equipped mobile Technical Repair Service Center.

A team of experienced O&P professionals, wheelchair specialists, and welders ensures that equipment is repaired and maintained to the highest standards,

regardless of the athletes' nationalities or the brands of their prostheses, orthoses, and wheelchairs. We are there to assist with all aspects of their equipment, including everyday devices.

In 2021, the global partnership with the International Paralympic Committee (IPC) has been extended through 2032. This extension enables Ottobock to continue offering its technical repair and maintenance services to athletes at the next Paralympic Games from Paris 2024 to Brisbane 2032.

Our goal is to help individuals with limited mobility pursue their passion for sports. This commitment led to the creation of Running Clinics. In these clinics, amputees, ranging from beginners to experienced runners, work together as a team to achieve their personal goals.

Additionally, in partnership with our customers and through our Patient Care network, we offer a variety of experiences, including fitness days, skiing clinics, and trial sessions.

Taking action on material impacts and approaches to managing material risks and pursuing material opportunities

In 2024, we offered technical repair services and/or product try-outs at various national and international events:

Date	Event	Place
January 5	ÖPC Winter Talent Day	Hinterstoder, Austria
January 7	Angel City Games	Los Angeles, USA
January 19–21	Winter Sport Days	Chamrousse, France
January 21–23	Skiing Days	Lubno, Czech Republic
February 17	Handi Mountain Hiver	Toulouse, France
April 12–13	Running Clinic	Nyköping, Sweden
April 20	Full Circle Movement (Mobility Clinic #1)	Austin/Texas, USA
May 18–19	Running Days	Prague, Czech
June 1–2	Running Clinic	Paris, France
June 5	Sports prosthetics day	Hamburg, Germany
June 7	Sports prosthetics day	Kiel, Germany
June 11	Sports prosthetics day	Aachen, Germany
June 12	Sports prosthetics day	Wuppertal, Germany
June 13	Sports prosthetics day	Neuss, Germany
June 17	Sports prosthetics day	Koblenz, Germany

Date	Event	Place
June 18	Sports prosthetics day	Mülheim-Kärlich, Germany
June 21–23	Running Clinic	Washington DC, USA
June 22	AmpuSurf Camp	Sankt Leon-Rot, Germany
June 28	Sports prosthetics day	Saarbrücken, Germany
July 5–7	Running Clinic	Lviv, Ukraine
July 19–21	Running Clinic	Washington DC, USA
July 20–August 3	BMAB Jugendcamp	Wedemark, Germany
July 26–28	Running Clinic	San José, Costa Rica
August 7–10	Amputee Coalition	Atlanta/Georgia, USA
August 10	Full Circle Movement (Mobility Clinic #2)	Atlanta/Georgia, USA
August 29–September 8	Paralympic Games Paris 2024	Paris, France
September 27–29	Running Clinic	Meggen/Luzern, Switzerland
October 12	Sports prosthetics day	Tübingen, Germany
October 18–20	Running Clinic	Duderstadt, Germany
November 8–10	Talent days	Leverkusen, Germany
November 21–22	RTL Donation Marathon	Cologne, Germany

As part of our effort to encourage even more people to participate in sports and broaden the impact of our Running Clinics concept, we hosted a “Train the Trainer Workshop” in Duderstadt, Germany, from July 9 to 12.

During the Paris 2024 Paralympic Games, an international team of 164 technicians and support staff from 41 countries, speaking 32 languages, provided technical services across 15 workshops before and during the event. A total of 3,012 repairs were completed, involving over 14,000 working hours and utilizing more than 1,500 types of articles. Equipment and materials amounted to 2.5 tons of shipment. These efforts were crucial in ensuring the seamless execution of the Games and enabling athletes to compete at their best.

The Paralympic Games serve as the world’s largest platform for inclusion, inspiring millions globally. Our social media efforts garnered 5.9 million impressions, while press and media coverage reached an audience of 1.3 billion.

Additionally, over 1,000 visitors to the workshop experienced firsthand the transformative impact of this extraordinary sporting event and the vital services we provide.

