

CORPORATE MISSION STATEMENT



DOT
medical implant solutions

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About this mission statement

DOT's business activities have grown significantly since its foundation in 1992. Requirements have increased considerably at all operating levels. Superior performance can only be achieved in the long term if all activities within the company are founded on a corporate culture, which is defined by trust and responsibility. This underlying mission statement is the foundation of a corporate culture that shapes our mission as well as our future goals and contains the basic values that govern our dealings with customers and internal cooperation.

This mission statement is intended to serve as a guideline for our employees in course of their daily work. Its content is actually meant to be »put into practice«. This is a prerequisite for us to maintain our position in the medical implant market and expand it further.

OUR MISSION

DOT is an innovative medical technology company. In the business area of medical implants and associated instruments we are a leading industry supplier for integrated outsourcing solutions.

Our company helps to re-establish patients' health world-wide and thus contributes substantially to the improvement of the quality of life.

The logo for DOT consists of the letters 'DOT' in a bold, italicized, teal-colored font with a slight 3D effect. The letters are positioned above a thin horizontal teal line.

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OUR VISION

It is our general goal to globally strengthen our role as one of the leading industry suppliers for outsourcing solutions. In the business area of surface enhancement of medical implants we aim at achieving a leading position on the world market.

OUR VALUES

In order to solve the demanding tasks that we have to face in the future we have defined 10 core values that shall guide our activities.

It is our mutual aim to bring these values to life and to develop them further, so that our vision can be turned into reality step by step.



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WE ARE RELIABLE PARTNERS

Our customers know that they can rely on us. We are always at their service, especially if urgent demands have to be met rapidly and flexibly. Only satisfied customers will safeguard our jobs.

Our customers are recognized manufacturers of medical implants and instruments. We are proud to be working for them. We will treat all customer data confidentially. Queries and orders will be processed timely. Our goal is to meet all confirmed delivery dates. The customer shall always be informed in time in case we should not be able to deliver on schedule. Those of us having customer contact either by phone or in writing, always approach the customer in a polite and obliging manner.



2

WE ASSURE HIGH QUALITY

Safety for the patient demands a first-class product with consistent quality. We meet the high quality standards in medical technology by maintaining a certified quality management system and the careful selection and qualification of all employees.

In order to comply with the specifications of our customers and with the legal provisions our quality management system is under permanent improvement. Despite all accuracy, errors cannot be excluded completely in industrial processes. However once an error occurs, an immediate failure analysis is initiated to avoid the respective problem in the future.



3

WE OFFER INNOVATIVE SOLUTIONS

The will for innovation determines progress. The aim to achieve top performances from coatings and related services is the driving force of our development and guides our striving for constant improvement of our processes.

Our permanent effort is to improve competence. An important prerequisite for market leadership is the ability of linking high quality with innovations. To bring to market new developments, our research and development department constantly looks for future oriented solutions. Research is a permanent task, indispensable in coping with tomorrow's market challenges.

Prüflinze 1



4

WE STRIVE FOR GOOD FINANCIAL RESULTS

Financial success is crucial, in order to secure our company's future and our jobs. Cost consciousness as well as taking advantage of profit chances are fundamental factors of our business strategy.

An optimal ratio of costs and revenues is essential for entrepreneurial success. While revenues are often market dependent, there sometimes is considerable scope for internal cost reductions which have to be utilized. All co-workers aim to achieve a most cost effective handling of all materials in their work area. For the optimisation of the service life of coating facilities as well as other technical equipment necessary maintenance work is carried out regularly.



