

**ottobock.**



**Sustainability  
GRI Report  
2022**



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## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>General disclosures</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Non-Financial Report 2022, 1. Organizational Profile Sustainability Highlight Report 2022, 1. Ottobock - Company Profile <a href="https://corporate.ottobock.com/en/home">https://corporate.ottobock.com/en/home</a>	
	2-3 Reporting period, frequency and contact point	Sustainability Non-Financial Report 2022, 4. About this Sustainability Non-Financial Report Sustainability Highlight Report 2022, 4. About this Sustainability Highlight Report	
	2-6 Activities, value chain and other business relationships	Sustainability Non-Financial Report 2022, 1. Organizational Profile Sustainability Highlight Report 2022, 1. Ottobock - Company Profile <a href="https://corporate.ottobock.com/en/home">https://corporate.ottobock.com/en/home</a>	
	2-7 Employees	GRI Report	
	2-9 Governance structure and composition	<a href="https://corporate.ottobock.com/en/company/company-management">https://corporate.ottobock.com/en/company/company-management</a>	
	2-10 Nomination and selection of the highest governance body	<a href="https://corporate.ottobock.com/en/company/company-management/supervisory-board">https://corporate.ottobock.com/en/company/company-management/supervisory-board</a>	According to the bylaws of Ottobock SE & Co. KGaA, the Supervisory Board consists of ten members: The four employee representatives are elected by the employee representative bodies, the six shareholder representatives are elected by the Annual General Meeting.
	2-11 Chair of the highest governance body	<a href="https://corporate.ottobock.com/en/company/company-management/supervisory-board">https://corporate.ottobock.com/en/company/company-management/supervisory-board</a>	
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="https://corporate.ottobock.com/en/company/company-management/supervisory-board">https://corporate.ottobock.com/en/company/company-management/supervisory-board</a>	
	2-15 Conflicts of interest	<a href="https://corporate.ottobock.com/en/company/compliance">https://corporate.ottobock.com/en/company/compliance</a>	The Code of Conduct and the rules of procedure for the Management Board and Supervisory Board determine the procedure.
	2-16 Communication of critical concerns	Sustainability Non-Financial Report 2022, 2.2. Sustainability Management	
	2-17 Collective knowledge of the highest governance body	<a href="https://corporate.ottobock.com/en/company/company-management/supervisory-board">https://corporate.ottobock.com/en/company/company-management/supervisory-board</a>	

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
	2-18 Evaluation of the performance of the highest governance body	<a href="https://corporate.ottobock.com/en/company/company-management/supervisory-board">https://corporate.ottobock.com/en/company/company-management/supervisory-board</a>	The Supervisory Board conducted an efficiency audit in financial year 2021 to review the effectiveness of its work.
	2-22 Statement on sustainable development strategy	Sustainability Highlight Report 2022, Foreword	
	2-23 Policy commitments	<a href="https://corporate.ottobock.com/en/sustainability/reporting/policies">https://corporate.ottobock.com/en/sustainability/reporting/policies</a>	
	2-24 Embedding policy commitments	Sustainability Non-Financial Report 2022, 2.2. Sustainability Management Sustainability Non-Financial Report 2022, 3.5. Governance & Ethics	
	2-26 Mechanisms for seeking advice and raising concerns	<a href="https://corporate.ottobock.com/en/company/compliance">https://corporate.ottobock.com/en/company/compliance</a>	
	2-27 Compliance with laws and regulations	Sustainability Non-Financial Report 2022, 3.5. Governance & Ethics	
	2-29 Approach to stakeholder engagement	Sustainability Non-Financial Report 2022, 2.3. Stakeholder Engagement	
	2-30 Collective bargaining agreements	GRI Report	

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Material topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Non-Financial Report 2022, 2.1. Sustainability Strategy	
	3-2 List of material topics	Sustainability Non-Financial Report 2022, 2.1. Sustainability Strategy Sustainability Highlight Report 2022, 2. Sustainability at Ottobock <a href="https://corporate.ottobock.com/en/sustainability/focus-topics">https://corporate.ottobock.com/en/sustainability/focus-topics</a>	
	3-3 Management of material topics	Sustainability Non-Financial Report 2022, 2.2. Sustainability Management Sustainability Highlight Report 2022, 2. Sustainability at Ottobock <a href="https://corporate.ottobock.com/en/sustainability-strategy">https://corporate.ottobock.com/en/sustainability-strategy</a>	
<b>Procurement practices</b>			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	GRI Report	
<b>Anti-corruption</b>			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Non-Financial Report 2022, 3.5. Governance & Ethics GRI Report	
	205-2 Communication and training about anti-corruption policies and procedures		
	205-3 Confirmed incidents of corruption and actions taken		
<b>Anti-competitive behavior</b>			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Non-Financial Report 2022, 3.5. Governance & Ethics GRI Report	
<b>Materials</b>			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	GRI Report	
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials		

