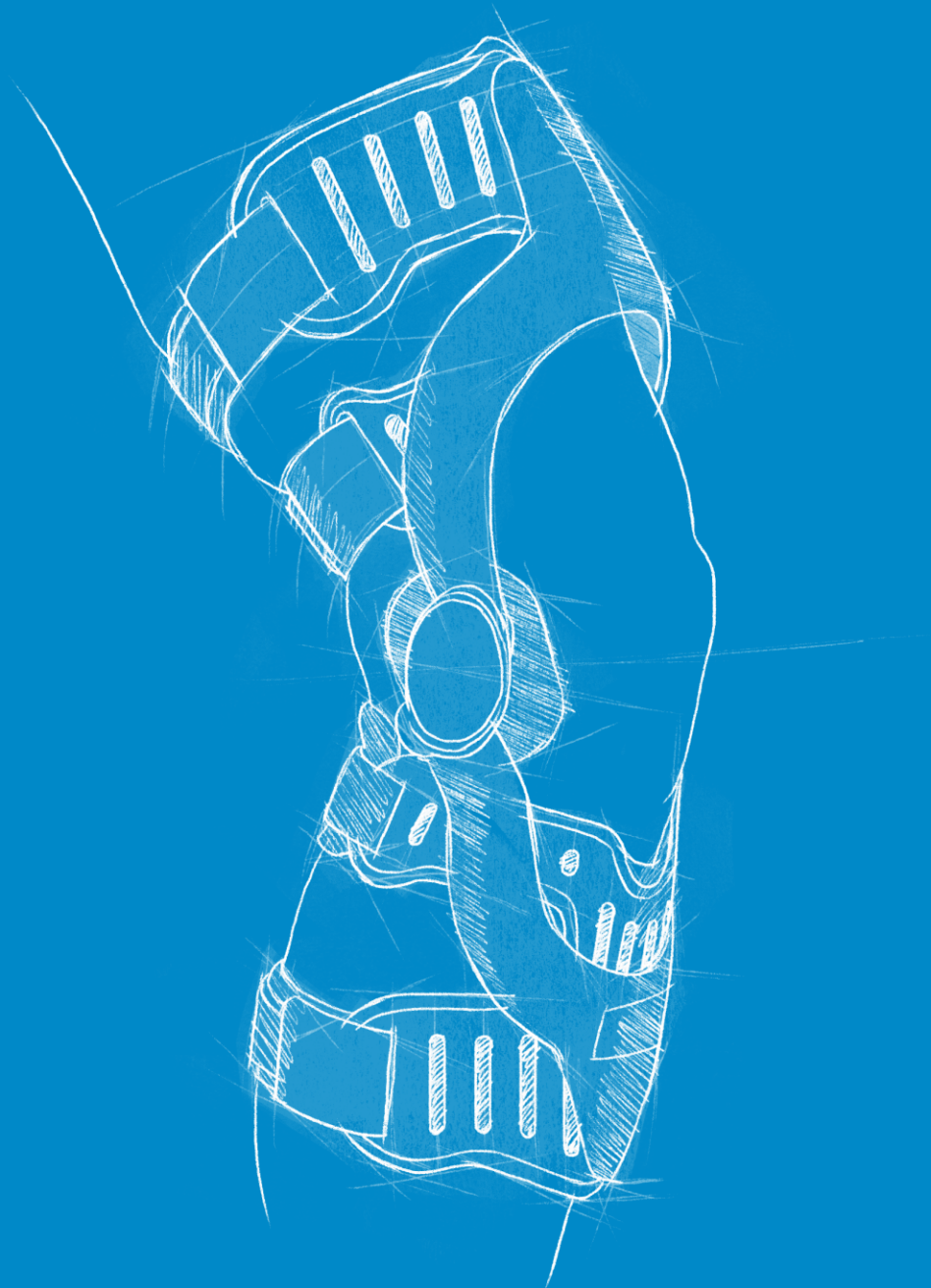


A close-up photograph of a person's lower body and legs. The person is wearing a black athletic short and a black prosthetic leg with "RHEO KNEE XC" written on it. They are holding a barbell with both hands, and a large weight plate is visible on the right. The background is a blurred outdoor setting with a wooden deck.

FRAMSETNING, ENDURSKOÐUN OG EFTIRLIT ÓFJÁRHAGSLEGRA UPPLÝSINGA

Hildur Einarsdóttir
Nóvember 2019

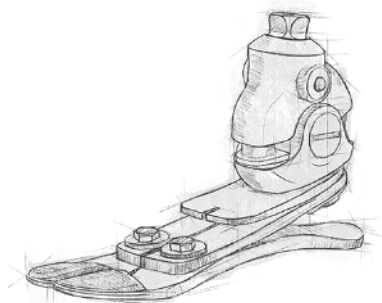




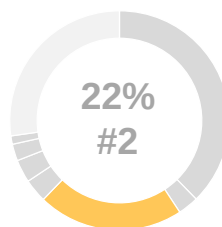
- ÖSSUR

- SKÝRSLA UM SAMFÉLAGSÁBYRGÐ (CSR)
- UFS ÁHÆTTUVÆGI (ESG)
- UMHVERFISLEGIR ÞÆTTIR (E)
- FÉLAGSLEGIR ÞÆTTIR (S)
- STJÓRNARHÆTTIR (G)

Stoðtæki



52%
af heildar-
sölu



Flokkar

Notendur

Improving mobility

Mekanískar vörur



Notendur aflimaðir á
neðri útlím

Breitt vöruúrval frá
fótum, ökklum, hnjám,
hulsum og íhlutum

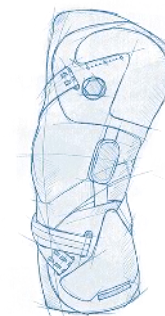
Tölvustýrðar vörur



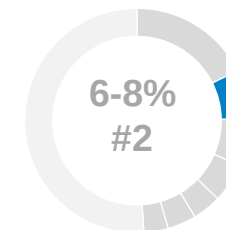
Notendur aflimaðir á efri
eða neðri útlím

