

Sonova's contribution to society

Sonova's sustainability strategy IntACT emphasizes our ultimate goal of keeping the planet and society intact. It underscores Sonova's responsibilities and the urgent need to ACT on environmental, social, and governance (ESG) dimensions.





Advancing our people (Social)

- We maintained consistently high level of employee engagement, currently at 82%.
- 2 out of 3 leaders are recruited from internally.
- Over 54% of Sonova people leaders are women.
- We implemented global employee health & wellbeing measures, with focus on mental health.



Serving society (Social)

- We have trained 270 hearing care professionals in low- and middle-income countries through the SIHA program since 2021/22.
- More than 2'880 hearing aids were fitted through Hear the World Foundation projects.







Protecting the planet

(Environment)

- We reduced our CO₂ emissions across the whole value chain by 22% compared to 2019 (including Sennheiser, our Consumer Hearing business and Alpaca for all years)
- We are sourcing 100% renewable electricity in our operations worldwide.



Acting with integrity (Governance)

- We launched a new tool to assess sustainability risks for our suppliers and engage with them to improve their practices.
- We launched a global Human Rights Policy.
- 10% of the variable cash compensation of the Management Board is linked to ESG performance.



External recognition

Sonova has been regularly and continuously recognized as a sustainability leader by various ESG rating agencies and included in sustainability indices.

Please find more information here: www.sonova.com/en/external-recognition

CDP

Awarded the secondhighest CDP leadership climate score of 'A-' in 2022, placing Sonova in the top 12% of the medical equipment and supplies industry

Dow Jones Sustainability Indices

Number 2 out of >260 companies in the health care equipment and supplies industry in 2022 and index member since

ISS ESG

Best rating out of >200 companies in the health care equipment and supplies industry in 2022

Our vision

At Sonova, we envision a world where everyone enjoys the delight of hearing and therefore lives a life without limitations.



Sonova in Numbers

years of innovation

More than 1'800 patents and design rights in our four businesses

Our products are available in more than

employees of around 100 nationalities

of our employees

key manufacturing and distribution sites across China, Switzerland, the US and Vietnam

> Our employees are based in over



The Sonova Group is vertically integrated which helps us serve our clients better. We bring together the entire hearing business, from our research and manufacturing to hearing care professionals to the end-consumers.

Our values

At Sonova, our shared core values reflect the corporate culture that

defines and unites us as a company across all brands and regions.

We care - We drive innovation - We strive for excellence -We take accountability - We build the best team

Brands at Sonova

A wide range of products from headphones to hearing aids and cochlear implants, combined with audiological services tailored to

consumer needs:

PHONAK

unitron...