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Energy</b>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GRI Report	
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		
<b>Water and effluents</b>			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	GRI Report	
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal		
	303-4 Water discharge		
	303-5 Water consumption		
<b>Emissions</b>			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Non-Financial Report 2022, 3.1. Environment Sustainability Highlight Report, 3. Environment GRI Report	
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Waste</b>			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	GRI Report	
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
<b>Supplier environmental assessment</b>			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		A supplier assessment as part of the implementation of the Lieferkettensorgfaltspflichtengesetz (German Supply Chain Act) is planned for Q2/2023.
	308-2 Negative environmental impacts in the supply chain and actions taken		
<b>Employment</b>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	GRI Report	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		A global HR reporting system is under construction. Data could not yet be collected for all reporting units of the group and for all indicators for the year under review.
	401-3 Parental leave		
<b>Occupational health and safety</b>			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		There is no global approach to date. Responsibility for the topic is local in accordance with the applicable laws.

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2021, page 60 <a href="https://corporate.ottobock.com/en/sustainability/reporting/reports">https://corporate.ottobock.com/en/sustainability/reporting/reports</a>	Applies to Germany
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health and safety management system	GRI Report	
	403-9 Work-related injuries	GRI Report	
	403-10 Work-related ill health	GRI Report	
<b>Training and education</b>			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Disclosure is waived. A global HR reporting system is under construction. Data could not yet be collected for all reporting units of the group and for all indicators for the year under review.
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		



## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Diversity and equal opportunity</b>			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Non-Financial Report 2022, 3.2.2. Diversity, Equity & Inclusion Sustainability Highlight Report 2022, 3. Employees <a href="https://corporate.ottobock.com/en/company/company-management">https://corporate.ottobock.com/en/company/company-management</a>	
<b>Freedom of association and collective bargaining</b>			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Can be excluded for operating establishments. (Suppliers see GRI 414)
<b>Child labor</b>			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		Can be excluded for operating establishments. (Suppliers see GRI 414)
<b>Forced or compulsory labor</b>			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Can be excluded for operating establishments. (Suppliers see GRI 414)
<b>Local communities</b>			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Highlight Report 2022, 3. Sustainability Strategy	
	413-2 Operations with significant actual and potential negative impacts on local communities		Can be excluded for operating establishments. (Suppliers see 412-1)

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Supplier social assessment</b>			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		<p>All new suppliers and our top suppliers have to confirm their compliance with the social criteria in writing. The Supplier Code of Ethics has been expanded and updated in 2022 accordingly.</p> <p>A supplier assessment as part of the implementation of the Lieferkettensorgfaltspflichtengesetz (German Supply Chain Act) is planned for Q2/2023.</p>
<b>Public policy</b>			
GRI 415: Public Policy 2016	415-1 Political contributions	<p>Sustainability Non-Financial Report 2022, 3.5. Governance &amp; Ethics</p> <p><a href="https://corporate.ottobock.com/en/company/compliance">https://corporate.ottobock.com/en/company/compliance</a></p>	<p>Ottobock does not support any political party and it is forbidden to use corporate resources (including money, premises, working hours, facilities, etc.) to support political campaigns, parties, candidates or organisations. The Explanatory declaration on political activities to complement the Code of Conduct was revised and precised in 2022</p>
<b>Customer health and safety</b>			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Non-Financial Report 2022, 3.3.2. Product Quality, Safety & Transparency	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Non-Financial Report 2022, 3.3.2. Product Quality, Safety & Transparency	No infringements were recorded in the year under review.

