OSMIUM

WHAT ETHICS MEANS TO US

© Osmium-Institut zur Inverkehrbringung und Zertifizierung von Osmium GmbH

What constitutes our way

Every beginning involves a decision. In 2014, the osmium business was founded by the company preceding the Osmium Institute. It was during the first steps of this pathway when the team became aware that over the period of cooperation, they would be obligated to commit to the two most important values when interacting with the markets and people.

- **Transparency**
- **Accountability**

We from the Osmium-Institute are of the opinion that the necessary ethical codes of conduct which are entailed in these two terms are of highest importance when interacting with any type of economic entities and performing any type of economic trade. Thus, in order to act with emphasis and visibility, the company was rebranded as the:

Osmium-Institut zur Inverkehrbringung und Zertifizierung von kristallinem Osmium GmbH

(Osmium-Institute for the market introduction and certification of crystalline osmium)

The institute stands for transparency and cosmopolitanism in conjunction with technical innovation. It is easy to lose one's overview in our globalized world. This results in many questions that are of interest to business partners, clients and authorities:

- Where do the necessary raw materials originate from?
- Which trading routes are used?
- What position to employees have in the company?
- Does gender justice exist?
- Does the company act sustainably and comply with nature conservation?
- How are cultural differences handled?
- How are partners trained?

This results in the key questions:

- Which driving forces are used by the company to ensure partners and employees stay on the path of ethical action in a sustainable way?
- How and in what way does the management and directorate exemplify what they preach?
- How is ensured that when a company grows, values are not lost?
- How can control be set without ending in surveillance?

Because:

The end consumer also faces the challenge of wanting to act in an ethical way but often having to act in unknowingness instead. This self-imposed duty of transparency is the testimony of the conscious responsibility, which every individual carries with his/her actions, including every single employee of the Osmium-Institute.

This assumption of responsibility without transparency is not possible, because as soon as incidents with exclusion of transparency take their course, this responsibility towards third parties cannot be claimed by them. Thus, it loses its value.

Transparency without responsibility may be possible, but in no way desirable. Any type of knowledge of this world could be shared transparently and the world would still rely on the responsibility of every single person to utilize this knowledge in an ethically acceptable way.

The justifications for our most important cooperate values are meant to be the cornerstone of our report. It includes our will to sustainability, but more so is a promise to our clients and stakeholders that we will always act in a responsible way and let transparency prevail.

This must take place in all areas where it is possible. Furthermore, the aspiration to improve oneself is a constant guide through the life of a company.

responsibility

transparency

The Osmium-Institute has set itself the task to introduce crystalline osmium to the market as a transparent AND ethically justifiable product. We are aware that exactly this initial decision must be the ground pillar in order to introduce crystalline osmium to the market.

The institute is committed to doing everything plausibly possible as a cooperation of the commodity trading business to provide clarity in exactly this disputed area. The conversational tone of this report is an open and honest one.

We present our business processes, policies and future plans comprehensively for everyone in five parts:

1. The supply chain

The first part deals with the importance and structure of the supply chain. Here, every step of the way osmium passes through is screened and questioned. The integration of the measures taken into everyday work are explained.

In terms of process, we move from the mining of the metal platinum, in which osmium occurs as an impurity, to the end customer, who is supposed to hold the certified, crystalline osmium in his hands with a good feeling.

2.) Corporate ethics

The second part explains corporate ethics and the associated measures of the Osmium Institute. The well-being of employees and the constant questioning and optimization of internal processes enable a working atmosphere at eye level.

This eye level alone makes it possible for injuries and sprouting misdirected processes that could get out of hand to be reported to the directorate voluntarily and without the feeling of being subject to restrictions. All employees must be made aware that the detection of grievances is an achievement of companies that has no unpleasant consequences for the employee, but is a desired team process.

3.) Stakeholder

In the third part, we show our stakeholders to whom we owe the responsibility and transparency that we ourselves want in life. The aim is to allow the stakeholder to pursue his own interests without getting into a mismatch with the company, the customer or politics.

We are aware of the scope of our decisions, which have a direct and indirect impact on institutions, customers and society.

In this document we will explain the measures in a generalized manner in order to show the best possible solutions for all involved. You can often find more in-depth explanations of the process on the Internet, but all of them can be queried from us by journalists and interested private individuals.

4.) Processes and improvement

In the fourth part, we show our progress and our potential for improvement. Only a company in constant change and in constant process optimization can do justice to the globalized world and in the best case benefit it.

We feel especially responsible as we are a growing and young company. We operate in an area where the business of mining raw materials is interspersed with "black sheep". This refers to raw materials like cobalt, silver and some critical metals that are important for the survival of industrial society. For this reason, states are sometimes unethical in procurement and the consequences are corruption and neglect of occupational safety and legislation.