Hátæknifætur, -hné, -
hendur, -fingur, og -
úlnliðir

Spelkur & stuðningsvörur



48%
af heildar-
sölu



Flokkar

Notendur

Improving mobility

Meiðsli



Notendur í bata eftir
slys, liðbandameiðsli
eða skurðaðgerðir

Vörur sem veita
liðamótum stöðugleika
og styðja við bata

Slitgigt

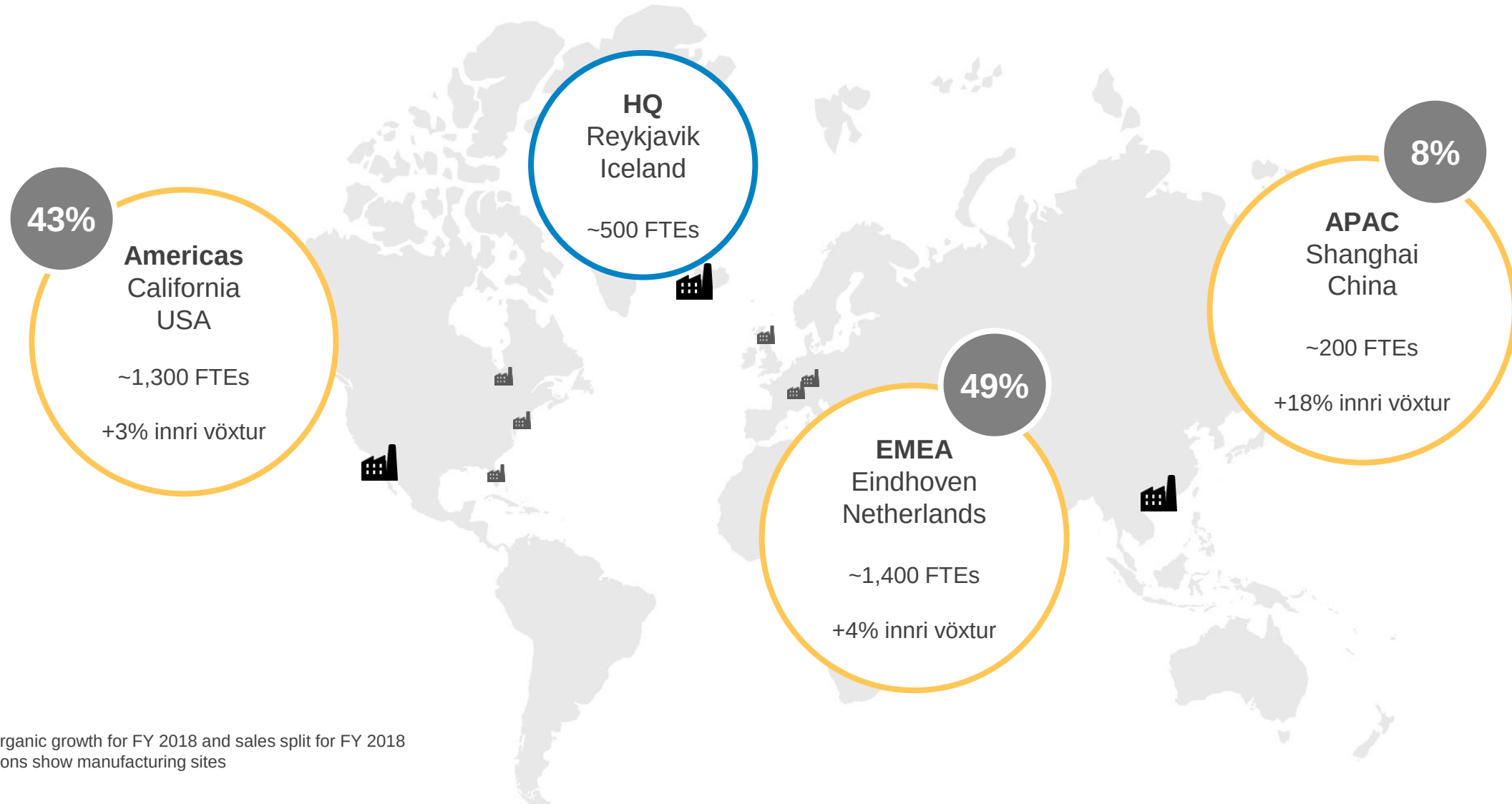


Langtímanotendur með
framsækna slitgigt

Meðferð við slitgigt án
skurðaðgerðar

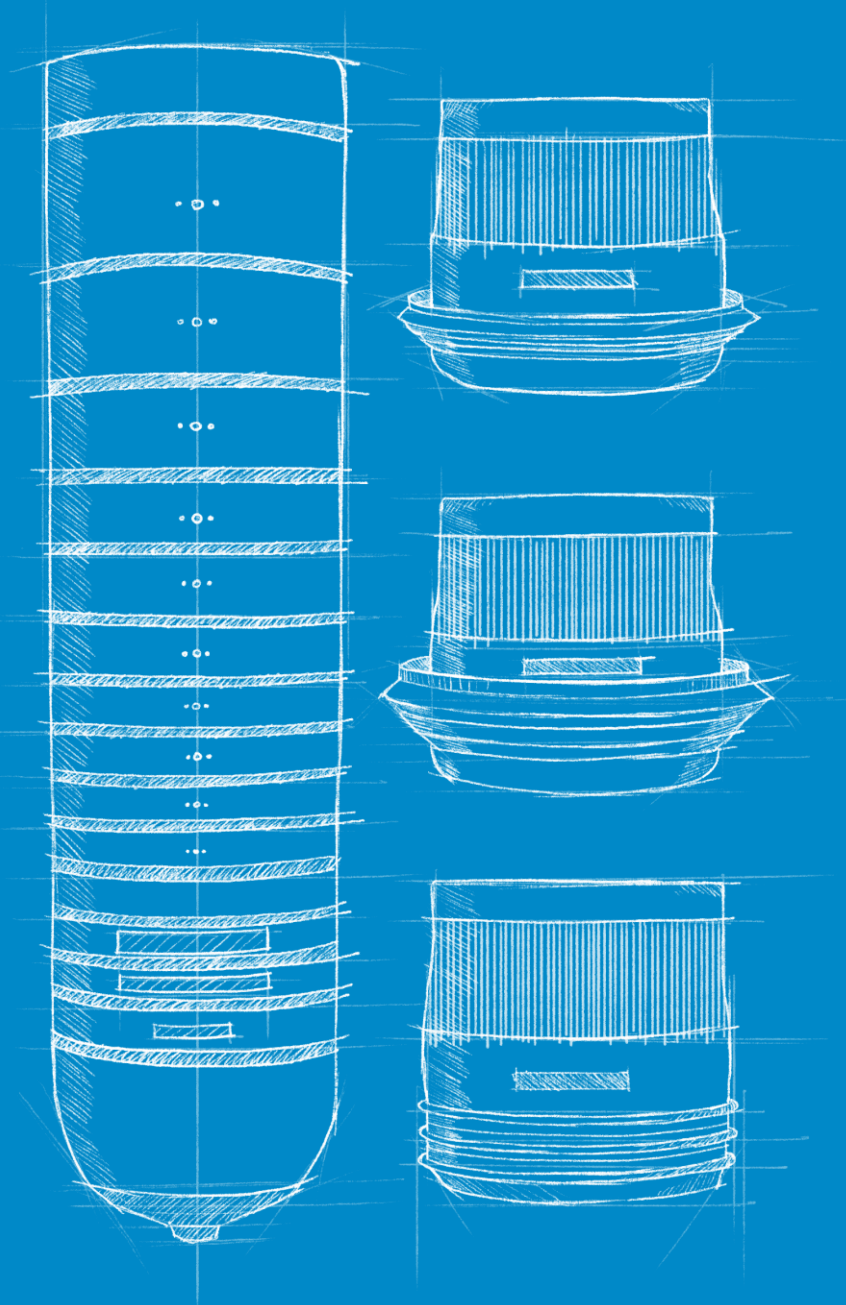


MARKAÐSSVÆÐI & STARFSSTÖÐVAR



Note: Organic growth for FY 2018 and sales split for FY 2018

Note: Icons show manufacturing sites



- ÖSSUR

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- STJÓRNARHÆTTIR (G)

- 
- Uppfyllir kröfur laga um ársreikninga (3/2006 gr. 66d) og reglugerð Evrópusambandsins (2014/95/EU) varðandi ófjárhaglegar upplýsingar
 - Gildir sem stöðuuppfærsla á Global Compact SP
 - Byggð á Nasdaq Nordic ESG leiðbeiningum og þeim 33 ESG mælikvörðum
 - Sömu mælikvarðar og lagðir hafa verið fyrir skráð fyrirtæki af World Economic Forum

