

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.



Sonova IntACT Highlights 2023/24



Advancing our people (Social)

- We maintained a high level of employee engagement at 83%.
- 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.



Protecting the planet (Environment)

- 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.



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.



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

77 years of innovation

More than **2,000** patents and design rights in our four businesses

More than **18,000** employees of around 100 nationalities

Our products are available in more than **100** countries

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

Our employees are based in over **30** countries

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 consumer needs:



A brand licensed by Sonova