The mining of osmium as a platinum metal is unaffected by such political implications. It is right to observe the mining of raw materials around the world with a critical eye. On the other hand, it must also be borne in mind that our world was only able to transform itself into a modern industrial society due to these raw materials. Now, however, it is a sign of the times that this society recognizes the value of nature and uses compatible projects with the help of the latest technologies.

Dealing with the environment when mining raw materials is a consistently relevant topic in every single area surrounding the Osmium Institute.

5.) History

In the fifth part, we look back at the company's history and the projects that the Osmium Institute and its director have already implemented. In this history, the sense of responsibility and the commitment towards people and nature are based in their origins.

The measures that were defining in the past and still are today range from the manufacturing of electric cars and the operation of science TV stations to animal welfare.

Statements

In all of the following five parts you will find statements plus implemented measures and current campaigns for responsible and sustainable dealing with our nature and the world we live in, without which no piece of crystalline osmium could have found its way onto the market.

Quote, Ingo Wolf, Director of the German Osmium Institute:

„Die Sicherheit im Umgang mit dem Material und dessen Eigenschaft der absoluten Unfälschbarkeit legen zudem nahe, dass Osmium in der Zukunft eine wesentlich höhere Stellung im Ansehen der Nutzer haben wird. Die Einsatzgebiete im Werterhalt und der Speicherung von Sachwerten liegen neben der Schmuckerzeugung im Fokus aller handelnden Personen.“

„The security in handling the material and its property of absolute falsifiability also suggest that osmium will receive a much higher status of reputation by users in the future. In addition to jewellery production, the preservation of value and the storage of tangible assets are the main areas of application that all acting persons are focusing on.”

1. Path of Osmium in the supply chain: security first.

Quote, Ingo Wolf: „As soon as a person on this earth makes any decision and acts and let's act on this decision, he or she inevitably takes on a responsibility."

The consequences of this decision, depending on their reach, influence world affairs in a small or large way and thus represent new entities for other subjects. In this way, every decision influences, and every decision involves responsibility, regardless of who made the first decision. The osmium supply chain and the success of each entity is the result of each individual's actions.

In this context, it is important to mention that responsibility must not only be our value, but also that of the mines, the mining companies and the laboratories in which osmium is examined and crystallized.

It is our challenge to let each of these production stages share our two guiding values and bind them to participation.

The Osmium Institute ensures that our team scans and knows of specifically these external decisions. For part of our responsibility is to make our own actions ethically justifiable and to take responsibility with as much knowledge as possible. This also applies to procedural methods that take place in preliminary processes for the manufacture of the osmium semi-finished products.

By educating each and every employee of the Osmium Institute about the consequences of their actions, everyone is empowered to be part of the process. The challenge lies in connecting the international, locally affiliated osmium institutes in the respective countries of osmium distribution, which should act under the same conditions as exemplified by the German Osmium-Institute.

It is part of our corporate philosophy that the employees are willing but also able to question processes, to propose new processes and to influence changes in processes at every step of production.

This can be related to the ethical context but also to the practical part of daily work.

Affected are:

- Work processes in and outside the company
- Operating routes
- Work safety
- Employee protection

In the Osmium Institutes, every employee is informed about their rights and obligations. She or he must be able to understand and question the processes from the mine in which she/he is involved in in detail. This creates the potential to improve processes, because only those who live them every day and know them can improve the process.

This can only be carried out with the best possible training and constant communication of transparency and responsibility.

We naturally adhere to national and international laws and regulations in order to not create disadvantages for the local population abroad.

Furthermore, the industrial standards that apply to us are of great importance in order to create a safe and qualitatively unique product.

Quote Scarlett Clauss, Vice-Director:

“The objective of supply chain management is to maximize the reliability of all supply chain elements to establish a regime that allows for a plannable and transparent supply of crystalline osmium.”

„Transparency, combined together with the will to enforce ethical responsibility, forms the basis on which morally acceptable business operations are sensible and meaningful.”

Osmium as a by-product

We purchase our powdered osmium as a by-product of platinum production from platinum ores. The countries of origin are mainly South Africa, but also the USA, Russia and Canada.

From there, osmium reaches the laboratory for crystallization as a so-called osmium sponge.

All mines are highly automated and equipped with heavy machinery to mine ores. The reason is that osmium occurs only in very small parts as a by-product in platinum ores.

Osmium sourcing

Osmium is sourced exclusively from the mines in which it is a by-product of platinum, not of nickel. The reason for the restriction is the unmanageability of the complex nickel market.

As a rule, only 30 grams of osmium are contained in 10,000 tons of platinum ore. After extraction, the osmium sponge has the consistency of a blue-black powder.

"The color is an indication of the quality and purity of the osmium."

There are therefore no separate mines for osmium mining, so the osmium must be extracted from the platinum ore.

Every year, around 1,300 kg of osmium sponge is extracted from all the mines in the world. This number is an estimate that follows an annual survey of laboratories and producers conducted by the Osmium World Council team.