GLOBAL COMPACT & HEIMSMARKMIÐIN



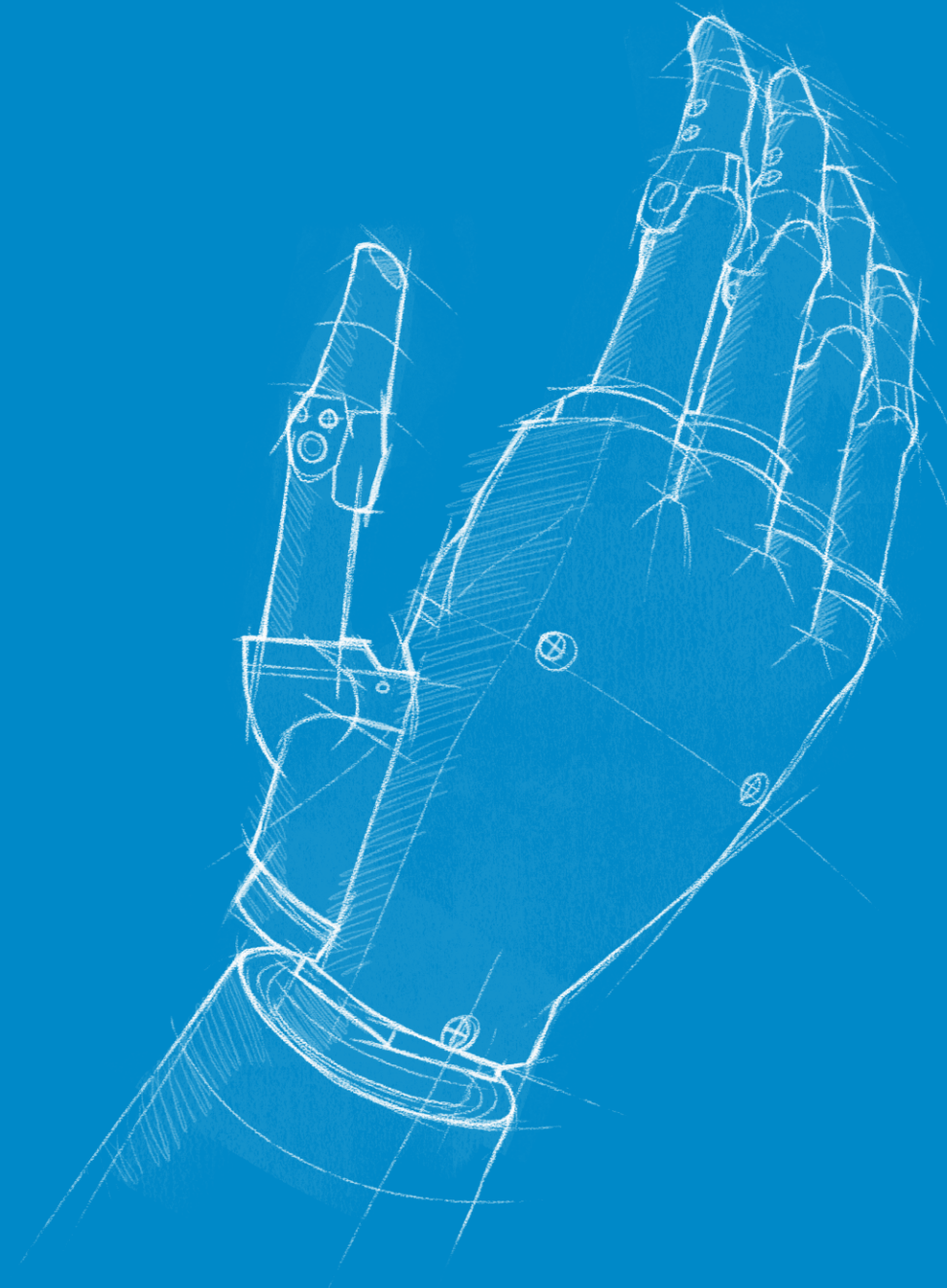
HEIMSMARKMIÐ Sameinuðu þjóðanna um sjálfbæra þróun