## GRI content index (2021)

GRI Standard	Disclosure	Location	Comment
<b>Marketing and labeling</b>			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		No infringements were recorded in the year under review.
	417-2 Incidents of non-compliance concerning product and service information and labeling		
	417-3 Incidents of non-compliance concerning marketing communications		
<b>Customer privacy</b>			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Non-Financial Report 2022, 3.5. Governance & Ethics GRI Report	

## 2-7 Employees

		2021	2022	
<b>by gender</b>	Male		5.234	58,06%
	Female		3.779	41,92%
	Diverse		2	0,02%
	<b>TOTAL</b>	<b>8.531</b>	<b>9.015</b>	<b>100,00%</b>
<b>by region</b>	Asia Pacific		730	8,10%
	EEMEA		860	9,54%
	Latin America		257	2,85%
	North America		1.155	12,81%
	Western Europe		6.013	66,70%
	<b>TOTAL</b>	<b>8.531</b>	<b>9.015</b>	<b>100,00%</b>

Data for 2021 was corrected as the global HR reporting system is under construction.  
Some HR data could not yet be collected for all reporting units of the group and for all indicators for the year under review.

FTE equivalents:  
2021 = 8.129  
2022 = 8.620

## 2-27 Compliance with laws and regulations

		2021	2022
Total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by	instances for which fines were incurred	0	0
	instances for which non-monetary sanctions were incurred	0	0
<b>TOTAL</b>		<b>0</b>	<b>0</b>

Only SE & Co. KGaA (whistleblowing system only)

## 204-1 Proportion of spending on local suppliers

	2021	2022
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	17,79%	17,16%

Status: 08.09.2022

## 205-2 Communication and training about anti-corruption policies and procedures

		2021	2022
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to		100%	100%
Total number and percentage of employees that have received training on anticorruption		100%	100%
Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to		100%	100%
Total number and percentage of governance body members that have received training on anti-corruption		100%	100%

## 205-3 Confirmed incidents of corruption and actions taken

		2021	2022
Total number and nature of confirmed incidents of corruption	... in which employees were dismissed or disciplined for corruption.	0	0
	... when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0
Public legal cases regarding corruption brought against the organization or its employees and the outcomes of such cases		0	0

## 301-1 Materials used by weight (in kg):

	Description	2021	2022
<b>Product packaging</b>	Wood	972,00	40,50
	Plastics	16.205,36	17.159,96
	Paper, cardboard, carton	118.723,67	118.865,08
	Absorbent materials	428,31	396,91
	Tinplate	22.905,33	22.637,21
<b>Transport packaging</b>	Wood	183.838,00	189.974,25
	Plastics	56.225,98	59.575,85
	Paper, cardboard, carton	522.579,09	562.940,79
	Absorbent materials	16.077,41	15.045,79
	Tinplate	59,49	27,20
	<b>GRAND TOTAL</b>	<b>938.014,63</b>	<b>986.663,55</b>

Product and transport packaging data only.  
Exact data to distinguish between non-renewable and renewable materials not available for the years under review.

Locations in scope 2021 and 2022: Duderstadt, Königsee, Blagoevgrad, Wien, Salt Lake City and Tongzhou

## 302: Energy (in kWh)

	Description	2021	2022
<b>302-1 Energy consumption within the organization</b>	<b>GRAND TOTAL</b>	<b>109.663.249,84</b>	<b>99.683.926,33</b>
<b>Total fuel consumption within the organization from non-renewable sources by fuel-type</b>	Diesel (1 litre = 9,80 kWh)	23.987.352,27	18.583.208,90
	Fuel Oil	216.178,16	196.095,00
	LNG (1 litre = 6,57 kWh)	1.127,70	
	LPG (1 litre = 6,57 kWh)		25.155,75
	Natural Gas (1 kg = 14 kWh; 1m³ = 10 kWh; 1MJ = 0,28 kWh)	23.278.756,03	17.891.815,35
	Petrol (1 litre = 8,5 kWh)	6.351.286,43	8.742.829,92
	Welding gas mixture	n.a.	86.269,00
	<b>Total</b>	<b>53.834.700,59</b>	<b>45.525.373,93</b>
<b>Total fuel consumption within the organization from renewable sources by fuel type</b>	Wood chips	2.861.559,70	1.262.732,00
	<b>Total</b>	<b>2.861.559,70</b>	<b>1.262.732,00</b>
<b>Electricity, heating, cooling, and steam purchased for consumption</b>	Electricity (grid)	32.447.202,53	29.626.932,56
	Electricity (renewable)	11.054.167,73	11.709.550,20
	Heating	9.465.619,30	11.559.337,64
	Cooling	n.a.	n.a.
	Steam	n.a.	n.a.
	<b>Total</b>	<b>52.966.989,56</b>	<b>52.895.820,40</b>

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

Entities in scope 2022: As listed for 2021, plus acquisitions (Ortopedie Investments Holding B.V. & Veldink Rolstoeltechniek B.V.)