The number cannot be determined exactly because by-products are of lower importance in the statistical surveys of companies. However, there are also good indications from the trading volumes in the use of osmium, which, together with the current stocks, underpin the number.

As a by-product, osmium therefore actually only represents a minimal amount. The use of resources when mining platinum does not change in any way due to the additional extraction of osmium.

By the way, if osmium is not bought up, it often remains in the platinum as an “impurity” and is introduced into the platinum processing industry and distributed there. Traces of this osmium are found in platinum jewellery and catalysts. It is not recyclable. It is lost from the market forever and completely.

We buy powdered osmium exclusively from certified mine operators and further processing laboratories, the sources of which are certified mines.

Through close cooperation and trusting dealings with suppliers, we ensure that human rights and our other corporate ethics are complied with.

We pay close attention to compliance with safety precautions and encourage mine operators to engage in a dialogue with unions and workers' representatives on the ground. Responsibility and transparency can only be achieved through communication and mutual information.

For this purpose, we visit the producers in their home country every two years.

The raw material for crystalline osmium is a blue-gray, powdery sponge in the raw state. It is harmful to health when exposed to oxygen. This fact makes it essential to ensure sophisticated work safety and to protect workers with all technological possibilities.

However, this protection must first be applied in the laboratory and not when the ore is mined, since the osmium bound as osmiridium arrives at the laboratories within platinum and is completely harmless here due to its compound and very low concentration.

The production volumes of the mines in South Africa and other countries are in the range of a few kilograms per month. The quantities vary with the demand because, as described, the usable quantities are not determined by the quantity extracted, but by the extraction volume.

Protection of human rights

The Osmium Institute strictly ensures that human rights are respected and safeguarded in every process step. In mining, the problem areas of child labour and artisanal mining are the main challenges if the incentive is attractive to the local population.

The Osmium Institute can safely assert that these two problems do not apply to osmium production due to two reasons.

1. The first reason is the lack of osmium mines.

As described, osmium is contained in platinum ores and, when raw, does not differ from these metals with the naked eye. Local residents in the region do not have the possibility to mine osmium with their own tools and crafts, as the laboratory process is not available and cannot be reproduced in any way.

The financial expenses that would be necessary to carry out the process independently are not within the reach of artisanal dealers and producers. In addition to the technical impracticability, the specialist knowledge is in the hands of a few people and spread internationally.

2. The second reason lies in the purchasing guidelines.

The Osmium Institute only buys directly from laboratories and mine operators. The deliberate omission of middlemen takes away the potential attractiveness of artisanal mining from the population, as they wouldn't be able to sell the extracted material.

Furthermore, the Osmium Institute thus protects the preservation of product and counterfeit security. There is no way that osmium from artisanal mining can find its way into the supply chain. As a result, there are no artificial surcharges that intermediaries could justify. Since artisanal mining also includes child labour, the Osmium Institute protects the youngest in the above-mentioned way.

The Osmium Institute ensures safe working conditions in that it only collaborates with mine operators who are certified for their sustainability. In addition, the mine operators use automated technology that prevents workers from having to dig with their bare hands.

Safety in the laboratory as a top priority

There are two laboratories worldwide that are capable of removing osmium from the mined ores in a comprehensive chemical process and processes it safely.

A laboratory in South Africa has been selected for this purpose by the Osmium Institute. Complex safety equipment ensures that the workers remain unscathed.

In addition, this equipment has a positive effect on the purity of the crystalline osmium, which is what the public image of the Osmium Institute stands for.

When the element osmium is extracted from platinum ore, the harmful sublimate osmium tetroxide can be produced. In order not to release the molecule into the environment, special filters ensure purified air. Because of the scarcity of osmium, there is an effort to minimize any loss of osmium anyway.

Air extraction systems of the highest security level also ensure the integrity of the employees in the building. Devices that come into contact with osmium or possible oxide are cleaned in a washing system that has been specially adapted and manufactured to an individual order.

These laboratories are only accessible to authorized personnel.

Approved persons have to go through two access gates within the company to start their work in the laboratory. The laboratory operation as such is very manageable, since the amounts of osmium are very small. All employees have enjoyed a highly qualified scientific education.

In order to improve the conditions on site, the Osmium Institute strives for ethically correct decision making when selecting service providers and cooperation partners. Jobs for the local population are advertised and employees are searched for there in this way.

Further processing to the osmium crystal

Our only and exclusive partner, who can crystallize powdery osmium sponge, is based in Switzerland. The osmium sponge is received here and crystallized in 120 complex individual steps. Only 3 people are qualified and authorized to perform these steps.

This is where responsibility comes before transparency. As Osmium Institute, we care greatly for the safety of our employees. Precious metals processing companies also keep larger stocks of these metals in laboratories. For this reason, the risk of theft must be minimized.