WE IMPROVE PEOPLE'S MOBILITY

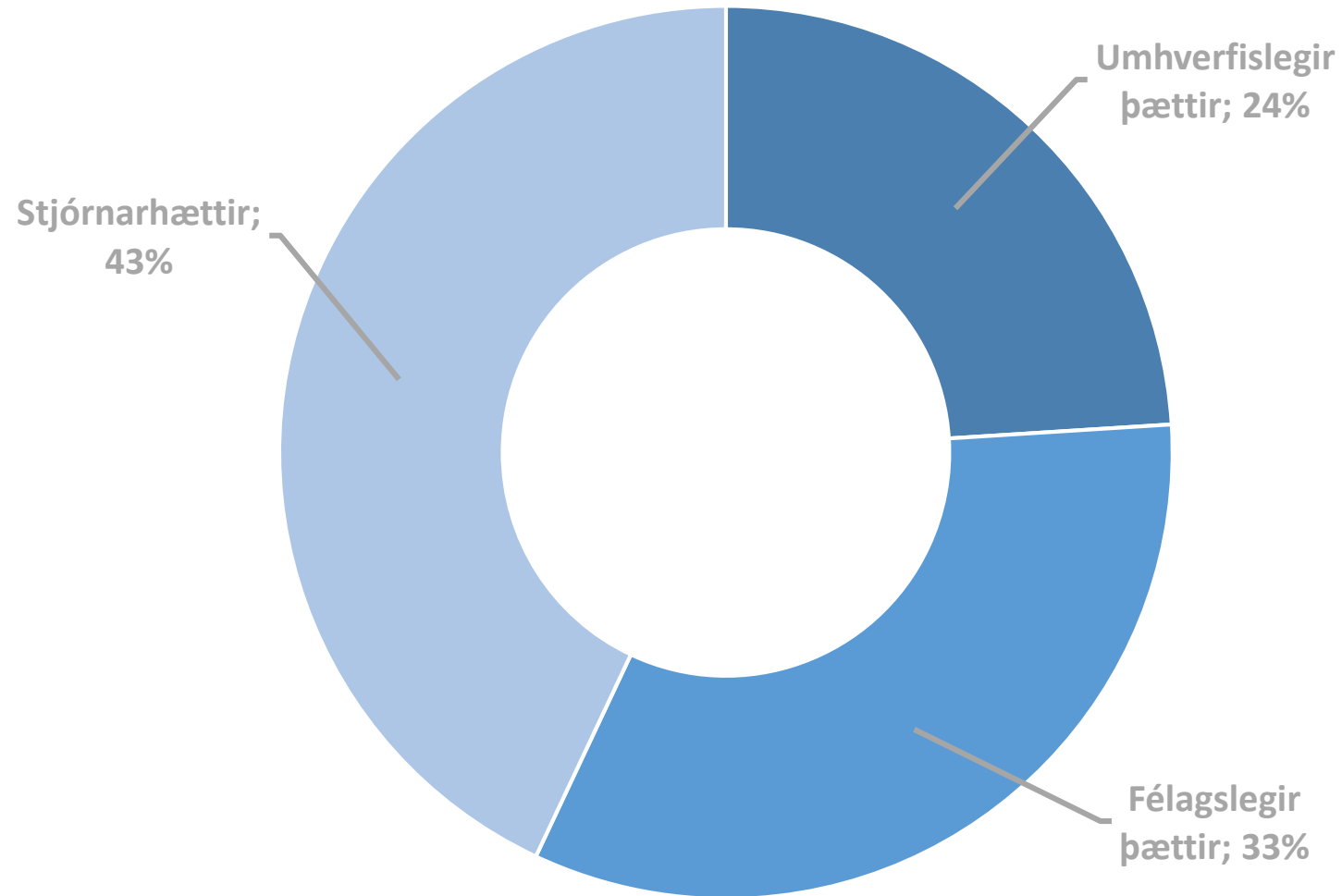


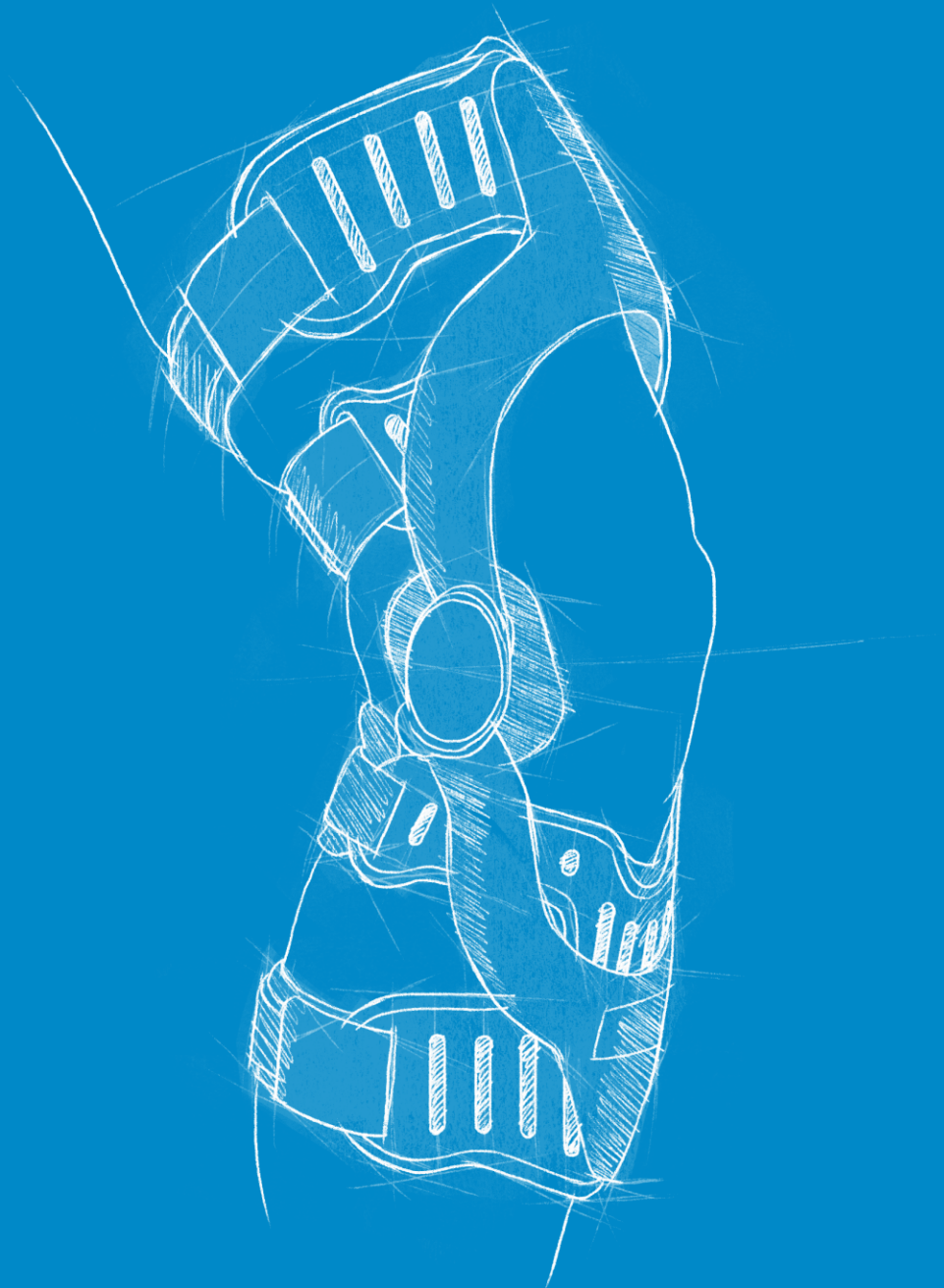


- 
- ÖSSUR
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ESG VÆGI ÁHÆTTU

ÖSSUR

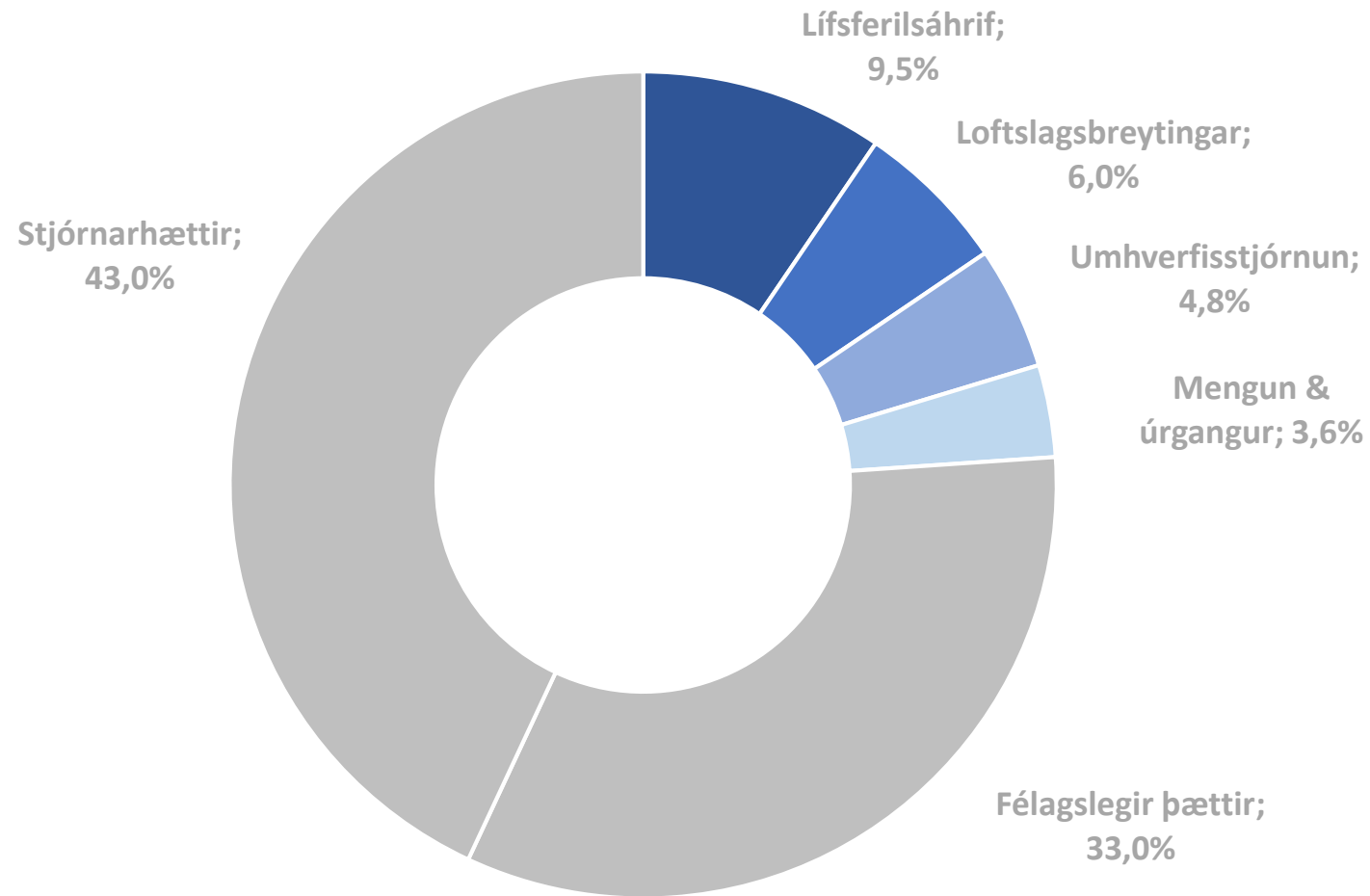




- ÖSSUR
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ESG ÁHÆTTUGREINING

UMHVERFISÞÆTTIR (E)



SAMAN TIL SJÁLFBÆRNI

UMHVERFISÞÆTTIR (E)

Vörustýring

Takmörkun útblásturs
gróðurhúsalofttengunda

Upplýsingagjöf og
samvinna við innri og ytri
haghafa

Vöruhönnun

Umbúðahönnun

Efnisval

Ferlar & Tól

SAMAN TIL SJÁLFBÆRNI

UMHVERFISÞÆTTIR (E)

Vörustýring

Takmörkun útblásturs
gróðurhúsalofttengunda

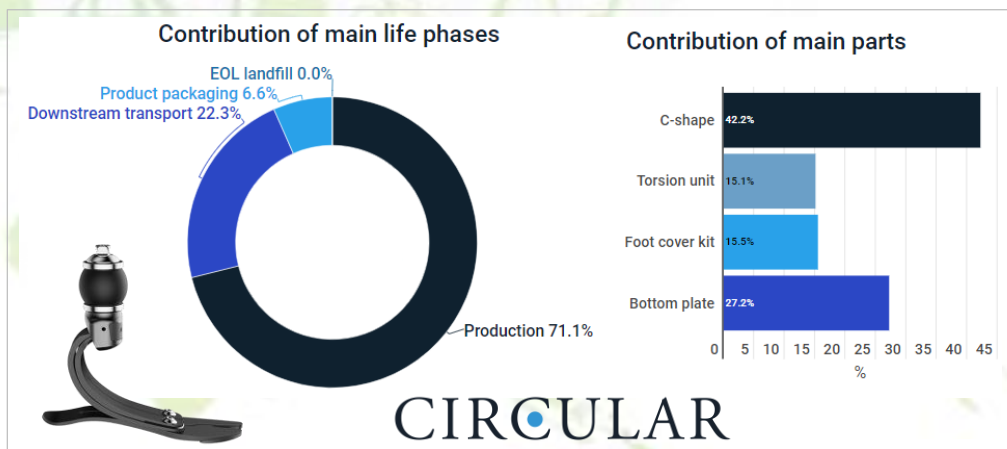
Upplýsingagjöf og
samvinna við innri og ytri
haghafa

Vöruhönnun

Umbúðahönnun

Efnisval

Ferlar & Tól



SAMAN TIL SJÁLFBÆRNI

UMHVERFISÞÆTTIR (E)