Metrics and targets

The following targets have been defined by the respective department and approved by the Executive Board:

		2021	2022	2023	2024
Ottobock specific					
Continuation of Paralympic Commitment	Technical Support until 2032	Tokyo Summer Paralympic Games (2020)	Beijing Winter Paralympic Games		Paris Summer Paralympic Games
Number of Running Clinics to get more people into sport	Ambition: 20 per year by 2029			10	8

5. Governance information.

5. Governance information.

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ESRS G1 BUSINESS CONDUCT

Governance

ESRS 2 GOV-1 – The role of the administrative, supervisory and management bodies

Please refer to the chapter “General Information → GOV-1 – The role of the administrative, supervisory and management bodies”.

Management, Supervisory and Executive Board ensure that our ethical standards,

policies, and compliance frameworks are effectively implemented and adhered to across all operations. They set the tone for corporate governance, monitor adherence to legal and regulatory requirements, and foster a culture of integrity and accountability within the

organization. All board members possess significant expertise in business conduct matters, i.e. knowledge in corporate governance, ethical standards, compliance, and legal frameworks.

Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

Please refer to the chapter “General Information → IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities”.

G1-1 – Corporate culture and business conduct policies

The company's culture is defined by a strong focus on innovation, compassion, and improving the well-being of individuals. Our mission is to empower people with limited mobility to live fulfilling lives. We understand that each product we create is more than just technology – it serves as a life-changing tool for individuals with unique needs. This focus on empathy is reflected not only in our products but also in our access programs, patient involvement, and support for initiatives promoting inclusion.

Ottobock is driven by a commitment to excellence in prosthetics, orthotics, and medical technology. We foster a collaborative and inclusive environment. Our culture is global in scope. We value diversity and collaboration across borders. This approach aligns with our commitment to addressing global healthcare challenges. Our actions are guided by our brand values – human, inventive, reliable and smart.

Our Code of Conduct (as described in chapter “S1-1 – Policies related to own workforce”) is aligned with the universally recognized principles of the United

Nations Global Compact. All employees are expected to follow the values and principles it outlines:

1. The Ottobock brand is a commitment to quality
2. Respect and trust do not exclude anyone
3. The protection of property
4. Social media
5. The value system forbids all types of corruption
6. Private interests are to be kept separate from the interests of the Company – no conflicts of interest
7. Fair competition is indispensable
8. Sensitive information is to be handled with discretion
9. Economics and ecology go hand in hand

10. The health of our employees must be promoted

11. Social engagement distinguishes our Company

The Code of Conduct and the respective training is mandatory for all employees. Additionally, the global HR team conducts regular sessions on specific topics like discrimination.

Management, Supervisory and Executive Board actively consider and discuss various subjects related to corporate culture, including employee engagement, ethical conduct along the entire value chain, and social responsibility. They set the tone for communication, collaboration, and accountability and provide clear direction to foster a positive corporate culture that aligns with our values and mission.

Ottobock's management strongly encourages the reporting of legal violations and ensures the protection of whistleblowers. No disciplinary action will be taken against any employee or individual who submits a complaint.

When a report involves a legal issue covered by local whistleblower protection laws (e.g., § 2 of the German Whistleblower Protection Act), appropriate protective measures should be implemented based on the local regulations.

Whistleblowers worldwide – internally as well as externally – can submit anonymous reports through the following channels:

- External Ombudsperson: An external attorney acts as Ottobock's ombudsperson, reviewing and investigating reports while ensuring the whistleblower's anonymity. The findings are shared with our Compliance Department.
- Digital Whistleblowing Unit: Reports will be handled by the Compliance Department with professionalism and discretion.
- External Reporting Offices: Whistleblowers may also submit reports to the Federal Office of Justice or other external reporting offices.

All company policies and above mentioned reporting channels are publicly accessible on our corporate website, ensuring transparency for external stakeholders. Internally, these documents are actively communicated through various channels, including the intranet, internal management information, mandatory trainings and staff meetings. We aim to ensure that all employees are well-informed and in alignment with the company's standards and expectations. The described approach shall ensure both external visibility and internal adherence to our policies.

We have established procedures to investigate incidents related to business conduct, including corruption and bribery, in a prompt, independent, and objective manner:

- Upon receiving reports or allegations, our Compliance Department initiates a investigation process.

