

CODE OF CONDUCT

At Össur we are focused on delivering innovative products that improve our customers' mobility. We accomplish our goals by conducting ourselves according to highest standards of ethical conduct and abiding by all applicable rules, regulations and industry standards that govern our business. Össur's core values of honesty, frugality and courage serve as the foundation and driving force behind our success, guiding employees in their day-to-day activities and decision-making. We believe that by honoring our values and ethical standards, we can achieve long-term sustainability and social responsibility, which will help us to further our mission of improving people's mobility.

Jon Sigurðsson, President and CEO

This Code of Conduct ("Code") applies to all persons employed by or affiliated with Össur, including employees, directors and agents, and is intended to promote honest and ethical conduct and establish a procedure for reporting concerns. All persons subject to this Code are expected to be familiar with the Code, and the relevant Össur policies and procedures.

Compliance with Laws

Össur complies, both in letter and spirit, with all applicable laws, rules and regulations in conducting its business.

Social Responsibility

Össur has committed to follow the United Nations Global Compact initiative for social

responsibility with regard to human rights, labor practices, environmental concerns and anti-corruption.

Anti-Bribery

Össur does not tolerate bribery, corruption or facilitation payments in any form.

Gifts and Hospitality

All gifts and hospitality must be reasonable and appropriate and given for legitimate business purposes. Cash (or cash equivalents) may never be given or accepted. Interactions with healthcare professionals must also meet industry codes adopted by Össur.

Conflict of Interest

Employees and directors must always act in the best interest of Össur and avoid any business, activity or other situation that constitutes an actual or potential conflict of interest. Employees and directors must not use their position with Össur for private gain or to obtain benefits for themselves or others.

Fair Dealing and Antitrust

Össur conducts its business fairly and does not take unfair advantage of anyone through manipulation, concealment, misrepresentation or any other unfair dealing practice. Össur complies with antitrust laws and does not take actions that have improper anti-competitive effects.

Confidentiality and Data Privacy

Össur protects confidential information and

only uses such information when appropriate for its business. Össur also complies with applicable privacy laws in the storage, disposal, disclosure and transmission of protected information.

Insider Information

The use and disclosure of material non-public information must be in compliance with applicable securities law and Össur's insider rules. Trading based on insider information is strictly prohibited.

Work Environment

Össur provides a safe and drug-free environment and prohibits harassment and discrimination based on age, race, national origin, gender, religion, disability or any other protected characteristic.

Protection and Proper Use of Assets

All persons subject to this Code must exercise care in their use of Össur assets and may only use such assets for authorized purposes.

Reporting Violations; No Retaliation

Any suspected violation of this Code or general compliance concerns must be reported to Össur Global Compliance. Össur prohibits any retaliatory action against good faith reporting of actual or suspected violations.

Contact Össur Global Compliance

e-mail: compliance@ossur.com

Tel.: 1-888-627-8810 (US) or xx-xxxx-xxxx (EU)