Vörustýring

Takmörkun útblásturs
gróðurhúsalofttengunda

Upplýsingagjöf og
samvinna við innri og ytri
haghafa

Vöruhönnun

Umbúðahönnun

Efnisval

Ferlar & Tól



Draga úr notkun á plasti og óparfa umbúðum



Val á sjálfbærum hráefnum
Endurnotkun á umbúðum

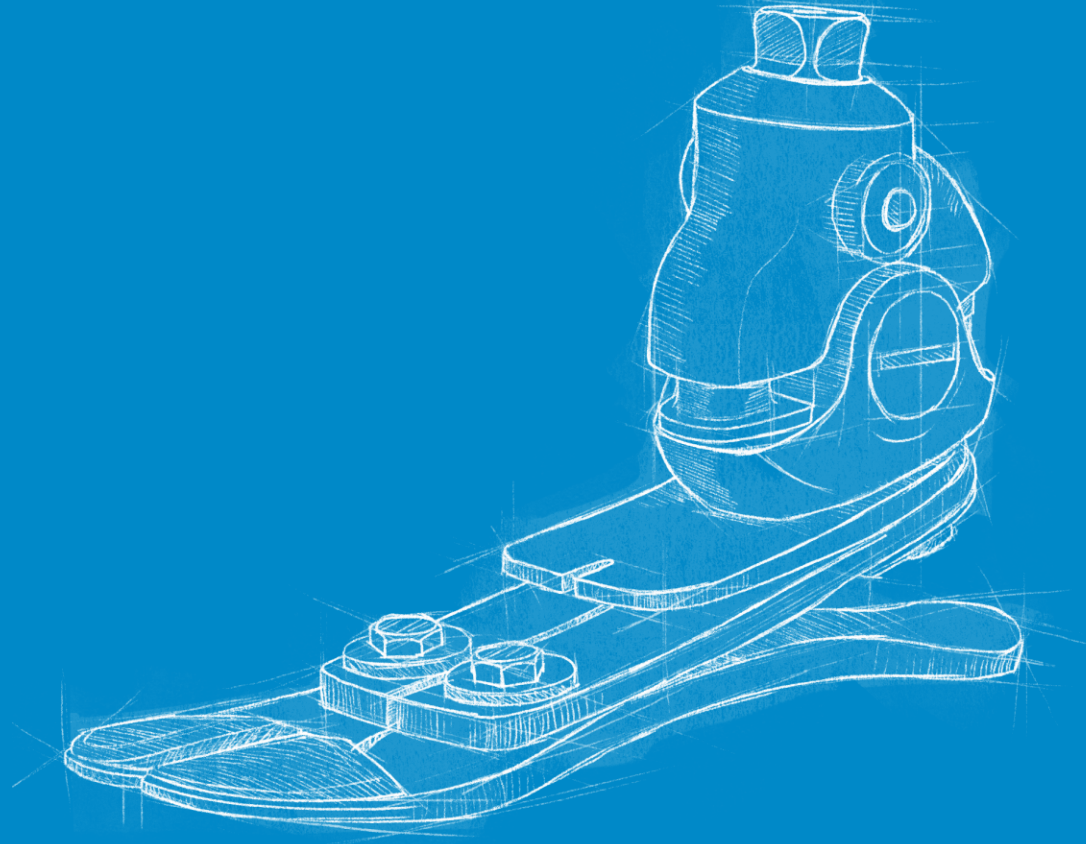


Hönnun til endurvinnslu
Endurvinnsluleiðbeiningar

Umhverfislegir mælikvarðar skv. UFS leiðbeiningum Nasdaq

ENVIRONMENTAL METRICS (1/2)				
Environmental Metrics	2018	2017	2016	2015
Full Time Equivalents (FTE) within scope	1,274	1,156	1,067	989
Annual Revenue (USD m)	613	569	521	483
E1 Direct & Indirect GHG Emissions (tonnes CO2e)	4,520	4,140	3,800	3,770
Scope 1 (Fuel from company cars; Iceland only)	38	43	41	38
Scope 2 (Energy use)	3,700	3,480	3,210	2,430
Scope 3 (Business Travel & Freight; Iceland only)	1,660	1,280	1,170	1,300
Carbon offsetting; Business Travel	-880	-660	-620	0
E2 Carbon Intensity				
Tonnes CO2e emissions/FTE, with offsetting	3.5	3.6	3.6	3.8
CO2e emission/Revenue (Tonnes/USD m), with offsetting	7.3	7.3	7.3	7.8
E3 Direct & Indirect Energy Consumption	57,000	50,800	47,300	43,800
Renewable Energy consumption (GJ)	32,700	30,100	27,700	29,200
Non-Renewable Energy consumption (GJ)	24,300	20,700	19,600	14,600
Renewable Energy generation (GJ) (Solar cells)	630	600	320	0
E4 Energy Intensity				
Energy consumed/FTE (GJ/FTE)	45	44	44	44
Energy consumed/Revenue (GJ/USD m)	93	90	91	91
E5 Primary Energy Source				
Coal (GJ)	800	620	870	680
Natural Gas (GJ)	4,650	1,840	2,770	1,850
Oil (GJ)	18,130	18,120	15,860	12,050
Hydro and Geothermal (GJ)	31,730	28,910	26,390	28,240
Solar (GJ)	820	780	320	0
Wind (GJ)	180	410	980	960
Nuclear (GJ)	760	70	100	70
E6 Renewable Energy Intensity	57,070	50,750	47,290	43,850
Renewable energy/Non-renewable energy	1.3	1.5	1.4	2.0
E7 Water Management				
Cold water consumed (m3)	94,000	80,000	112,000	No data

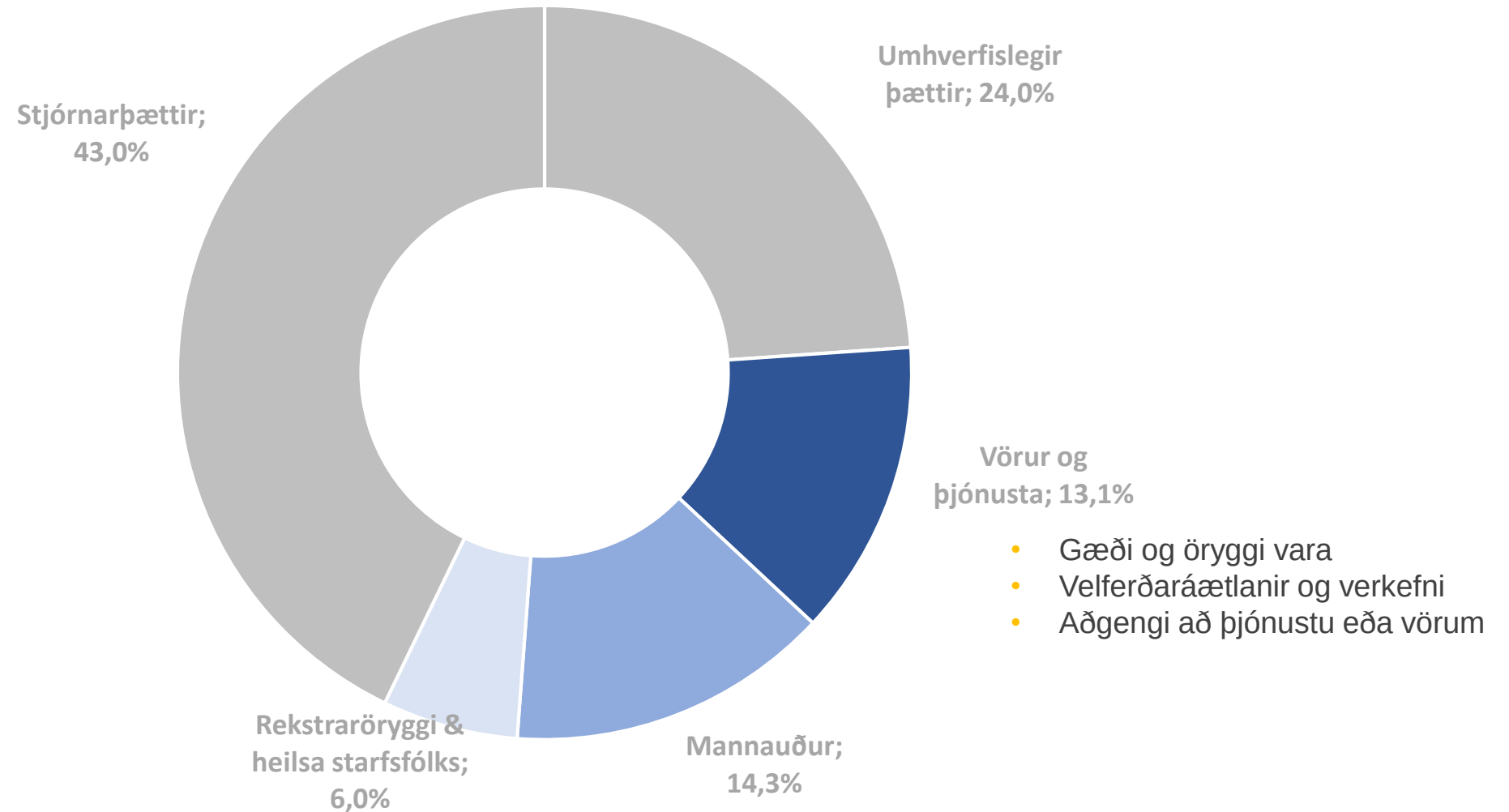
ENVIRONMENTAL METRICS (2/2)				
Environmental Metrics	2018	2017	2016	2015
E8 Waste Management				
Waste recycled (tonnes)	660	360	380	310
Waste not recycled (tonnes)	470	360	520	440
Hazardous waste (tonnes)	100	130	150	150
Total waste (tonnes)	1,230	850	1,050	900
Total waste generated/FTE (Kg/employee)	970	740	980	910
Total waste generated/Revenue (Tonnes/USD m)	2.0	1.5	2.0	1.9
% Recycled Waste	54%	42%	36%	34%
E9 Environmental Policy				
Does your company publish and follow an EP: Yes, No? If yes, the location of relevant public information should be declared.	Yes, see Össur website			
E10 Environmental Impacts				
Did your company bear any legal/regulatory responsibility for an environmental impact: Yes/No?	No	No	No	No