- To ensure impartiality and objectivity, investigations are conducted by trained professionals who are not involved in the matters being examined.
- The procedures involve gathering relevant evidence, interviewing involved parties, and analyzing the circumstances surrounding the incident. All findings are handled with confidentiality.
- Whistleblowers – regardless of whether they have provided their name or not – are encouraged to use a secure post box that makes it safer and easier for us to communicate.
- We are committed to transparency throughout the process. Once the investigation is complete, findings are documented and communicated to relevant stakeholders, along with any necessary corrective actions.

Article 5 to 7 of the Ottobock Code of Conduct include a clear commitment to fair competition. To meet this commitment, the Executive Board has defined the prevention of corruption and fraud as a relevant field within the compliance organization. They have assigned the role of global compliance standardsetter for the Ottobock SE & Co. KGaA and its affiliate companies to the Compliance department. Our internal Policy Anti-Corruption and Fraud Prevention Compliance is consistent with the United Nations Convention against Corruption.

It defines group-wide requirements for preventing corruption and fraud as part of the respective Global Compliance Program. The policy defines the structural and procedural frameworks across departments and clarifies the requirements of the compliance management system (CMS) for preventing corruption. Employees receive mandatory training on the respective policies and procedures as outlined in chapter "G1-3 – Prevention and detection of corruption and bribery".

G1-2 – Management of relationships with suppliers

We value fair behavior with our suppliers.

Suppliers shall meet the following key criteria:

- Interested in a long-term partnership based on mutual trust
- Process-oriented cooperation according to DIN EN ISO 9001, 13485
- Design of joint quality assurance agreements
- Technically qualified and competitive service offers
- Potential collaboration/involvement in the development processes
- Contributes own technical expertise to manufacturing process and the product
- Active employee involvement in working out cost-effective solutions that are suitable for production
- Clear focus on innovativeness
- Reliably adheres to delivery dates and contract schedules
- High flexibility regarding delivery dates in view of fluctuating demand
- High delivery reliability and contract compliance
- Pricing is always cost aware in line with the world market
- Acceptance of the Ottobock purchasing terms and conditions
- Willing to sign procurement contracts and confidentiality agreements
- Willing to continuously monitor and optimize the quality of communication and logistics collaboration
- Eco-conscious approach

The Global Procurement Department oversees supplier relationships has the responsibility for overseeing adherence to standardized protocols. This includes conducting supplier questionnaires and implementing qualification activities. Additionally, we continuously monitor and assess supplier performance. The effectiveness of these practices is regularly assessed through random sampling, audits and in-depth evaluations as necessary. These measures help ensure that our suppliers meet the necessary standards.

Our mission is that both our company and our business partners comply with human and environmental rights as outlined in our Supplier Code of Ethics. We incorporate social and environmental criteria into our supplier selection process. Partners are expected to collaborate by providing necessary information for integrity and compliance checks.

The internal “Policy zum Lieferkettensorgfaltspflichtengesetz (LkSG)-Management-System (Policy on the German Supply Chain Due Diligence Act Management System)” describes in detail our approach to:

- Risk management
- Implementation of risk analysis (screening and evaluation regarding social and environmental criteria)
- Application of preventive and corrective measures
- Establishment of complaints procedure
- Documentation and report

The publicly available “Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz / LkSG)” outline the process for handling complaints under this legislation. The document provides detailed information on:

- Who is eligible to submit complaints or provide information
- The types of issues that can be reported
- The methods for submitting complaints and sharing information

- The steps taken to address notifications and information received
- The measures in place to protect whistleblowers

Regular training is provided to our procurement and supply chain workforce, focusing on engagement, dialogue, and supply chain due diligence.

We encourage our business partners to report any violations of our Supplier Code of Ethics or other legal obligations. Anonymous reports or complaints can be submitted in both English and German through our whistleblower system.

No disciplinary action will be taken against any employee or individual who files a complaint regarding breaches of the Supplier Code of Ethics or applicable laws.

The internal Guideline on conducting a business partner compliance check outlines a step-by-step process to be followed by the responsible operational department. This includes documenting relevant information in the records and providing a summary of the findings.

To avoid or minimize the impacts of disruptions to our supply chain, Ottobock has implemented “local for local” pro-

grams aimed at sourcing suppliers closer to our production sites. We qualify European suppliers as alternatives to those in China, where feasible—despite the unique challenges posed by medical technology products.