BOY
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Bielefeld

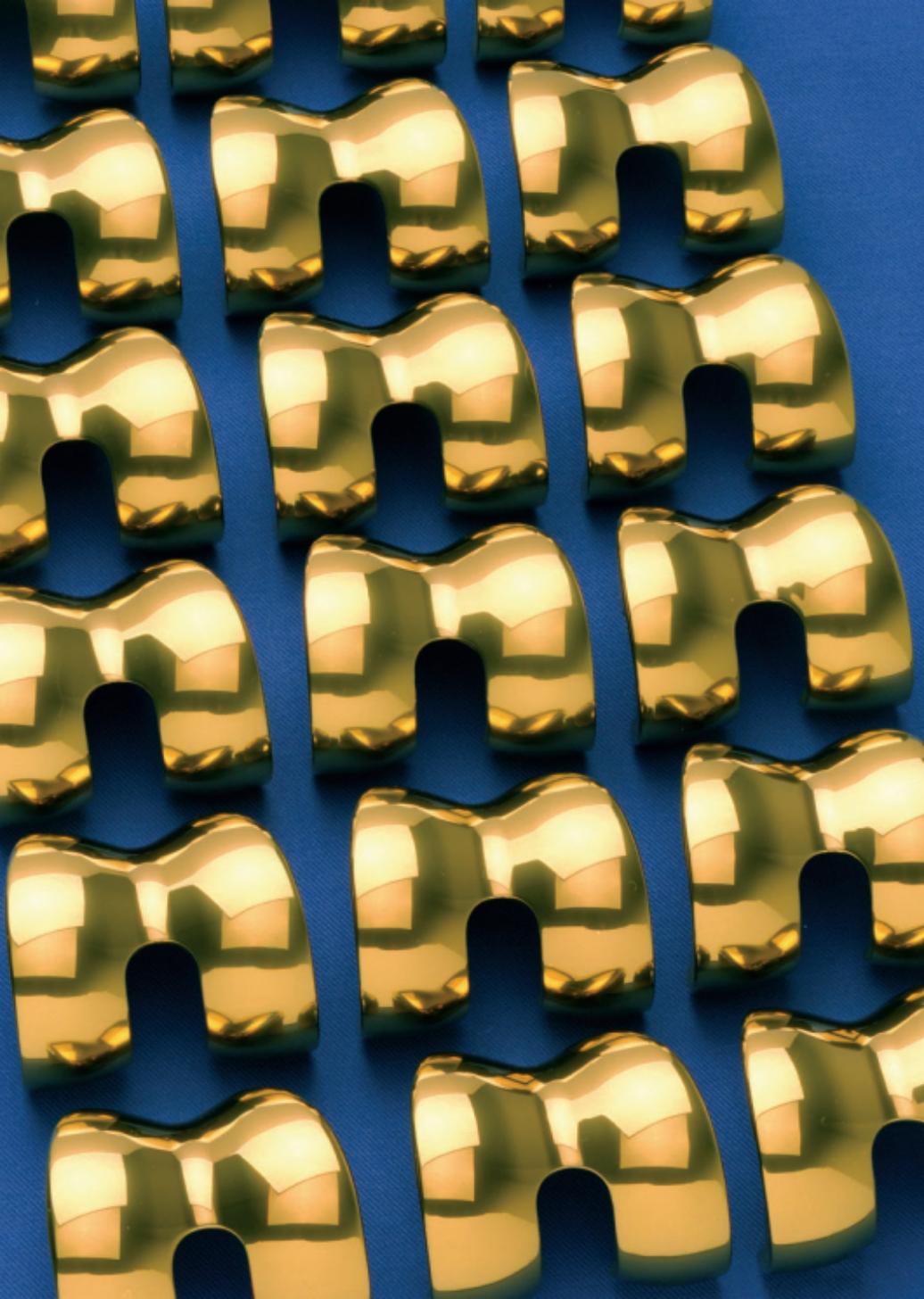
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WE ARE TEAM WORKERS

What we have achieved so far, is the result of teamwork and mutual striving for best performances. High motivation and respect for each other determine our actions. We are proud of the positive development of our company.

We are convinced of the fact that a group is better and stronger than everyone on his own. Merging all our abilities and talents we can offer the greatest possible advantages to our customers. Our management system is based on co-operation. Each co-worker is encouraged to bring in own thoughts and conceptions. Problem situations are to be addressed to the superior management level in due time, openly and with the aim to find a solution.



6

WE FOCUS ON CONTINUITY

It is our goal to participate above average in the positive development of the medical technology market. Thus we secure employment, create high-quality new jobs and remain an attractive partner for our customers.

According to current prognoses the world market for orthopaedic and dental implants and instruments will grow in the coming years at an average of 6% per year. In certain market segments even higher increases may be expected. The main driving factor for this is the rising life expectancy of the population. In this framework our company strategy is focusing on the achievement of continuous growth. Thus we lay the basis for future investments to safeguard and build up our prominent market position.



7

WE ARE GLOBAL PLAYERS

Internationality is a central component of our enterprise strategy. We are anxious to strengthen our co-operation with foreign partners and to make available our services and products for patients world-wide.

The more coating technologies of DOT are demanded world-wide, the more we must make ourselves familiar with different corporate cultures and mentalities. This concerns practically all company divisions. We will meet all requirements for communication with foreign customers.



8

WE CREATE A MODERN WORK ENVIRONMENT

Professional satisfaction and health of all co-workers are close to our heart. Via wages and fringe benefits everyone participates in the companies' success. Our working environment is clean, organised and up-to-date. We support everyone to lead a healthy way of life.

Working with DOT should be for all co-workers a challenging and pleasant part of the daily life. We respect each co-worker and take care that each individual is treated fairly. We are creating an environment, in which all can openly exchange their opinions. On the other hand we expect that active use is made of this offer.



9

WE EXPECT AND PROMOTE WILLINGNESS TO PERFORM

Readiness to perform determines our daily work. The handling of medical products permanently necessitates the fulfilment of high requirements regarding reliability, attention and accuracy.

The great confidence of our customers means high responsibility for us. In order to maintain and develop our market position further, all co-workers are expected to achieve high performance standards each day. Ambitious co-workers are assigned new and challenging tasks and they receive all necessary support to succeed. We want to create an atmosphere, which attracts ambitious people and initiates the growing of vocational self-confidence.



10

WE PRODUCE ENVIRONMENT-FRIENDLY

Our services are provided under best possible protection of the environment. This means an economical use of resources and careful handling of the basic materials necessary for production.

We are aware that our work principally affects our environment. Environmental care therefore is an overall company issue. Only with everybody's active support will environmental care be successful and continuous improvements be achieved. All raw materials and supplies are applied in optimal quantities. The disposal of chemical substances and polluted wastes always takes place on a legal basis.



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