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ESG ÁHÆTTUGREINING

FÉLAGSLEGIR ÞÆTTIR (S)



ESG ÁHÆTTUGREINING

FÉLAGSLEGIR ÞÆTTIR (S): PRODUCT GOVERNANCE

560.000

Aflimanir á legg
ár ári hverju

(Excl. MEA other)



74%

Æða
kölkuna-
sjúkdómar



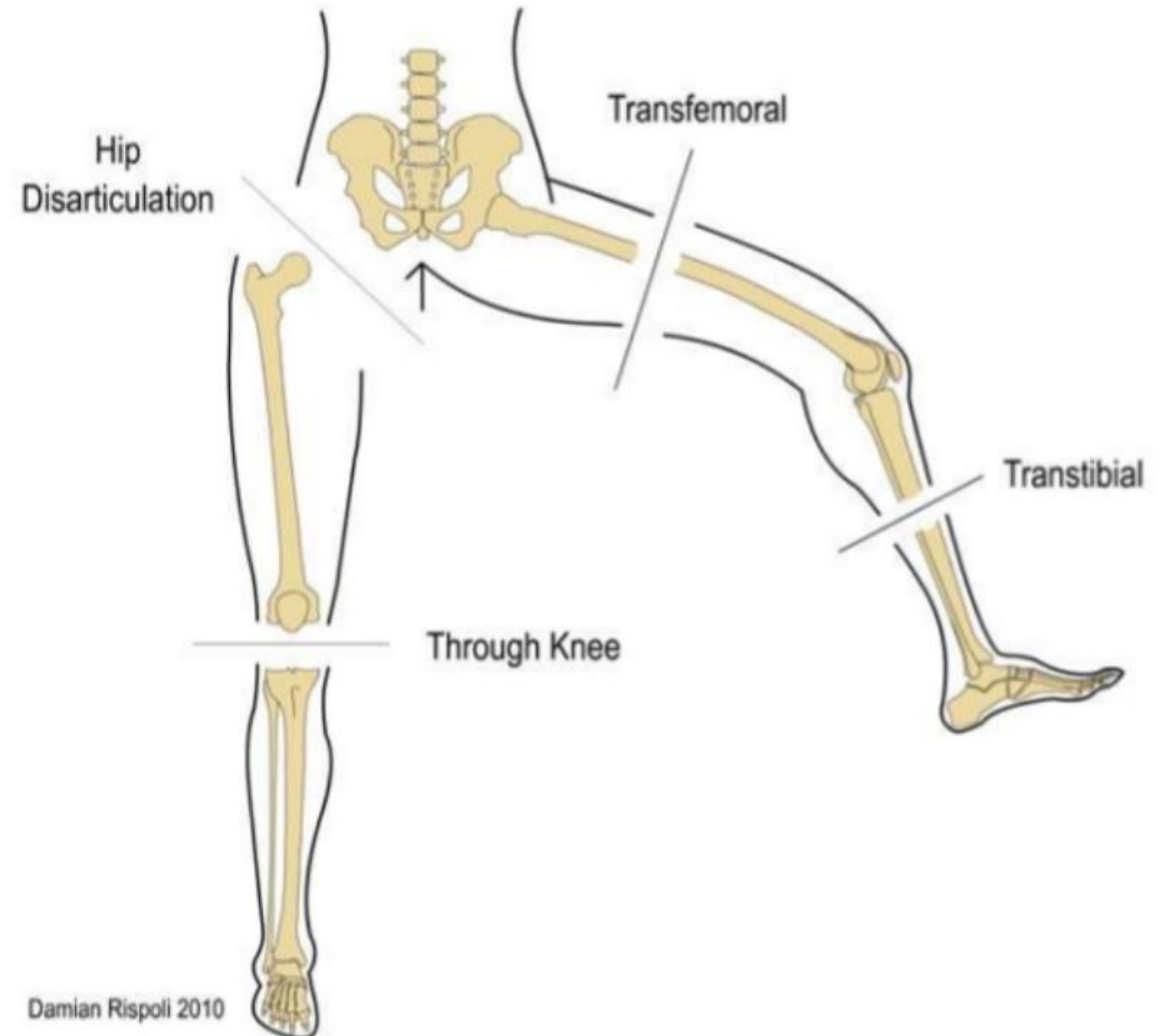
65

Meðalaldur við
aflimun



20-40%

Fá tækifæri til
að nota
stoðtæki



Damian Rispoli 2010

EINSTAKLINGAR



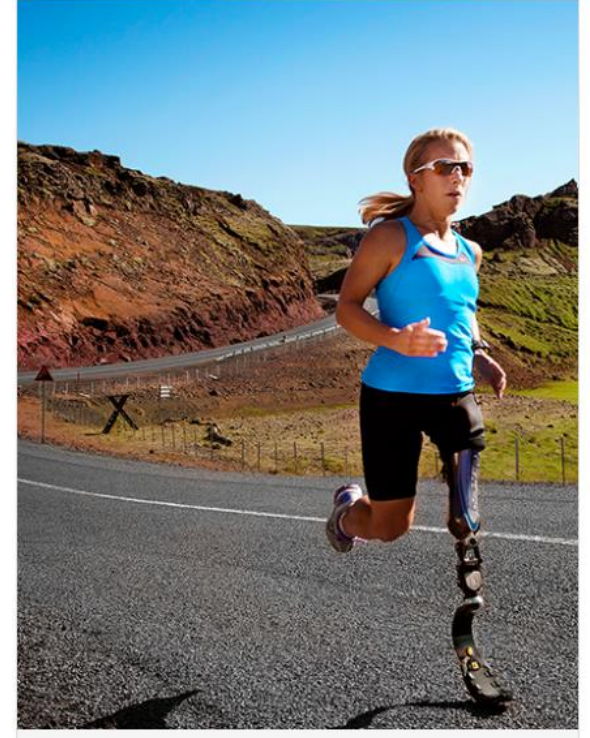
Balance Solutions



Dynamic Solutions



Junior Solutions



Sport Solutions

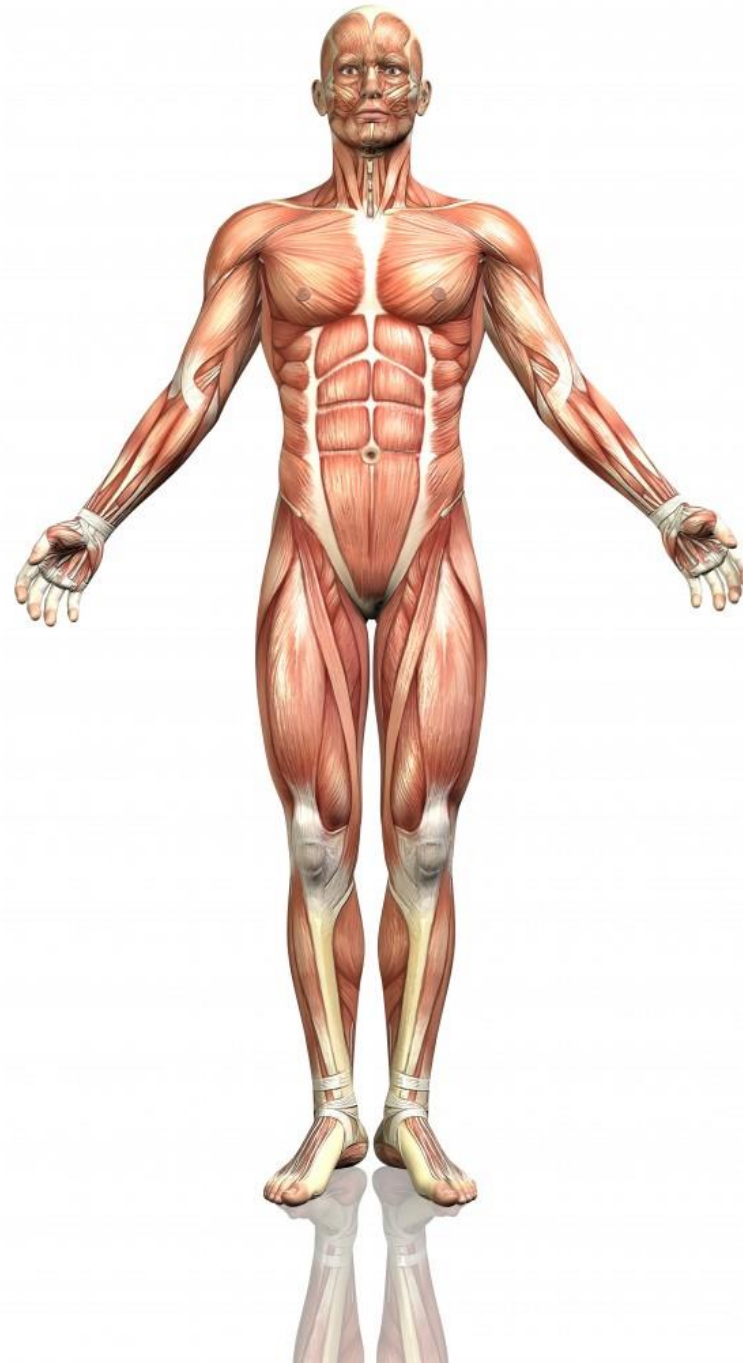


**HVERJU VILJUM VIÐ
NÁ FRAM?**









STÆRÐ