Accordingly, only the smallest amounts of osmium are processed at the same time in both the laboratories and the certification facilities. The remaining manufacturing sites are protected by unawareness of the locations.

Keep in mind that areas and escape routes that are subject to different security measures must also be evaluated. Even supposed banalities such as ventilation shafts or basements in laboratories can be used to illegally penetrate a company building, which is not as secure as airports or banks.

The decentral centralization

In order not to concentrate the already crystalline osmium at one location and thus arouse desires, the certification also places emphasis on decentralized work.

Only goods that are delivered to an Osmium Institute for post-certification are on site for the short period of time it takes to work on them. This period of time at the institute is usually limited to a few hours. The customer often stays at the institute and can take his goods back with him after work is completed.

For the quantities of goods that are used in the jewellery industry or that are brought into the market, it applies that they are distributed to various in-house laboratories. The small certification bodies are located in separate locations. These places are not published. The goods are transported to these locations immediately after cutting and from there they are again peripherally brought to the shipping points.

Goods that are sent on the fly only remain at the shipping point for one day. Other goods with high individual values are brought to locations that are upstream of shipping and that have a special security level.

In order to underline that we also protect our personnel when material is moved between the locations where laboratory work is carried out, we would also like to describe the transport routes to our dealers and customers.

Small objects and small orders up to 15,000 euros are insured and shipped by a certified shipping company.

The shipping of medium-sized orders in the low five-digit range is already performed as a service by specially secured carriers.

From six-figure amounts, only air transport is used. In this way, employees and materials are protected equally.

No stops are made when transporting by vehicle, as these transports only bridge short distances. The transports are carried out with the company's own electric vehicles. In order not to indicate a specific route, routes are selected that are not shown as the shortest route by navigation systems.

In this case, the Osmium Institute acts responsibly and therefore non-transparently to protect employees. It’s a matter of human life and security, and this objective fact is a very important aspect for these measures.

1.) Product safety by the Osmium Institute

After crystallization of the osmium, the semi-finished products with the name osmium disk are cut using the wire EDM process. This process is carried out exclusively by certified specialists who were trained by us, the Osmium Institute, for occupational safety purposes.

The companies go through a process of safety at work, protecting the machines, cleaning the machines and recovering as much osmium as is technically possible.

The Osmium Institute ensures that every single crystallized, cut osmium piece is certified and stores it in a database which contains its physical properties.

This data includes the dimensions and weights but also the 3D scan file and an HDR scan of the surface with 25,000 pixels per mm².

This certificate serves to guarantee that the existing semi-finished product or end product is an object with a purity of 99.9995 percent osmium.

Comparable to a land register entry, each change of ownership is designed to be comprehensible:

The owner can be changed and the product identified by two different codes that belong to an osmium piece.

The Osmium Identification Code is used to find the scan files of your own pieces on the internet.

The owner change code is used to describe possession or ownership, depending on whether a piece is only temporarily in another hand or whether a complete transfer of ownership has taken place.

In some areas of the institute's work, blockchain technology is also used and is constantly being expanded.

The digital and virtual corporation

The digitization of all business processes in the Osmium Institute also serves for transparency and documentation, and thus for security. Not only are predefined processes digitized, but above all this also applies to the process from discussion to decision-making for changing and re-creating processes.

The aim is also to make all processes simple, to keep them trainable and to subject them to a documented change in a simplified way.

An overview of the virtualized processes:

- Purchasing and incoming goods control
- Employee satisfaction and occupational safety
- Packaging, insurance and shipping
- Accounting and financial overview
- Task design, task distribution, processing control
- Corporate management, control of measures, process comparison
- Building websites, landing pages
- Marketing and press work
- Training and Train the Trainer programs
- Video-based self-learning
- Customs and import issues
- Process change, approval of process change
- Monitoring process changes

Especially notable is the current implementation of the ISO certification according to DIN9001, which is being carried out for the first time by a company including all variable processes, completely digitally and internationally. The software and source codes belong to the institute and are subject to constant improvement.

The quality management system and all processes related to service quality require transparency, with disclosure of all internal company processes and a constant effort to improve.

“The future is what we make of it. The quality of what we make of it is directly related to dialogue and decision making. Sensible decision making using all sources serves to create efficient processes."

2. Our employees as essential power - living ethics

Regular inspections of the cooperative companies and contact with the management are common measures.

The working methods of the institutes make it easier for auxiliary companies to set up interfaces for the exchange of goods and information. The companies are selected according to strict criteria. Care is taken to ensure that similar internal policies and values apply.

Corruption, money laundering and financed terrorism can only be prevented if management and employees are in constant contact and exchange ideas. Economic and political changes and interdependencies of the auxiliary companies are observed.

It is crucial for the collaboration in the own company that the Osmium Institute stands for its values and the observance of human rights on a large scale. In the small-scale area of interpersonal interaction, potential for conflict should be recognized at an early stage.