		2021	2022	2023	2024
Inclusion of locally based suppliers	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (“local for local”)	65.87%	61.75%	66.58%	64.18%

G1-3 – Prevention and detection of corruption and bribery

To mitigate any compliance risks, Ottobock conducts regular and thorough compliance risk analyses, with periodic assessments carried out throughout the year.

Ottobock has established a comprehensive Compliance Management System (CMS) that relies on foundational elements such as the Code of Conduct, an internal Policy Anti-Corruption and Fraud Prevention Compliance, and a compliance culture based on trust. Please also refer to chapter “G1-1– Corporate culture and business conduct policies and corporate culture” for details.

Our CMS is structured in accordance with the German auditing standard “IDW PS 980.” It is continually refined to reflect societal values and stay up-to-date with legal developments. A description of our CMS is available on our corporate website, including:

- Elements of the compliance management system
- Compliance objectives
- Compliance organizational structure
- Compliance focus areas
- Compliance risks
- Consequence management
- Compliance monitoring and improvement

The Compliance department reports directly to the CEO. This department sets compliance standards across the company. The Compliance Committee is chaired by the CEO and includes the CFO, the Head of Legal & Compliance, and Compliance Officers. It advises on compliance matters, oversees activities, and supports decision-making processes.

The CMS emphasizes key areas such as:

- Anti-corruption and anti-fraud
- Competition and antitrust law
- Foreign trade law/economic sanctions
- HR compliance
- Finance compliance
- Facility management compliance
- Protection of industrial property
- Copyright for software
- Capital market compliance

Our internal Policy Anti-Corruption and Fraud Prevention Compliance which is implemented groupwide describes in detail our system to prevent and detect, investigate, and respond to allegations or incidents relating to corruption and bribery. It also outlines respective procedures, including risk assessments, monitoring programs and internal control procedures. When reports or allegations are

received, our Compliance Department promptly initiates a comprehensive investigation. To ensure fairness and objectivity, these investigations are carried out by trained professionals who are not directly involved in the matters under review.

To ensure that compliance risks are identified and managed effectively, Ottobock provides comprehensive mandatory training for all employees, including:

- Basic compliance training for new employees during onboarding
- Periodic training on the Code of Conduct, conflict-of-interest management, and anti-corruption for all employees.
- Specialized training for Compliance Officers and Coordinators.
- Risk-based specialist training focused on specific compliance topics.

		2021	2022	2023	2024
Percentage of employees that received training on Code of Conduct / Anti-corruption / Conflict of Interest etc.	TOTAL	100.00%	100.00%	100.00%	100.00%
Training details:	Delivery method and duration				
	Computer-based training	30 min			
	Frequency	all three years			
	Topics covered				
	Defintion of corruption	x			
	Policy	x			
	Procedures on suspicion/detection	x			
	Hospitality	x			
	Public Officials and HCPs	x			

Scope 2021 – 2024: All employees

Metrics and targets

G1-4 – Confirmed incidents of corruption or bribery

		2021	2022	2023	2024
Number of convictions for violation of anti-corruption and anti- bribery laws		0	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws		0	0	0	0
Number and nature of confirmed incidents of corruption or bribery	TOTAL	0	0	1	0
	...in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0	0	1	0
	...in which contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0	0	0
Public legal cases re. corruption or bribery brought against Ottobock and its own workers		0	0	0	0

G1-5 – Political influence and lobbying activities

Lobbying activities are conducted decentralized by representatives of organizational entities or departments. A centralized Public Affairs department within the CEO organization coordinates, manages and supports regional lobbying endeavors.

Our Code of Conduct outlines mandatory guidelines for political and lobbying actions. The document Political Activities: Explanatory declaration to complement the Code of Conduct provides further details:

- Party specific engagement, i.e.
 - Ottobock does not favor any political party, group or individual
 - Company's funds and resources shall not be used to support any political campaign, party, candidate or organization

- Personal political commitment
 - Employees are free to voice political opinions and engage in political activities outside of their working hours.
 - In doing so, however, they must not create the impression that they are speaking or acting on behalf of Ottobock.
- Engagement in the political process
 - Representation of Ottobock's interests to public officials and government authorities is permitted only with authorization from Ottobock management.
- Involvement in organizations
 - Engagement with trade, business, and industry organizations or groups involved in political lobbying or advocacy, including issuing statements to public officials or government authorities, is conducted in alignment with internal protocols.