## 303: Water and Effluents 2018 (in megaliters)

	Description	2021	2022
<b>303-3 Water withdrawal</b>			
<b>Total water withdrawal from all areas</b>	Surface water (total)		
	Groundwater (total)		
	Seawater (total)		
	Produced water (total) Duderstadt only	12.492,00	14.235,00
	Produced water (total) ROW	71.792,73	57.239,98
	Total third-party water withdrawal		
	Total	84.284,73*	71.474,98*

\* No water-stress areas

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

Entities in scope 2022: As listed for 2021, plus acquisitions (Orthopedie Investments Holding B.V. & Veldink Rolstoeltechniek B.V.)

<b>303-4 Water discharge</b>			
<b>Total water discharge to all areas</b>	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); Duderstadt only	11.225,00	10.946,00
	Other water ( $> 1,000$ mg/L Total Dissolved Solids).		
	Total	11.225,00**	10.946,00**

\*\* Duderstadt only. No water-stress areas.

## 305: Emissions 2016

	2021	2022
<b>305-1 Direct (Scope 1) GHG emissions</b>		
Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	15.520,03	12.352,00
<b>305-2 Energy indirect (Scope 2) GHG emissions</b>		
Gross marked-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	14.364,67	13.032,00
<b>305-3 Other indirect (Scope 3) GHG emissions</b>		
Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent	282.899,00	245.409,00
<b>305-4 GHG emissions intensity</b>		
GHG emissions intensity ratio (scope 1 & 2) for the organization (per employee)*	3,5	2,81
GHG emissions intensity ratio (scope 3 only) for the organization (per employee)**	33,16	27,22
GHG emissions intensity ratio (overall = scope 1, 2 & 3) for the organization (per employee)	36,66	30,03

\* Comparison (CDP sector 2021):  
 Scope 1 und 2 "Biotech, healthcare and pharma" 15.7 tCO2e per FTE  
 Scope 1 und 2 "Manufacturing" 42.0 tCO2e per FTE"

\*\* Comparison (CDP Sector 2021):  
 Scope 3 "Biotech, healthcare and pharma" 72.3 tCO2e per FTE  
 Scope 3 "Manufacturing" 707.3 tCO2e per FTE"

### **Preliminary note on the methods and conversion factors used to calculate CO2 emissions**

Greenhouse gas emissions were measured and calculated in accordance with the principles of the greenhouse gas protocol of the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) “A Corporate Accounting and Reporting Standard – Revised Edition” (GHG Protocol) and the complementary “Corporate Value Chain (Scope 3) Accounting and Reporting Standard”.

Calculations refer to the relevant greenhouse gases, namely carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O), and all emissions are expressed in metric tons of CO<sub>2</sub> equivalents (tCO<sub>2</sub>e).

### **Scope 1 & 2 emissions:**

- Scope 1 and 2 emissions encompass all relevant emission sources for Ottobock, including electricity, district heating, district cooling, fuels, bioenergy and refrigerants.
- Primary data (e.g. kWh of electricity or kg of refilled refrigerant) were collected for about 80% of all enterprises for electricity, heat and refrigerant consumption and extrapolated to 100% of all enterprises within the inventory limits.
- Primary data (e.g. distances travelled by company cars and litres of petrol consumed) were collected for all eligible companies.
- The emission and conversion factors used to calculate Scope 1 and Scope 2 emissions are provided by the Department for Business, Energy & Industrial Strategy (BEIS), the International Energy Agency (IEA) and the Association of Issuing Bodies (AIB).
- Market-based figures for Scope 2 were used to calculate total emissions.

### **Scope 3 emissions:**

- Scope 3 emissions cover all sources relevant to Ottobock (including purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transport and distribution, on-site waste, business travel, employee commuting and the use and end-of-life treatment of products sold), with the exception of the processing of products sold due to limited data availability in the reporting year.
- Where activity data for the inventory were missing, projections and estimates were made using a conservative approach based on the GHG Protocol. Emissions were calculated by Southpole.