Many conflicts can be countered simply by creating safer jobs and working conditions. Conflicts of interest must also be addressed and regulated so that there is no one-sided advantage of a business relationship or even corruption. For this purpose, the team at the Osmium Institute is prohibited from accepting monetary or non-cash gifts in excess of 30 euros. This limit gives the employee sufficient personal responsibility and yet limits the potential for corruption.

As indicated, ethically correct action requires the consulting with business partners and not tolerating any deviation from compliance with human rights. The Osmium Institute thus sets an example and stands for a product "with a clear conscience" in the world and above all towards the end customer.

Those who wish for human rights and equality must not tolerate, endorse or support discrimination of any kind. In all accessible and visible areas, the Osmium Institute makes sure not to discriminate against anyone because of his/her origin, gender, skin color, ethnicity or sexual orientation. We also request this distinctive value of tolerance from our business partners.

A secure job is guaranteed for the employees of the Osmium Institute. We offer training courses to improve social or practical skills. Employment contracts are not subject to a term limitation. Because only with qualified employees who feel safe can our stakeholders and customers share the company's success. We also pay attention to the compatibility of family and work and offer our employees a say in their workplace design.

Many employees can work from the home office. Nevertheless, there is always the option to work from a work office, which counteracts social isolation. The working hours are not subject to any determination. Core working hours are only necessary at a few points in the flex-time model.

And here, too, an essential element of the corporate philosophy applies. When a day’s work is done, the workday ends.

In addition to preventing mental overload, it is also very important to us to take appropriate care of the physical health of our employees.

There are currently 8 people working directly within the German Osmium Institute and another 300 people internationally. The main tasks of the internal employees are:

- Certification and maintenance of the OIC-database
- Scientific analysis of facts about osmium
- Correction of false messages on the internet
- Packaging and transport
- Administration and accounting
- Operation of websites
- Translation of publications
- Texting and marketing
- Basic courses and training

The external teams usually support sales and marketing on a freelance basis.

The training of the employees is documented to ensure sound knowledge.

Ethical communication through VOCAB Principles

All of the stated goals and procedures are implemented using the VOCAB principle, which is representative of an open and honest communication at eye level.

V

Values:
We ensure that every employee knows about our values. We are responsible for the environment with duties and rights on a base of good will and transparency.

O

Opinions:
We listen and talk to our employees. Their opinion matters to our business as much as every person is part of our system.

C

Cooperation:
Our business partners are pleased to give feedback about their experience with us. We are open minded to new ideas as long as we share similar values.

A

Audits:
We ensure that we keep in touch with authorities and ethical advisors, as well as with control organs with functions like the Osmium World Council. Every employee needs to keep documentation updated.

B

Benefit:
The success of the company should reward our employees. We offer our employees chances of educational weeks, incentives, team building events and flex-time conditions.

Securing the support of retailers

Our goal is the satisfaction of our customers. We achieve this task this together with our retailers. Retailers are trained and looked after by our employees. But in order to be available to them around the clock, technical aids are also required.

In order not to overwhelm the teams looking after the retailers, a number of complementary technical platforms were created.

Every retailer needs and, with the help of these tools, receives not only detailed specialist knowledge and electronic access to all relevant documents, he also gains an overview over his own work. A variety of statistics support and motivate him. The structures of the company from sales to bookkeeping are graphically represented for every employee.

On this platform, all the information and media required are already grouped by application and clearly sorted. All training courses are also available via video and audio. The contributions are recorded in men's and women's voices. Tests can be repeated several times to avoid exam stress from the start. The platforms are multilingual so that each partner can learn and act in their own language in every foreign country.

The help platforms include:

- Various explanatory landing pages
- A variety of targeted websites
- The virtual academy
- The download centre
- The billing centre
- The Osi Rewards centre
- Over 5,000 prepared documents
- Image, audio and video databases
- Sales tools
- Press tool and press review
- Simplified shop creation
- Automatic merchandising dispatch

All material of the download centre is professionally prepared and available as a rights-free download to be passed on to others.

The blogs and press tools also constantly announce news and improvements so that our retailers are always aware of what is going on in- and around the Osmium Institute. This way, we can ensure that the customer is well-informed and receives a product that is explained to him/her in depth.

Furthermore, the organization within the Osmium Institute is designed with fixed areas of responsibility to enable the smoothest possible organization and cooperation. All responsibilities within the company are also clear and prevent conflict potential caused by misunderstandings.

Procurement committee: The most important function is the determination of the sources for the acquisition of raw osmium and the protection of existing contractual relationships. Current suppliers are reviewed on an annual basis and this may result in the removal of existing and/or the addition of new suppliers, following the outcomes of the due diligence process with prospective partner companies.

