

Carbon Reduction Plan template

Supplier name

Sonova UK, Sonova Service Centre UK Ltd and Advanced Bionics UK Ltd

Publication date

4th July 2025

Commitment to achieving net zero

Sonova UK, Sonova Service Centre UK Ltd and Advanced Bionics UK Ltd is committed to achieving net zero emissions by 2050

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2019

Additional details relating to the baseline emissions calculations:

Sonova UK, Sonova Service Centre UK Ltd and Advanced Bionics UK Ltd are all subsidiaries of Sonova Group. While Sonova UK Ltd and Advanced Bionics UK Ltd mainly carry out marketing, sales activities and distribution, Sonova Service Centre UK Ltd carries our repair and manufacture of hearing instruments. Combined, these subsidiaries employ 245 FTEs (per 24th June 2025). The GHG emissions of these three subsidiaries are reported together under the carbon reduction plan.

Sonova Group's GHG emissions have undergone limited assurance in accordance with ISAE 3000 (revised) and ISAE 3410 both in the base year 2019 as well as the current year 2025.

Baseline year emissions:

Emissions TOTAL (tCO₂e)	Total (tCO₂e)
Scope 1: Mobile and stationary combustion:	250 tCO₂e
Scope 2: Electricity consumption: (market-based approach)	435 tCO₂e

Scope 3 :Category 4+9 – Upstream and downstream transportation and distribution: CO₂ emissions related to these categories can currently not be disclosed specifically for the three subsidiaries, are they are managed through global accounts. We anticipate to be able to break this down by the end of 2025.

The GHG emissions from Sonova Group in 2019 were 56,838 tCO₂e

Category 5: Operational waste: 39 tCO₂e

Category 6: Business travel 141 tCO₂e

Category 7: Employee commuting 728 tCO₂e

Total emissions:

1593 tCO₂e

Current emissions reporting

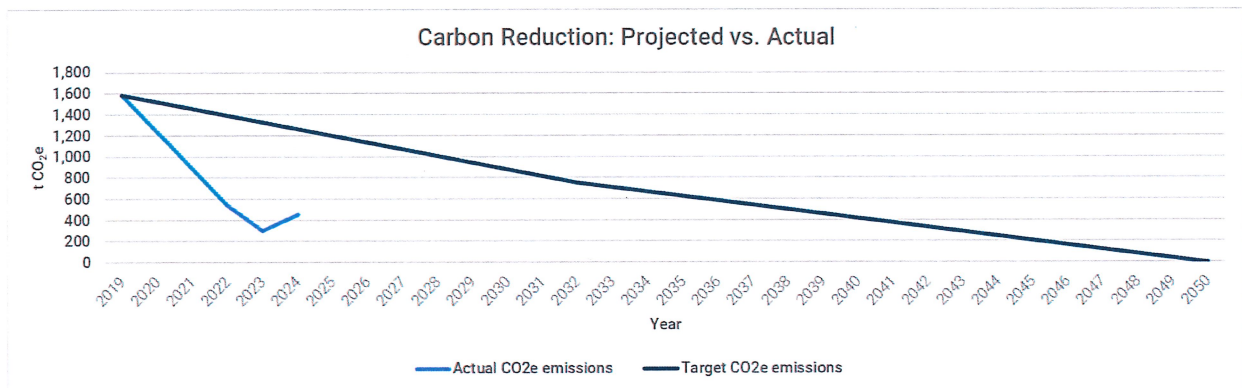
Reporting year: 2024

Emissions	TOTAL (tCO ₂ e)
Scope 1	122
Scope 2	7
Scope 3 (included sources)	326
Total emissions	456

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

Progress against these targets can be seen in the graph below:



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed. The carbon emission reduction achieved by these schemes equate to 1137 tCO₂e, a 71% reduction against the 2019 baseline and the measures will be in effect when performing the contract:

For SUK+SSC initiatives:

- Open Plan temperature A/C - lockup system set up at 21°C.
- Screens and Desktop on power saving mode.
- Reduced heat lost by isolating heat pumps in the Loading area.
- Removal of portable heaters and fans.
- The chiller pipes - damaged insulation repair.
- Reduced temperature after 'core hours'.
- Reduced temperature on Weekends.
- Removed halogen lights and replaced them with LED lights.
- Started sourcing 100% renewable electricity for all sites in Scope
- Moved towards a lower carbon car fleet by switching to hybrid and electric vehicles.
- Reduced the amounts of operational waste.
- Implemented a hybrid working guideline for office-based employees, who can work, up to two or three days remotely. Thus, reducing employee commuting related GHG emissions.

For AB UK initiatives:

- Office fully upgraded new air conditioning units.
- Removal of portable heaters and fans.
- The lighting will have LEDs.
- Car Fleet is also moving over to All Electric Cars.

Complementary to these actions, the organizations in scope have among other actions also moved towards using Forest Stewardship Council (FSC) certified paper and cardboard.

Sonova Group has committed to the Science-based target initiatives

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- All the car fleet to change to electric.
- Review air-travel policy to ensure more responsible business travel.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.


Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴


Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the

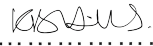
Corporate Value Chain (Scope 3) Standard.¹⁵

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

 KARIN JONES, OPERATIONS DIRECTOR
Date: 9/7/2025

 KAREN GALLACHER, MANAGING DIRECTOR
Date: 16/07/2025

 Kezia Hills, Director Northern Europe
Date: 11/08/25

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>