## 306: Waste 2020

306-3 Waste by composition	Description	2021		2022
		in metric tons (t)	in m³	in metric tons (t)
Total weight of waste generated by composition of the waste	Aluminium	57,52		33,40
	Batteries	10,43		4,03
	Commercial and industrial waste	477,49		29,00
	Construction waste	55,81		37,08
	Electrical appliances and cables	6,13		4,34
	General waste	759,09	830,71	1.890,18
	Glass/plastic/metal waste	2,55	18,37	1,73
	Hazardous industrial waste	431,56		208,08
	Hazardous waste	2,83		
	Industrial waste	82,97	1,44	
	Iron	121,82		
	Mixed Metals	237,99		220,26
	Mixed municipal waste	1.658,03	5.330,97	2.844,02
	Mixed packaging	14,57	17,06	
	Organic Waste	59,85	12,34	30,52
	Other plastics and complex plastics	265,37		
	Paper waste	643,74	1.528,87	526,18
	Plastic	392,39		350,73
	Plastic packaging	17,72	45,93	
	Waste containing silicon	18,37		
	Waste electronics	0,41		
	Wood waste	162,81	267,72	165,50
	<b>Total waste</b>	<b>5.479,45</b>	<b>8.053,41</b>	<b>6.345,05</b>

## 306: Waste 2020

Description	2021		2022
	in metric tons (t)	in m³	in metric tons (t)
<b>306-4 Waste diverted from disposal</b>			
<b>Total weight of waste diverted from disposal (i.e. Recycling if not noted otherwise) by composition of the waste</b>			
Aluminium	57,52		33,40
Batteries	10,43		4,03
Commercial and industrial waste	7,68		
Construction waste	23,62		16,90
Electrical appliances and cables	6,13		4,34
General waste			
Glass/plastic/metal waste	2,55		1,73
Hazardous industrial waste	274,28		123,00
Hazardous waste			
Industrial waste			
Iron	121,82		
Mixed Metals	237,99		220,26
Mixed municipal waste	1,31	98,43	9,10
Mixed packaging	14,57		
Organic Waste (inkl. composting)	37,15	12,34	24,63
Other plastics and complex plastics			
Paper waste	581,53	1.463,25	504,63
Plastic	392,39		256,85
Plastic packaging	17,72	45,93	
Waste containing silicon			
Waste electronics	0,41		
Wood waste	157,56	267,72	165,50
<b>Total waste</b>	<b>1.944,66</b>	<b>1.887,67</b>	<b>1.364,37</b>

## 306: Waste 2020

Description	2021		2022
	in metric tons (t)	in m³	in metric tons (t)
<b>306-5 Waste directed to disposal</b>			
<b>Total weight of waste directed to disposal by composition of the waste</b>			
Aluminium			
Batteries			
Commercial and industrial waste	469,82		29,00
Construction waste	32,19		20,18
Electrical appliances and cables			
General waste	759,08	830,71	1890,18
Glass/plastic/metal waste		18,37	
Hazardous industrial waste	157,29		85,08
Hazardous waste	2,83		
Industrial waste	82,97	1,44	
Iron			
Mixed Metals			
Mixed municipal waste	1.656,72	5.232,54	2.834,92
Mixed packaging		17,06	
Organic Waste	22,70		5,89
Other plastics and complex plastics	265,37		
Paper waste	62,20	65,62	21,55
Plastic			93,88
Plastic packaging			
Waste containing silicon	18,37		
Waste electronics			
Wood waste	5,25		
<b>Total waste</b>	<b>3.534,78</b>	<b>6.165,74</b>	<b>4.980,68</b>

## 306: Waste 2020

Description	2021		2022
	in metric tons (t)	in m <sup>3</sup>	in metric tons (t)
<b>306-5 Waste directed to disposal</b>			
<b>Total weight of hazardous waste directed to disposal by the following recovery operations</b>			
Incineration	62,17		20,21
Incineration (with energy recovery)			
Incineration (without energy recovery)	0,24		
Landfilling	89,56		49,38
Other disposal operations	8,15		15,49
<b>Total</b>	<b>160,12</b>	<b>0,00</b>	<b>85,08</b>
<b>Total weight of non-hazardous waste directed to disposal by the following recovery operations</b>			
Incineration	676,82	1.214,30	1.058,15
Incineration (with energy recovery)	58,62		
Incineration (without energy recovery)			
Landfilling	482,11	1.140,42	423,22
Other disposal operations	2.157,13	3.811,02	3.657,26
<b>Total</b>	<b>3.374,68</b>	<b>6.165,74</b>	<b>5.138,63</b>

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

Entities in scope 2022: As listed for 2021, plus acquisitions (Orthopedie Investments Holding B.V. & Veldink Rolstoeltechniek B.V.)