ÞYNGD

HRAÐI

TÆKNIFRAMFARIR LEIÐA TIL BETRI STÖÐTÆKJA



2001 – 2017: BETRI LAUSNIR FYRIR VIRKA/UNGA NOTENDUR



HVAÐ MEÐ ÞÁ SEM ELDRI ERU?

Fá ekki stoðtæki



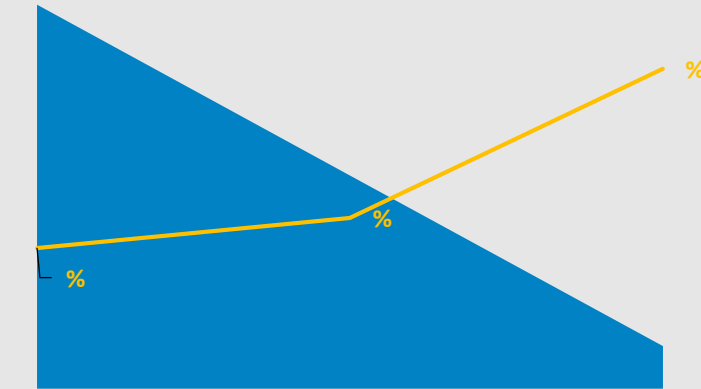
Fá stoðtæki en eiga í erfiðleikum með daglega notkun



Sjálfstæð notkun en tækifæri á enn meiri virkni og sveigjanleika



TÆKIFÆRI Á BESTU MÖGULEGU LAUSN?



Eldri notendur

Yngri, virkari notendur



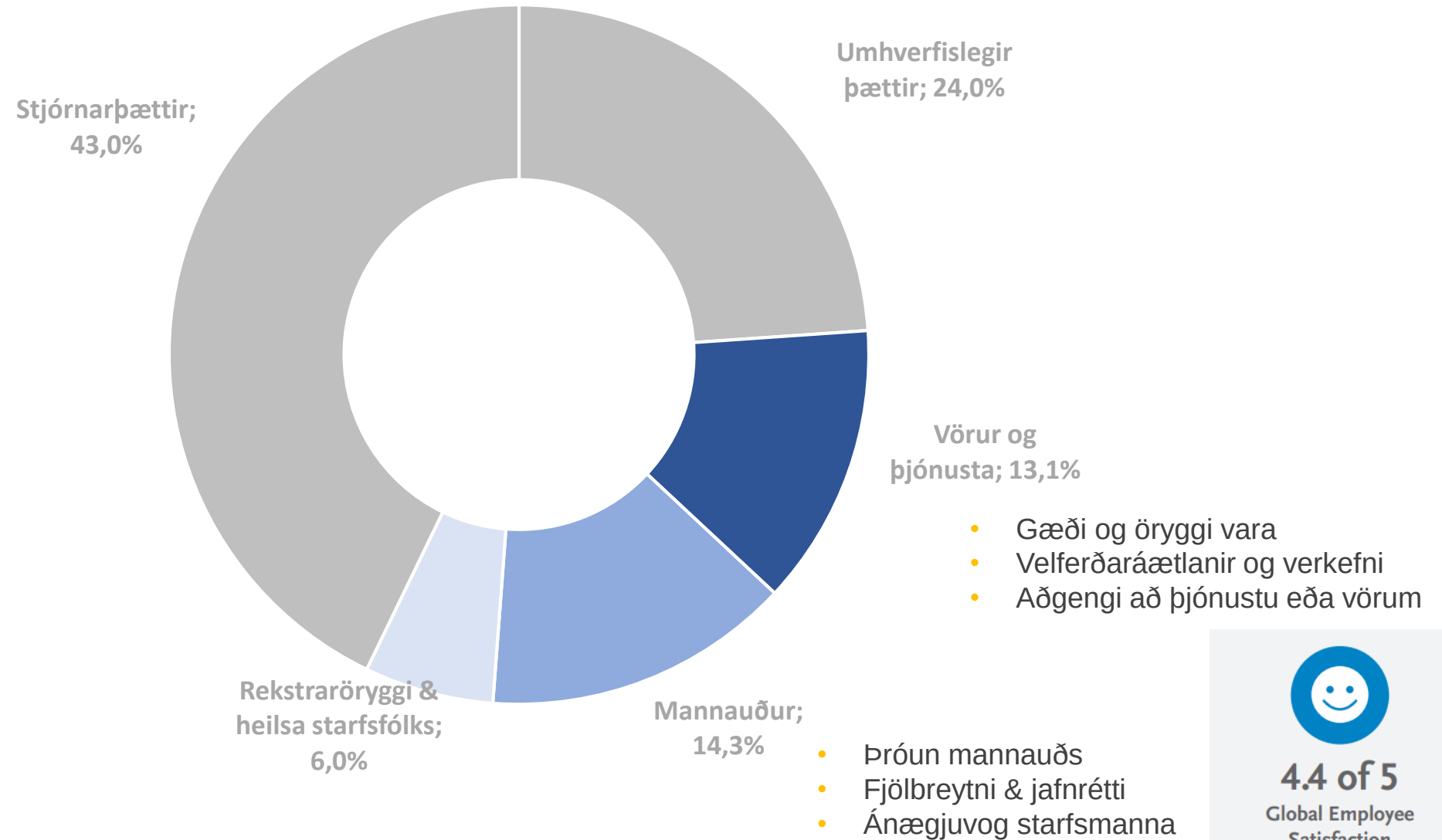
Eldri notendur

Yngri, virkari notendur



ESG ÁHÆTTUGREINING

FÉLAGSLEGIR ÞÆTTIR (S)



4.4 of 5
Global Employee
Satisfaction

ESG ÁHÆTTUGREINING

FÉLAGSLEGIR ÞÆTTIR (S)