Human resources committee: Key activity of this committee is the hiring of employees. This includes the development of requirements for new employees for the existing departments and ensures that clear recruitment criteria are available. Detailed roles are defined as part of the recruitment process. Permanent employment decisions are taken at the conclusion of probation periods

Research and Development Committee: This committee conducts investigations and internal projects to identify, evaluate and implement improvements in technology, certification, work design and business organisation, methodology and analytics. The goal of all R&D activities is to improve processes, increase product quality and to generate simplified processes with better output in the future.

Scientific advisory committee: Key focus of this committee is the training of external partners because only excellently trained staff can answer the end customers' questions.

This includes but is not limited to the following activities:

- Definition and selection of training content;
- Definition of training levels;
- Classification of content into individual lessons;
- Development of structured teaching solutions;

Business development Committee: This function ensures that market development activities and interactions with prospective and existing clients is based on well-established facts to promote trust and credibility in the industry. A key activity is obtaining feedback from the market and defining and/or improving processes that enhance customer relations. The main tasks include inbound controls, definition of outbound requirements as well as managing inquiries related to products, risks and partners.

The Osmium Institute is a member of the superordinate *Osmium World Council*. The association in turn controls compliance with the corporate values and guidelines of the individual osmium institutes.

There are established processes and step-by-step plans, which take effect in the event of non-compliance with regulations and instruct the respective Osmium Institute and, in the event of a deviation from the regulations, subject it to mandatory change tasks.

In addition to involving employees in the business ethics department, this overriding self-regulation is the watchful eye and at the same time the reaching hand that enables the consultation of a direct contact person in the event of uncertainties.

We talk to our customers!

The variety of customers ranges from private banks to private individuals, from jewellers to watch manufacturers and from the family office to entire countries, for which depositing osmium as a state reserve is a viable possibility.

In addition to the large-scale customers, those interested in real assets can also easily obtain osmium. You have the opportunity to buy directly from one of the international osmium institutes at any time and to accept the goods personally.

Customers have a variety of contact points, such as flagship stores, signature stores, logo stores or simple pickup stores. Direct shipping is also possible via the internet. Every customer can buy osmium through the international online shop. Further online shops are operated by our external partners.

The crystalline osmium products Diamonds and Stars are being bought increasingly by jewellers. They are taking advantage of the opportunity that the new precious metal opens up and are enriching the jewellery industry with new designs and spectacular pieces of jewellery. Jewellers also have the option of acquiring semi-finished products with a large area that can be cut into almost any shape.

The wire EDM process can then be used in cooperation with the Osmium Institute to cut shapes that are used as inlays. With us, jewellers benefit from an external company, the Oslery GmbH, which serves as a link to private individuals. Here, private individuals can place orders with jewellers.

Regardless of the route of purchase, the price is always the same across the entire range: it is given in euros per gram of crystalline osmium.

Qualified Osmium Partners

After each osmium piece has been certified, the Osmium Institute ensures that it is introduced to the market. For this, the Osmium Institute offers job opportunities that are accessible to everyone after an extensive qualification measure.

These persons work as employees at the institute.

Retailers are paid on a commission basis, but the end user does not have to bear any additional costs when buying. The Osmium Institute rewards osmium retailers for their commitment and efforts to advise on the crystalline precious metal and spread knowledge among the population.

Osmium dealers are also subject to the guidelines of the ethical corporate policy and are trained in them. This also includes treating the data of the interested party or buyer in accordance with the German Data Protection Act. Buying a tangible asset is a very private matter and every single dealer is aware of this. On the basis of these aspects, information relating to people or companies is treated with the utmost discretion and care.

How do we achieve progress for a sustainable future?

An entrepreneur's gaze must constantly be directed towards the future. He must not be obscured by narrow-mindedness, deadlocked opinions, or insistence on yesterday.

Quote, Ingo Wolf, Director:

„In allen Projekten, die ich in meinem Leben durchgeführt habe, war ich dem Markt einen Schritt voraus. Vorausgehen birgt allerdings mehr Risiko als Nachlaufen. Bedingung für zukunftsorientiertes Handeln ist deshalb neben beständigem Dialog die Lust auf das perspektivische Denken einer neuen Zukunft.

Betrachtungen aus dem Bereich Politik, Fertigungswirtschaft, Markterhebungen, Kunden- und Mitarbeiterbefragung sowie der kritische Blick auf Expertenmeinungen und Medienberichte gepaart mit dem Mut, dem eigenen Bauchgefühl zu vertrauen, schafft die Befähigung, aus der Vergangenheit zu lesen, die Gegenwart zu lesen und die Zukunft zu gestalten.“

“I was one step ahead of the market in all the projects that I have carried out in my life. However, going ahead is more risky than running behind. In addition to constant dialogue, the prerequisite for future-oriented action is the desire for perspective thinking in a new future.

Observing politics, the manufacturing industry, market surveys, customer and employee surveys as well as a critical look at expert opinions and media reports paired with the courage to trust one's own gut feeling create the ability to read from the past, read the present and design the future."

