# Sustainability at Ottobock

## Executive Summary of the Combined non-financial group report 2025

### Human empowerment at the core of the business model

As the Human Empowerment Company, Ottobock champions freedom of movement, quality of life, and independence. Its strategy is centered on sustainably improving the quality of life for people with mobility challenges through innovative and advanced healthcare solutions. The global sales and service network supports people in more than 140 countries; the Patient Care network comprises more than 400 Patient Care and Satellite Clinics across 33 countries.

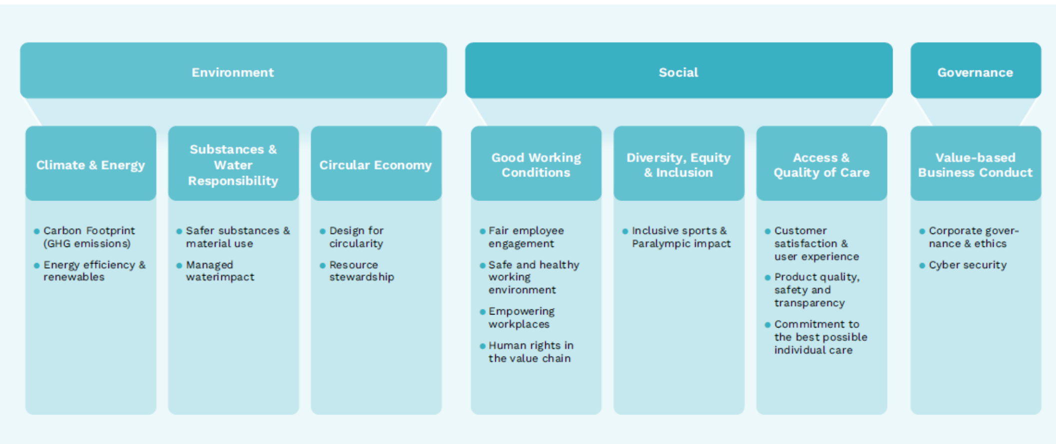
### Sustainability strategy and materiality

Ottobock's Sustainability Strategy is closely aligned with its business strategy. It combines the positive social impact of products and services with environmental responsibility, an inclusive and respectful workplace, responsible business conduct, and cyber security and data privacy.

Ottobock has been a member of the UN Global Compact since 2015, and seven particularly relevant Sustainable Development Goals are integrated into the Global Sustainability Strategy.

The 2025 double materiality assessment covered upstream and downstream activities as well as own operations. It considered actual and potential positive and negative impacts on people and the environment, together with sustainability-related risks and opportunities for Ottobock.

Material focus topics:



## Environment: building transparency and advancing decarbonisation

Ottobock established 2025 as the base year for GHG emissions reporting and climate target setting. Total market-based GHG emissions were 343,140.91 t $CO_2$e. Scope 3 represented by far the largest share at 321,039.27 t $CO_2$e, with purchased goods and services accounting for 262,495.62 t $CO_2$e.

Based on this baseline, reduction targets are to be defined in 2026 using recognised methodologies such as those provided by the Science Based Targets initiative. The approach excludes GHG removals and mitigation projects financed through carbon credits.

- Climate action: energy efficiency, renewable energy, fleet electrification, shifting freight from air to sea, and supplier engagement are key decarbonisation levers. More than 30% of company cars were fully electric or hybrid in 2025; the target is more than 90% by 2030.
- Management systems: ISO 14001, ISO 50001 and ISO 45001 are being rolled out across all key production sites, with implementation scheduled through 2028.
- Substances: a comprehensive project initiated in 2025 is creating transparency on substances of concern, substances of very high concern and PFAS. This will underpin a structured substitution strategy.
- Circular economy: repairs, maintenance, extended warranties and pools of more than 20,000 loan and trial units support value retention. Regulatory requirements for medical devices, however, limit secondary materials and certain circular business models

## Social: access, quality and people at the centre

Ottobock's products and solutions support mobility, independence, personal safety, psychological well-being and social inclusion. Expanding the Patient Care network and holistic care solutions also creates financial opportunities through customer loyalty, market differentiation and sustainable growth. In 2025, Patient Care achieved an NPS of 67.

The complaint rate for mechatronic prostheses and orthoses was 9.50%, against a target below 11.4%. There were no product recalls. Through the Ottobock Academy, 4,957 people were trained in 401 courses.

For its own workforce, Ottobock focuses on fair employee engagement, a safe and healthy working environment, and empowering workplaces. Global eNPS increased from 29 to 40. 96.66% of employees were covered by a health and safety management system based on legal requirements or recognised standards, and no work-related fatalities were recorded. Women represented 45.34% of the workforce. Employees with disabilities represented 3.20%.

Human rights due diligence is aligned with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. An annual risk-based supply-chain assessment, the Supplier Code of Ethics, supplier questionnaires, audits and accessible grievance channels are key instruments. No severe human rights incidents were reported in the upstream or downstream value chain in 2025.

## Governance: clear accountability, integrity and resilience

The CFO holds overall accountability for sustainability. Global Sustainability reports directly to the CFO and is responsible for strategy, objectives, KPIs, non-financial reporting, external communication, ratings and audits. The Management, Executive and Supervisory Boards and the Audit Committee receive regular updates on material impacts, risks and opportunities.

From 2026, selected sustainability aspects will be integrated into long-term variable compensation for management.

The Compliance Management System is structured in accordance with IDW PS 980. In 2025, 100% of employees and members of the relevant management and supervisory bodies received training on the Code of Conduct, anti-corruption and conflicts of interest. There were no convictions or fines for corruption or bribery. Secure and confidential whistleblowing channels are available to internal and external stakeholders.

Cyber security and data privacy are embedded as a company-specific material topic in governance and risk management. The approach is based on the NIST Cybersecurity Framework and includes an ISMS, regular risk assessments and vulnerability testing, mandatory training, technical and organisational safeguards, SOC monitoring and a formal CERT process.

The IONIX Score reached 828 in 2025; the target is an A rating of at least 850 points by 2026 and 950 points by 2029.

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## Selected 2025 metrics

| Metrics | Result | Strategic relevance |
|---|---|---|
| GHG emissions, market-based | 343,140.91 t $CO_2$e | 2025 baseline; targets in 2026 |
| Patient Care NPS | 67 | Target > 50 |
| Employee engagement eNPS | 40 | Target > 26 by 2026 |
| Compliance training rate | 100% | All employees |
| IONIX cyber security score | 828 | A rating from 850 by 2026 |

## Reporting basis:

Combined non-financial Group report 2025. Prepared with reference to the CSRD and ESRS; audited with limited assurance in accordance with ISAE 3000 by KPMG.

This summary does not replace the full Non-financial Statement.