

Corporate Environmental Policy

At Sonova Group, we are committed to protecting our planet as well as minimizing our environmental impact and pollution while creating social and economic value to society. We drive the transition to a resource-efficient and low-carbon future of our operations throughout the lifecycle of our products and services.

This policy is applicable to all Sonova operations, facilities and employees globally and communicated within the Group and to other relevant stakeholders. Environmentally friendly business practices are also expected across the value chain, from our business partners, including, but not limited to, our suppliers, service providers and contractors.

We commit to the following key principles:

- We continuously monitor and improve our environmental objectives and performance across the Group
- We train our employees on this policy and raise awareness on environmental topics among our employees
- We embed environmental considerations in business decisions and activities, such as product launches, facility construction and modifications as well as mergers and acquisitions
- We establish and maintain certified environmental management systems across our key facilities, including manufacturing sites and distribution centers
- We comply with applicable environmental laws and regulations
- We encourage an open and transparent dialog on environmental topics and consider the expectations of our stakeholders
- We ensure transparent and third-party assured reporting on environmental objectives and performance at least annually to internal and external stakeholders

We drive actions to minimize our environmental footprint and risks while leveraging opportunities by focusing on the following areas:

- **Climate change:** reducing CO₂e emissions in line with a science-based approach across our value chain and increasing our resilience to the effects of climate change
- **Energy:** increasing our energy efficiency and switching to renewable energy sources
- **Waste:** reducing operational, transport and product packaging waste to a minimum
- **Circularity:** transitioning towards circular economy principles, e.g. by increasing the use of materials that are recycled or made available for reuse, without compromising quality or safety
- **Hazardous substances:** reducing hazardous substances in our products and processes
- **Water:** reducing the withdrawal of freshwater, especially in water-stressed regions

Ultimate responsibility lies with the Management Board.

Approved by:

Arnd Kaldowski
CEO

Ludger Althoff
GVP Operations

Note: Policy signed electronically