Both documents are available on our corporate website and have been communicated internally through an internal management information.

Ottobock advocates for improved access to treatment solutions and holistic healthcare, which it views as fundamental human rights. Therefore, lobbying efforts primarily focus on regulatory conditions affecting the production of medical devices and patient care services in orthopedics.

From a manufacturer point of view, Ottobock promotes greater availability of research data, streamlined certification processes for medical devices and refined international standards. These improvements would enable faster development and release of advanced orthopedic products, maximizing patient benefit and inclusion.

Regarding patient care services, the company advocates for reducing bureaucracy, advancing digitalization in care processes, ensuring high-quality technician education, and accelerating reimbursement for innovative assistive technologies. Simplifying patient care would allow more individuals access to mobility aids. The resulting improved inclusion and participation, especially in the workplace, could also result in potential long-term savings in healthcare costs.

Depending on the scope of local lobbying activities and respective national requirements, several Ottobock entities are listed in national transparency registers. Ottobock SE & Co. KGaA is registered in the German Lobby Transparency Register (Lobbyregister des Deutschen Bundestages): R004422.

None of the members appointed to the Management, Supervisory, or Executive Boards in 2024 held lobbying roles in public administration, including regulatory bodies, during the two years preceding their appointment.

		2021	2022	2023	2024
Political contributions (financial or in-kind) ¹		n.a.	n.a.	n.a.	n.a.
Lobbying expenses (financial or in-kind contributions) ²	TOTAL			385,743.81 € ³	1,337,852.87 €
	Total amount paid for membership to lobbying associations ⁴			166,515.64 €	331,782.65 €

¹ Ottobock does not favor any political party, group or individual. The company's funds and resources shall not be used to support any political campaign, party, candidate or organization.

² Lobbying expenses are determined by considering costs associated with mainly personnel, travel, infrastructure, events and memberships associated with lobbying activities in all organizational entities and departments. In-kind contributions are estimated based on manufacturing or purchasing costs.

³ **Scope 2023:** In order to ensure the quality of data, the scope 2023 with regard to global market activities was restricted to the Business Development, Public Affairs and Export division and the German Market company.

⁴ Memberships in national and international associations performing lobbying activities in any form

G1-6 – Payment practices

2024

Standard payment terms (in number of days) ¹	21 calendar days with a 3% discount or 60 calendar days without deductions after receipt of the invoice
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¹ **Scope:** Ottobock SE & Co. KGaA (Germany), Otto Bock HealthCare Deutschland GmbH (Germany), Otto Bock Mobility Solutions GmbH (Germany), Otto Bock Manufacturing Königsee GmbH (Germany), Otto Bock Healthcare Products GmbH (Austria), Otto Bock Austria GmbH (Austria), Ottobock Industries Co., Ltd. (China), Otto Bock HealthCare LP (USA), Ottobock Manufacturing Bulgaria EOOD (Bulgaria)

6. Company-specific Governance Information: Cyber Security & Data Privacy.

6. Company-specific Governance Information:

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Strategy

Interests and views of stakeholders

The protection and security of data in general, and personal data in particular, is of great importance to Ottobock. Especially in the healthcare sector, it is crucial to protect personal and medical

information of patients and users of our products from unauthorized access, loss and misuse. The same applies, of course, to our customers and employees.

Material impacts, risks and opportunities and their interaction with strategy and business model

Like all companies, Ottobock faces a wide range of cybersecurity and data protection risks. Compliance risks can arise from violations of legal requirements that apply to Ottobock or from breaches of internal policies designed to support those legal obligations. A non-exhaustive list of potential risks is outlined in the annex of our Policy Data Privacy Management System:

- Violations of formal data protection law
- Breaches of substantive data protection law
- Reputation risks

The greatest threat comes from highly specialized groups of cyber criminals. This threat has not diminished in recent years but is dynamically evolving.

Cyber security including data privacy risks can lead to significant consequences for Ottobock, including penalties, financial losses, personal liability claims against management, and considerable reputational damage.