In the area of osmium, we find a market situation that has never existed before.

The last precious metal in the world is suddenly accessible to everyone. The range of precious metals is expanding. A new player is on the market and is creating new benchmarks for security, transparency and sustainability.

As the only metal on the market, osmium can be recognized undoubtedly by its crystalline structure. Every single piece is identifiable. This has cleared the way for the first comprehensive database which contains every piece of an entire precious metal available on the market.

With the OIC, every customer can view this data anytime and anywhere and use it to verify the Osmium. The OCC also provides the fantastic possibility of perfectly organising and documenting the transfer of ownership, which is the basis of a private sale, for example.

Even if it is obvious: Osmium is the eternal metal. Once crystallized, it stays in this shape for billions of years without any change. It is more sustainable than any other substance in the world.

It fulfils its purpose, which is storing value. You see, osmium is calculated in grams. And if you have 10 grams today, you will have 10 grams tomorrow. Exchanges and price tables are a temporary indicator for the value of a currency. Metals, on the other hand, are always around and imperishable.

Why Certificates and Codes?

The certificate shows the authenticity of the crystalline osmium. Since there is only about 9 m³ of the precious metal in the earth's crust, a guarantee of authenticity is a valuable part of the purchase. The certificate ensures that this item has been tested in the laboratory for its safety and authenticity.

The **OIC - Osmium Identification Code** is the identification number which is assigned once for each osmium object. It is directly assigned and linked to the scan and data of the piece. The details can be viewed online by every owner. Customs authorities have direct access for self-verification.

Each piece of osmium also has a unique **surface structure** that makes it individually assignable and has the **highest density** of all non-radioactive elements. This means that counterfeiting is also physically impossible.

The **OCC** ensures that successful theft with subsequent resale is almost impossible. If the piece of osmium is to be transferred, the owner change code is essential. It acts as a one-time transfer to another natural or legal person. The transfer causes the creation of a new OCC for the new owner.

Securing customer values through quality in the laboratory work of certification

The Osmium Institute guarantees that every customer receives only certified osmium as real asset. The guarantee of authenticity comes first when interacting with the customer. Osmium is a special product and its uniqueness influences the behaviour of the buyer. Everyone who acquires crystalline osmium should experience the magic of osmium's rarity. For this reason, every customer is looked after directly and extensively. The satisfied customer is also the company's ambassador.

Trusting interaction with customers and partners is only possible if the employee is aware of his communication responsibility.

The employees of the Osmium Institute follow the principle of reciprocity, also known under the golden rule:

"Treat others the way you want to be treated yourself."

This has an impact on practice, in that our employees advise our customers with the same intensity as if it were their own money and their own purchase.

Osmium-Institutes in the signs of our times

The story about the spread of osmium reads like a modern fairy tale. From an industrial point of view, there is a milestone behind the crystallization of refractory metals. On the other hand, products are being made possible that were unthinkable of just a few years ago.

This created demand from the watch and jewellery sector who wanted to use the "new" metal. Demand turned into a market. This market will become an industry.

Everyone will be talking about osmium in the near future. People recognize that it is wise to own a metal that is craved by industry and liked by customers. There are many positive properties associated with osmium.

The physical properties alone make the metal an ally in our lives. It is wear-resistant, strong and hard. It is beautiful, sparkles and can be seen from a distance. It portrays wealth, prudence, intelligence, but above all foresight. This is the story osmium tells about its owner.

We all want to reflect these properties in life, such as osmium has them. Let's all take it as an example and let's try to improve ourselves.

Quote, Ingo Wolf, Osmium-Institute: „Die gelebte Veränderung macht den Unterschied. Nicht die Gewünschte und nicht die Geplante und vor allem nicht die Verpasste,… Auf unserem Weg in den Erfolg möchten wir als Osmium-Institut etwas zurückgeben.

All die Freude, die uns entgegengebracht wird, ist es wert, ebenfalls Freude, Sicherheit zu bieten, wie es eine lebenswerte Welt tut. Aus diesem Grund habe ich vor 20 Jahren mit meinem Unternehmen Science-TV GmbH begonnen, werbefreies Fernsehen mit rein wissenschaftlichem Hintergrund auf der Welt zu verankern und damit jedem Menschen den Zugang zu kostenfreiem Wissen zu ermöglichen und gleichzeitig die Reflexionsfähigkeit des Einzelnen zu erhöhen.

Denn unseren Planeten können wir nur gemeinsam wieder ins Gleichgewicht bringen.“

„The change that is lived makes the difference. Not the change you want, not the change you plan and especially not the change you missed out on… As an Osmium Institute, we would like to return something back on our way to success.

All the joy that is brought to us is worth us also offering joy and security in return, as a world worth living in does. For this reason, I started to embed advertising-free television in this world with a purely scientific background through my company Science-TV GmbH 20 years ago. This gave everyone access to free knowledge and at the same time increased every individual’s ability to reflect.

