

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 a high level of employee engagement at
- 2 out of 3 leaders are recruited internally
- Over 28% of our senior- and over 39% of our middle management are women.
- More than 500 people leaders were trained in mental health first aid conversations since 2022/23.



Serving society

(Social)

- More than 350 hearing care professionals from low- and middle-income countries graduated from the Swiss International Hearing Academy (SIHA) program.
- More than 4,000 hearing aids were fitted through Hear the World Foundation projects.

Sonova IntACT Highlights 2023/24





Protecting the planet

- We reduced our greenhouse gas emissions across the whole value chain by 28% compared to 2019.
- We are sourcing 100% renewable electricity in our operations worldwide.
- Our CO2 reduction targets for scope 1, 2 and 3 were approved by the Science Based Targets initiative (SBTi).



Acting with integrity (Governance)

- We further advanced supplier ESG risk assessments and human rights due diligence.
- 10% of the variable cash compensation of the Management Board is linked to ESG performance objectives.



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

MSCI ESG ratings

We reached the highest possible MSCI ESG ratings of AAA (on a scale of AAA-CCC) in the 2023 MSCI ESG ratings assessment.

Dow Jones Sustainability Indices

Ranked 4th out of 279 companies in the health care equipment and supplies industry in 2023 and index member since 2014.

ISS ESG

Rated *prime* with a score of B, placing Sonova in the top 2% of the health care equipment and supplies industry in 2023.

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

vears of innovation

patents and design rights in our four businesses

More than

of around 100 nationalities



Our products are available in more than

100

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

Our employees are based in over



Vertically integrated

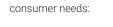
The Sonova Group is vertically integrated which helps us serve our clients better. We bring together the entire hearing business, from our research and manufacturing to hearing care professionals to the end-consumers.

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



PHONAK

unitron





A brand licensed by Sonova