Each department plays a crucial role in managing these risks. The ownership of data and systems lies with the department where data is processed and used. Depending on the department's area of responsibility, different legal requirements apply, and each department is responsible for identifying, managing, and mitigating the specific data protection risks relevant to its operations.

Sustainability matters	Potential Impact	Risks
Disclosure of patient data	Data publicly available	Negative financial impact through potential legal cases / negative impact on reputation / costs for mitigation
Disclosure of employee data	Data publicly available	Negative financial impact through potential legal cases / negative impact on reputation / costs for mitigation

Impact, risk and opportunity management

Policies

At Ottobock, the protection of personal data, particularly that of our patients and all those we engage with, is a top priority. Our Chief Experience Officer (CXO) is responsible for data privacy and cyber security.

In Germany and the European Union, we are required to adhere to the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG). In the United Kingdom, we comply with the UK Data Protection Act 2018. Globally, data protection laws are evolving, reflecting the growing importance of privacy and security.

As Ottobock continues to grow as a data-driven company, we plan to increasingly use personal data to enhance our products, services, and patient care. The following policies and guidelines are designed to ensure that our organizational responsibilities are aligned with future challenges, ensuring compliance and the protection of personal data across all regions:

2. Cybersecurity & Data Privacy Statement

- For details, please refer to chapter "S4-1 – Policies related to consumers and end-users"

Processes

The cybersecurity strategy of Ottobock is aligned with the NIST Cybersecurity Framework, a set of recognized cybersecurity principles published by the US National Institute of Standards and Technology.

The Chief Information Security Officer (CISO) and their team focus on proactively adapting and enhancing protective mechanisms to address the evolving threat landscape.

Reported incidents are analyzed to identify root causes and implement effective resolutions. These reports originate from diverse sources, including the Security Operations Center (SOC), Ottobock employees, cyber specialists from state criminal investigation agencies, and others. An operational process for security incident reporting (CERT) has been implemented. In the event of a security breach, we rely on well-established incident response and business continuity plans. These frameworks are designed to minimize downtime, protect data assets, and ensure a rapid return to normal operations.

1. Policy Data Privacy Management System

- Main subjects covered:
 - Data protection and data privacy management system
 - Data protection culture
 - Data protection objectives
 - Data protection organization (including model of the three lines of defence) as the central organizational principle)
 - Data protection risks
 - Internal communications
 - External communications
 - Data protection monitoring and adaptation

Taking action on material impacts and approaches to managing material risks and pursuing material opportunities

Ottobock relies on the fully integrated security tech stack of a renowned vendor of cyber solutions as its core cybersecurity product suite. In addition, the company has partnered with a third-party vendor to provide Security Operations Center (SOC) services. The SOC actively monitors anomalies within Ottobock's IT systems and network traffic, enabling the early identification and containment of potential cyber threats. Attack Surface Management is used to detect and mitigate vulnerabilities that may be exploited by external sources.

Identity and Information Leakage Monitoring, including asset discovery supported by specialized service providers, plays a key role in identifying stolen credentials, data breaches, and vulnerable assets. To ensure 24/7 support with forensic expertise in the event of cyber incidents, Ottobock has established a contractual incident response retainer.

Cybersecurity measures are continuously validated and optimized through Red Teaming exercises, penetration tests, and occasional input from bug bounty hunters.

Efforts to raise employee awareness include initiatives such as phishing simulations and focused security events such as the annual "Cyber Security Week". Collaboration with external communities and adherence to data protection regulations remain central to our approach.

Metrics and targets

		2021	2022	2023	2024
Ottobock specific					
Total number of substantiated complaints received concerning breaches of customer privacy	from outside parties and substantiated by the organization;	0	0	0	0
	from regulatory bodies.	0	0	0	0
Total number of identified leaks, thefts, or losses of customer data.			2	3 minor incidents	0
Improvement in cyber security and data privacy	Ambition: Increase in the ionix rating from B to A by 2026 (850 points by 2026 / 950 points by 2029)			756	745

Publisher

Ottobock SE & Co. KGaA
Max-Näder-Str. 15 · 37115 Duderstadt
T + 49 5527 848-0

Contact

Christin Franzel
Head of Global Sustainability / Human Rights Officer
Sustainability@ottobock.com

#WeEmpowerPeople
www.ottobock.com