For it is only together that we can bring our planet back into balance."

3. Stakeholders as precious factor – dialogue for decisions

Each of our stakeholders helps the Osmium Institute to grow and achieve success. Whether directly or indirectly affected, every stakeholder is part of the implementation of our corporate philosophy and our promise to provide transparent and responsible information about osmium. Here again, the focus is on offering the best possible result for the customer.

It is very important to us to listen to the views and ideas of our stakeholders and to discuss suggestions for improvement. Seeking dialogue is our way of working together.

How do we involve our stakeholders?

	Areas of interest	Measures by the Osmium Institute
Shareholders	Economic profit generation, fair distribution of profits, reputation, implementation of corporate ethics	Regular dialogue in the form of meetings, defined goals and the constant work on them, annual overviews and reports on company activity
Management	Economic profit generation, reputation, safety precautions, health security, training of employees, implementation of corporate ethics	Employee regulations and incentives, very good working conditions, constant exchange, technical and professional support, constantly up-to-date overviews and reports on company activities
Employees	Profitability, reputation, safety precautions, health security, training,	Continuing training offers, incentives, business trips, flexible working in time and

	implementation of business ethics, efficient work	place, campaigns such as “Day of Security”, guaranteeing breaks and recovery times, regular information events, conveying knowledge about company values and actions.
Laboratories and mine operators	Safety precautions, regular exchange about changed conditions, implementation and compliance with corporate ethics, reputation, responsible action and showing of transparency	Processes and controls for compliance with company guidelines and security measures, targeted and regular exchange of information, site inspections, lectures on site to convey values.
Clients	Safe products, guarantee of authenticity, quality customer service, ethical action in the supply chain, campaigns to adhere to sustainable action, responsibility and transparency, reputation	trained customer service, open attitude to a dialogue and suggestions for improvement, offering modern technologies to complement the osmium product, sustainability report and announcement and justification of the company values
Institutions	safe products, compliance with the law, environmentally friendly operation, safe jobs, tax payments	Tax payments, compliance with national and international laws, focus on occupational safety and flexibility in the workplace, compliance with environmentally friendly regulations during production, control inter alia by the Osmium World Council and authorities
Industrial mergers	Economic profitability, compliance with ethical principles, collaboration on projects	Compliance with DIN, member of precious metal associations, constant exchange with relevant groups from the precious metals sector, sustainability report
Public and society	Information about products and processes, compliance with safety standards, securing jobs, environmentally conscious behaviour, compliance with corporate ethics	Transparent corporate processes, a high number of information-based websites, sustainability report, compliance with corporate ethics and acting accordingly
Media	Regular updates on company activities and dealing with institutions, use of communication channels, promotion of company ethics	Team of employees in the PR area, regularly informing the public about osmium, using media distribution channels, sustainability report

4. The progress colors our daily life – future views

You can only reach your goals if they are defined. That's why we pick our three most important goals every year as an internal initiative. For a developing company which has the sophisticated impact of a young team, improvement and innovation are indispensable for us. Of course, there are topics in which we want to improve our young company. We are reaching for even better conditions for our services and offers for our employees. We also want to find new creations in supporting green thinking for the environment.

Our next projects are…

1. Create further training opportunities in order to convey our most important resource, which is science, to the younger generation as interesting. For this purpose, the Osmium Institute offers internships for pupils and students. In this context, the Osmium Institute is responsible for ensuring that correct knowledge and the values of responsibility and transparency are conveyed. It also offers pupils and students a basis for developing an expectation for their later job, gaining enthusiasm about metals and dealing with the topic of raw material mining.

This work is based on the vocational academy that Ingo Wolf founded with Bavaria Film more than a decade ago. The Bavarian Broadcast Academy introduced young people to new technologies in media creation and distribution. During this time, the teams learned a lot about imparting knowledge in areas where knowledge increases and complicates every day.

With regard to continuing education, the Osmium Institute offers retraining based on this experience, which is intended for unemployed people from ceased professional groups. Research and education can help provide people with new skills.

2. The fight for electromobility and a nationwide supply of green energy. In his life before working at the institute, our director Ingo Wolf owned a company called Electric Ride GmbH. This company recycled Mazda MX5s and in partnerships converted them into all-electric small convertibles. The concept of the model had three motivational forces.

On the one hand, the large corporations should be shown how easy it is to initiate such a project, since lobbying was far too strong to start a rethink within the big mobility brands. Therefore, the model had to be exemplified. There was no intention to make a profit.

Secondly, it had to be shown that not everything has to be new if it is still to be used. The idea of converting entire vehicles for a second use after a long life was obvious to the team.

Thirdly, it had to be shown that mobility is not tied to an SUV and that joy, driving pleasure and special sustainability can be lived and enjoyed in small electric vehicles. This type of mobility must be supported in the future.