

# Sustainability at Sonova

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



sonova.com/intact

## Sonova *IntACT* Highlights 2025/26



### Advancing our people Social

More than 59% of our leaders are recruited internally.

More than 30% of our senior leaders are female.

More than 4,800 Sonova participants were engaged in global "LearningWeek".



### Serving society Social

More than 550 hearing care professionals were trained in low-and middle-income countries through the Swiss International Hearing Academy (SIHA) program.

More than 4,500 hearing aids were fitted through Hear the World Foundation projects.



### Protecting the planet Environment

We reduced our greenhouse gas emissions across the whole value chain by 20.5% compared to 2019/20.

We are sourcing 100% renewable electricity in our operations worldwide.

We reduced packaging material for the Hearing Instruments business by 4.9% in comparison to 2023/24.



### Acting with integrity Governance

81% of our direct material spend was covered by direct suppliers with EcoVadis scorecards.

10% of the variable cash compensation of the Group Executives is linked to ESG performance objectives.

## External recognition

Sonova has been regularly and continuously recognized as a sustainability leader. Please find more information here: [sonova.com/en/external-recognition](https://sonova.com/en/external-recognition)

### S&P Global Corporate Sustainability Assessment

Ranked in the 98<sup>th</sup> percentile in the health care equipment and supplies industry in 2025 and constituent of the Dow Jones Best-in Class World index.

### ISS ESG corporate rating

Rated Prime with score of B in 2025, ranking in top 2% of the health care equipment and supplies industry.

### EcoVadis assessment

Ranked among top 5% of companies (gold medal) in 2025.

### CDP disclosure

Awarded a CDP score of B in 2025 climate change rating.

## Our vision

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

Sonova is the global leader in innovative hearing care solutions, combining technology leadership, audiological expertise and a strong local presence to serve a growing number of people with hearing loss in more than 100 countries. The Group was founded in 1947 and is headquartered in Stäfa, Switzerland. As a vertically integrated company across its wholesale, retail and cochlear implants businesses, Sonova operates through the brands Phonak, Unitron, AudioNova and Advanced Bionics as well as recognized regional brands.

## Sonova in Numbers

79

years of innovation

100+

countries where our products are available

2,000+

patents and design rights

3,600+

audiological clinics and stores worldwide

18,000+

employees of around 100 nationalities

30+

countries where our employees are based



**PHONAK**

**unitron**

**AudioNova**

**AB** ADVANCED  
BIONICS

**SENNHEISER**  
A brand licensed by Sonova