

# Global Anti-discrimination policy

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Ottobock is committed to ensuring that all employees (including those with short term contracts, or third parties employed by temporary staffing agencies), contractors, business partners, customers, patients and vendors are treated with dignity and respect, and are able to work in an environment free from discrimination and harassment. The workplace is not confined to the offices of the company—it also includes any other location where company business is being conducted, at virtual home offices, office-related social functions, conferences, training sessions, work-related travel, electronic communications (such as e-mail and Internet use), and over the telephone.

We strive to create and are committed to maintaining a work environment that is free of offensive conduct, harassment and discrimination, which could include actions, words, jokes or comments based on an individual's legally protected status such as race, color, religion, national or ethnic origin, gender, disability, age, genetic information, creed, marital status, status with regard to public assistance, familial status, membership or activity in a local commission, sexual orientation, gender identity or gender expression, veteran status, or any other legally protected status of an individual or that individual's associates or relatives. The company has no tolerance for such forms of discrimination or harassment.

Thereby, Ottobock officially adheres to the International Labour Organization's (ILO) conventions.

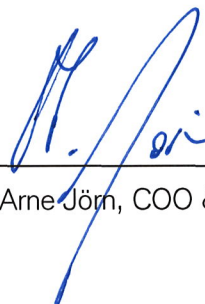
The management and all executives are responsible to fulfill this policy. They guide all employees as a role model and through their behavior.

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Duderstadt, 21.12.22

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Place, Date



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Arne Jörn, COO & CTO