U.þ.b. 3,500 starfsmenn í 26 löndum

Diversity and Equality



Gender Ratio

- Male 51%
- Female 49%



Education

- University Degree 45%
- Other 41%
- Vocational or Technical Training 14%



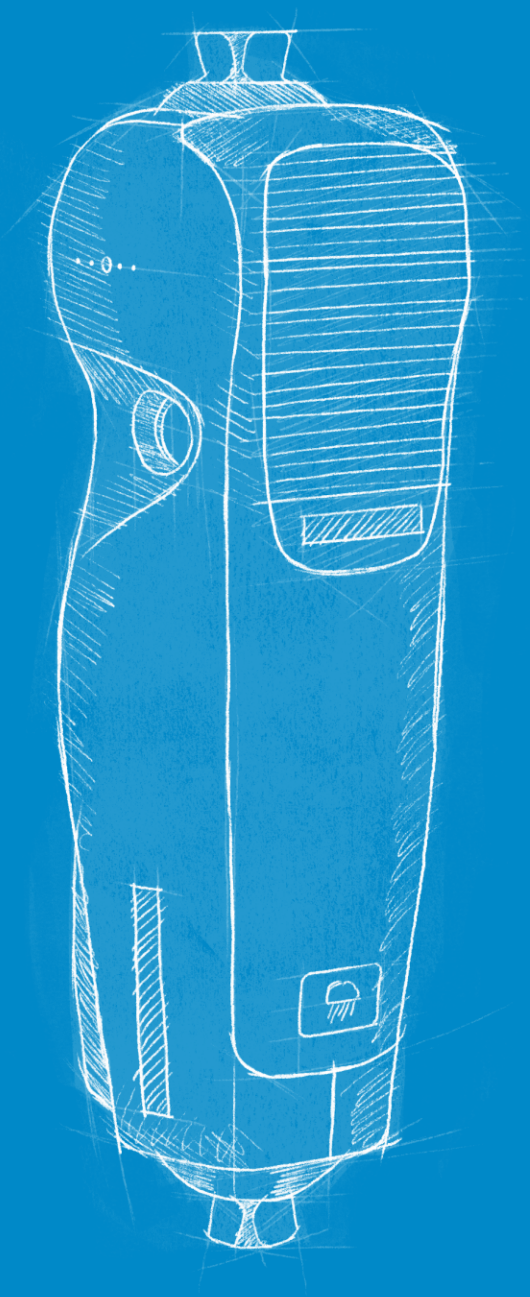
Age

- 16-25 11.9%
- 26-35 28.7%
- 36-45 28.7%
- 46-54 17.8%
- 55+ 12.9%



Félagslegir mælikvarðar skv. UFS leiðbeiningum Nasdaq

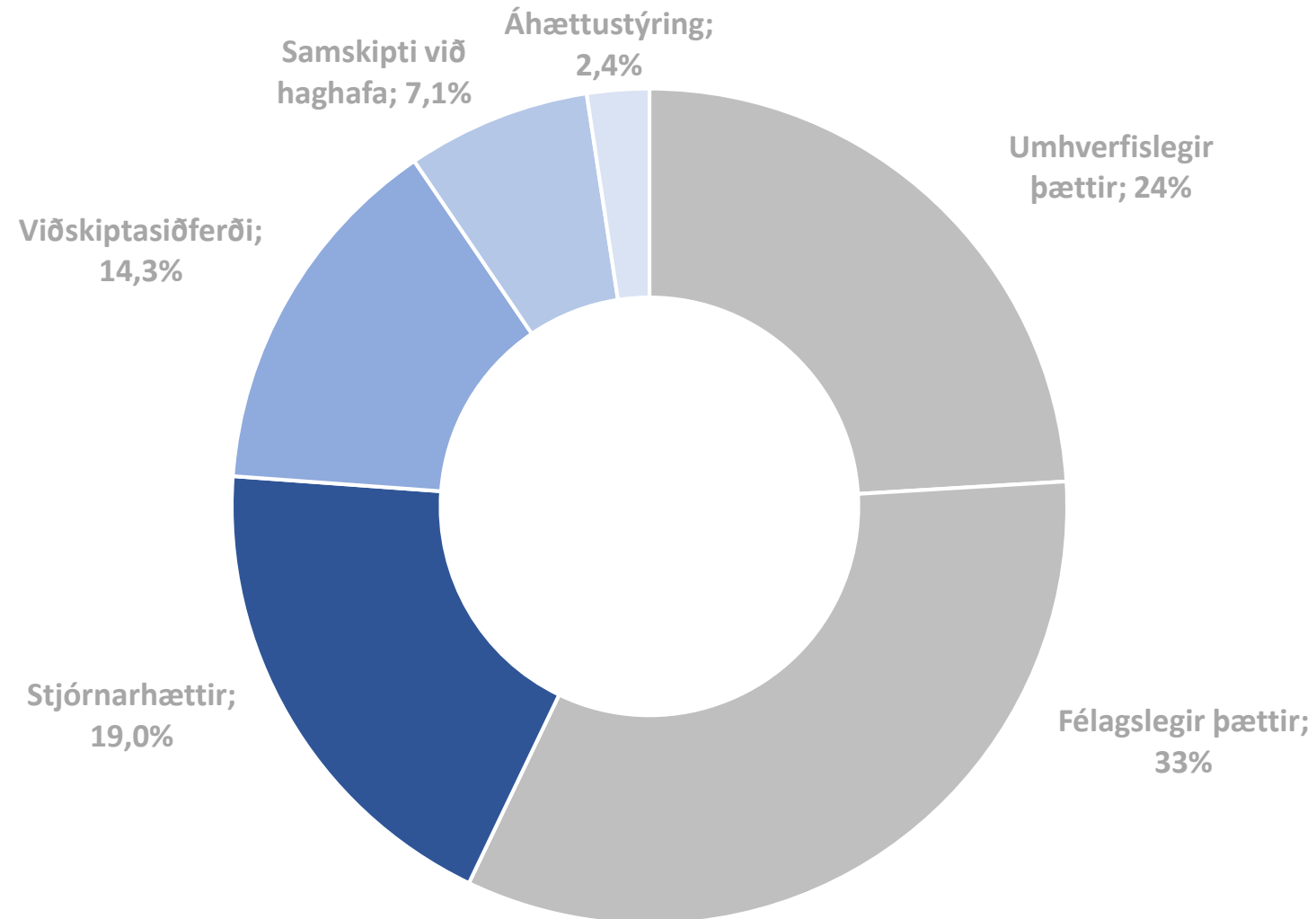
Social Metrics	Measurement	Comments
S1 CEO Pay Ratio	22	In 2017 the ratio was 25
S2 Gender Pay Ratio	Audits: equal pay for equal responsibility	Össur Headquarters is certified in accordance with ISO 85:2012 on Equal pay for Equal responsibility and Össur Americas complies with the Equal Pay Act in the US
S3 Employee Turnover Ratio	15%	-
S4 Gender Diversity	Male 51% Female 49%	Historically, Össur has had good balance between male and female employees
S5 Temporary Worker Ratio	4.2%	-
S6 Non-Discrimination Policy	In Place	Policy available at: www.ossur.com/csr
S7 Injury rate	1.1	Down from injury rate of 1.3 in 2017
S8 Global Health and Safety policy	In Place	Policy available at: www.ossur.com/csr
S9 Child & Forced Labor Policy	In Place	See Össur's Human Rights Policy: www.ossur.com/csr
S10 Human Rights Policy	In Place	Policy available at: www.ossur.com/csr
S11 Human Rights Violations	None	No Human rights violations were reported in 2018
S12 Board Diversity	Men 60%, Women 40%	No employees have a seat on the Board



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ESG ÁHÆTTUGREINING

STJÓRNARHÆTTIR (G)



Mælikvarðar fyrir stjórnarhætti skv. UFS leiðbeiningum Nasdaq

Governance Metrics	Measurement/Status	Comments
G1 Board Separation of Powers	In Place	The CEO does not have a seat on the Board, he does not act as Chairman or and he doesn't lead Committees
G2 Board - transparent practices	In place	Board of Directors rules
G3 Incentivized pay	No	Remuneration Policy does not include ESG Strategy
G4 Fair Labor practices	In Place	Human Rights Policy and Supply Code available at: www.ossur.com/csr
G5 Supplier Code of Conduct	In Place	Available at: www.ossur.com/csr
G6 Ethics - Code of Conduct	In Place	Available at: www.ossur.com/csr
G7 Anti-Corruption and Bribery	In Place	Available at: www.ossur.com/csr
G8 Tax transparency	In Place	Available at: www.ossur.com/csr
G10 Other Framework Disclosures	In Place	UN Global Compact, UN Women, Carbon Disclosure Project, Festa Declaration of Climate Issues
G11 External Validation & Assurance	No	The CEO does not have a seat on the Board, he does not act as Chairman or and he doesn't lead Committees

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