## 401-1 New employee hires

	2021		2022	
<b>GRAND TOTAL (World)</b>	<b>1.029</b>		<b>1.226</b>	
<b>Asia Pacific</b>				
<b>Male</b>	<b>73</b>	<b>68,22%</b>	<b>47</b>	<b>58,75%</b>
up to 30 years old			33	
from 30 to 50 years old			14	
over 50 years old			0	
<b>Female</b>	<b>34</b>	<b>31,78%</b>	<b>33</b>	<b>41,25%</b>
up to 30 years old			19	
from 30 to 50 years old			14	
over 50 years old			0	
<b>Diverse</b>	<b>0</b>	<b>0,00%</b>	<b>0</b>	<b>0,00%</b>
up to 30 years old				
from 30 to 50 years old				
over 50 years old				
<b>Total (Asia Pacific)</b>	<b>107</b>	<b>100,00%</b>	<b>80</b>	<b>100,00%</b>



## 401-1 New employee hires

	2021		2022	
<b>EEMEA</b>				
<b>Male</b>	<b>67</b>	<b>45,27%</b>	<b>88</b>	<b>55,35%</b>
up to 30 years old			34	
from 30 to 50 years old			47	
over 50 years old			7	
<b>Female</b>	<b>81</b>	<b>54,73%</b>	<b>71</b>	<b>44,65%</b>
up to 30 years old			23	
from 30 to 50 years old			42	
over 50 years old			6	
<b>Diverse</b>	<b>0</b>	<b>0,00%</b>	<b>0</b>	<b>0,00%</b>
up to 30 years old				
from 30 to 50 years old				
over 50 years old				
<b>Total (EEMEA)</b>	<b>148</b>	<b>100,00%</b>	<b>159</b>	<b>100,00%</b>

## 401-1 New employee hires

	2021		2022	
<b>Latin America</b>				
<b>Male</b>	<b>7</b>	<b>21,21%</b>	<b>35</b>	<b>58,33%</b>
up to 30 years old			4	
from 30 to 50 years old			28	
over 50 years old			3	
<b>Female</b>	<b>26</b>	<b>78,79%</b>	<b>25</b>	<b>41,67%</b>
up to 30 years old			9	
from 30 to 50 years old			15	
over 50 years old			1	
<b>Diverse</b>	<b>0</b>	<b>0,00%</b>	<b>0</b>	<b>0,00%</b>
up to 30 years old				
from 30 to 50 years old				
over 50 years old				
<b>Total (Latin America)</b>	<b>33</b>	<b>100,00%</b>	<b>60</b>	<b>100,00%</b>

## 401-1 New employee hires

	2021		2022	
<b>North America</b>				
<b>Male</b>	<b>143</b>	<b>59,09%</b>	<b>87</b>	<b>41,23%</b>
up to 30 years old			33	
from 30 to 50 years old			37	
over 50 years old			17	
<b>Female</b>	<b>95</b>	<b>39,26%</b>	<b>124</b>	<b>58,77%</b>
up to 30 years old			41	
from 30 to 50 years old			61	
over 50 years old			22	
<b>Diverse</b>	<b>4</b>	<b>1,65%</b>	<b>0</b>	<b>0,00%</b>
up to 30 years old				
from 30 to 50 years old				
over 50 years old				
<b>Total (North America)</b>	<b>242</b>	<b>100,00%</b>	<b>211</b>	<b>100,00%</b>

## 401-1 New employee hires

	2021		2022	
<b>Western Europe</b>				
<b>Male</b>	<b>207</b>	<b>41,48%</b>	<b>352</b>	<b>49,16%</b>
up to 30 years old			138	
from 30 to 50 years old			165	
over 50 years old			49	
<b>Female</b>	<b>292</b>	<b>58,52%</b>	<b>362</b>	<b>50,56%</b>
up to 30 years old			188	
from 30 to 50 years old			133	
over 50 years old			41	
<b>Diverse</b>	<b>0</b>	<b>0,00%</b>	<b>2</b>	<b>0,28%</b>
up to 30 years old			2	
from 30 to 50 years old				
over 50 years old				
<b>Total (Western Europe)</b>	<b>499</b>	<b>100,00%</b>	<b>716</b>	<b>100,00%</b>

## 403-8 Workers covered by an occupational health and safety management system

	2021	2022
Employees and workers, who are not employees but whose work is controlled by the organization who are covered by such system	n.a.	1.515
Employees and workers, who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been <b>internally audited</b>	n.a.	1.515
Employees and workers, who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been <b>audited or certified by an external party</b>	n.a.	1.515

Duderstadt employees & temporary workers only

## 403-9 Work-related injuries

		2021	2022
For <b>all</b> employees	<b>Fatalities</b> as a result of work-related injury	0	0
	<b>High-consequence work-related injuries</b> (excluding fatalities)	20	29
	<b>Recordable work-related injuries</b> (incl. fatalities & high-consequence work-related injuries)	219	214

Germany only (Duderstadt, Göttingen, Königsee, Berlin, Bad Oyenhausen)

## 405-1 Diversity of governance bodies

		2021		2022	
Management Board	<b>GRAND TOTAL</b>	<b>6</b>	<b>100,00 %</b>	<b>7</b>	<b>100,00 %</b>
	<b>Male</b>				
	from 30 to 50 years old	3		4	
	over 50 years old	2		3	
	<b>Total</b>	<b>5</b>	<b>83,33 %</b>	<b>7</b>	<b>100,00 %</b>
	<b>Female</b>				
	from 30 to 50 years old				
	over 50 years old	1			
	<b>Total</b>	<b>1</b>	<b>16,67 %</b>	<b>0</b>	<b>0,00 %</b>
	<b>Diverse</b>				
	from 30 to 50 years old				
	over 50 years old				
	<b>Total</b>	<b>0</b>	<b>0,00 %</b>	<b>0</b>	<b>0,00 %</b>

## 405-1 Diversity of governance bodies

		2021		2022	
Supervisory Board	<b>GRAND TOTAL</b>	<b>9</b>	<b>100,00 %</b>	<b>10</b>	<b>100,00 %</b>
	<b>Male</b>				
	from 30 to 50 years old	2		2	
	over 50 years old	4		5	
	<b>Total</b>	<b>6</b>	<b>66,67 %</b>	<b>7</b>	<b>70,00 %</b>
	<b>Female</b>				
	from 30 to 50 years old	3		3	
	over 50 years old				
	<b>Total</b>	<b>3</b>	<b>33,33 %</b>	<b>3</b>	<b>30,00 %</b>
	<b>Diverse</b>				
	from 30 to 50 years old				
	over 50 years old				
	<b>Total</b>	<b>0</b>	<b>0,00 %</b>	<b>0</b>	<b>0,00 %</b>



## 405-1 Diversity of governance bodies

		2021		2022	
Executive Directors	<b>GRAND TOTAL</b>	<b>5</b>	<b>100,00 %</b>	<b>4</b>	<b>100,00 %</b>
	<b>Male</b>				
	from 30 to 50 years old	4		4	
	over 50 years old				
	<b>Total</b>	<b>4</b>	<b>80,00 %</b>	<b>4</b>	<b>100,00 %</b>
	<b>Female</b>				
	from 30 to 50 years old				
	over 50 years old	1			
	<b>Total</b>	<b>1</b>	<b>20,00 %</b>	<b>0</b>	<b>0,00 %</b>
	<b>Diverse</b>				
	from 30 to 50 years old				
	over 50 years old				
	<b>Total</b>	<b>0</b>	<b>0,00 %</b>	<b>0</b>	<b>0,00 %</b>

## 417-2 Incidents of non-compliance concerning product and service information and labeling

		2021	2022
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling by:	incidents of non-compliance with regulations resulting in a <b>fine or penalty</b>	0	0
	incidents of non-compliance with regulations resulting in a <b>warning</b>	0	0
	incidents of non-compliance with <b>voluntary codes</b>	0	0

## 417-3 Incidents of non-compliance concerning marketing communications

		2021	2022
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by:	incidents of non-compliance with regulations resulting in a <b>fine or penalty</b>	0	0
	incidents of non-compliance with regulations resulting in a <b>warning</b>	0	0
	incidents of non-compliance with <b>voluntary codes</b>	0	0

# 418-1 Substantiated complaints regarding the violation of the protection and loss of customer data

		2021	2022
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:	complaints received from outside parties and substantiated by the organization	0	0
	complaints from regulatory bodies	0	0
Total number of identified leaks, thefts, or losses of customer data.		n.a	2 *

\*See NF 3.5. Governance & Ethics

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